BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 25, 2023

The Annual Organizational Meeting of the Board of School Directors was called to order by the Board Clerk at 5:33 p.m.

The following individuals, who were elected or re-elected to membership on the Board on April 4, 2023, were formerly seated upon certification by the City Clerk that they had taken the oath of office and are duly qualified to serve:

Marva Herndon, District 1
Darryl Jackson, District 3
Megan O'Halloran, District 8
Erika Siemsen, District 2
Missy Zombor., Member at Large.

Directors Aisha Carr,, District 4; Marcela Garcia, District 6; Jilly Gokalgandhi, District 5; and Henry Leonard, District 7, are continuing members.

The following members responded to roll call:

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

ELECTION OF TEMPORARY PRESIDING OFFICER

(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.

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select a *chair pro tem.*

Director Siemsen nominated Director Garcia to be *Chair Pro Tem.*

The Board elected Director Garcia as *Chair Pro Tem* by unanimous consent.

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Director Garcia in the Chair.

ELECTION OF THE BOARD'S OFFICERS

(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 Implication Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board elect its president for the 2023-24 board year.

The Board proceeded to vote by roll call, with the following result:

Director Herndon — Directors Carr, Herndon, Jackson, Leonard, Siemsen, and Zombor — 6.
Director Gokalgandhi — Directors Gokalgandhi, O'Halloran, and Garcia — 3.

Director Herndon, having received a majority of the votes of the membership, was duly elected President of the Board of School Directors for the ensuing year.

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President Herndon in the Chair.

(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.

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Recommendation

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

The Board proceeded to vote by roll call, with the following result:

Director Gokalgandhi — Directors Garcia , Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Director Jackson — Directors Carr and Jackson — 2.

Director Gokalgandhi, having received a majority of the votes of the membership, was duly elected Vice President of the Board of School Directors for the ensuing year.

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DESIGNATION OF BOARD CLERK FOR ENSUING BOARD YEAR

(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...."

Dr. Jacqueline Mann is the current Board Clerk.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select its board clerk for the 2023-24 board year.

By consensus of the Board, Dr. Jacqueline M. Mann was designated Board Clerk for the ensuing year.

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APPOINTMENT OF THE BOARD'S REPRESENTATIVES

(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 2022-23 board year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meetings

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(7).

President Herndon having chosen not to serve as the Board's representative on the Library Board, this item was held over until the Board's regular monthly meeting in May, pursuant to Board Rule 1.17(7).

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(Item 2) Designation of the Board's Representative to the Milwaukee Education Partnership

Background

The Milwaukee Board of School Directors is an Executive Partner of the Milwaukee Education Partnership (MEP), a PK-16 Council of education, labor, business, government, university, foundation, parent and community groups. The Executive Partners provide the ongoing direction and overarching goals and objectives for the work of the Partnership.

The Board's president is the Board's *ex officio* delegate to the Milwaukee Education Partnership.

If the President chooses not to serve, the Board may select a representative for the 2023-24 board year.

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

That, if the Board's President chooses not to serve as the Board's representative to the Milwaukee Education Partnership, the Board select its representative for the 2023-24 board year.

President Herndon having suggested that the Board choose its representative to the Milwaukee Education Partnership, Director Garcia nominated Director Leonard.

The Board appointed Director Leonard as its representative by unanimous consent.

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(Item 3) Designation of the Board's Delegate to the Wisconsin Association of School Boards (WASB)

Background

Board Rule 1.28, Board Memberships, states, in part:

> (3) In regard to the Wisconsin Association of School Boards (WASB), The Milwaukee Board of School Directors, following receipt of notice of an upcoming election from the WASB, shall elect the WASB delegate for Region 14 in September, October, November, or December of the year preceding any new three-year WASB term. If a delegate is unable to fulfill his/her designated duties to the organization, the President shall be notified, and an election shall be held at the next regularly scheduled Board meeting, and, upon the Board's approval, a replacement delegate shall be assigned as the District's representative to WASB for the interim period of appointment or unexpired term, as provided under the WASB's Bylaws.

At its regular meeting of December 2020, the Board elected former Director Sequana Taylor as the delegate for WASB's Region 14 for the ensuing three-year term; however, as Director Taylor is no longer of

a member of the Board, the Board will need to elect a delegate to WASB until WASB gives notice of an upcoming election.

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board appoint a delegate to serve the remainder of the current term.

Director Carr nominated herself to serve as the Board's representative to the Wisconsin Association of School Boards until receipt of notice of an upcoming election from WASB.

The nomination failed of approval, the vote being as follows:

Ayes — Directors Carr, Jackson, and President Herndon — 3,
Noes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, and Zombor — 6.

Director Gokalgandhi nominated Director Garcia to serve as the Board's representative to the Wisconsin Association of School Boards until receipt of notice of an upcoming election from WASB.

The nomination was approved, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — Directors Carr and Jackson — 2,

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(Item 4) 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 Implication Statement

Board Rule 1.01, Organizational Meetings

Recommendation

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

Director Siemsen nominated Director O'Halloran to serve as the Board's representative to CESA #1 for the current board year.

There being no other nominations, the Board, by unanimous consent, appointed Director O'Halloran to serve as its representative to CESA #1 for the current board year.

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(Item 5) 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 2022-23 board year.

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select its delegate to the Head Start Policy Council for the 2023-24 board year.

Director O'Halloran nominated Director Siemsen to serve as the Board's representative to the Head Start Policy Council for the 2023-24 board year.

There being no other nominations, the Board, by unanimous consent, appointed Director Siemsen to serve as its representative to the Head Start Policy Council for the 2023-24 board year.

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(Item 6) 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 2022-23 Board Year.

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 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 2023-24 board year.

Director Zombor nominated Director Leonard to serve as the Board's liaison to the Title I District Advisory Council for the 2023-24 board year.

There being no other nominations, the Board, by unanimous consent, appointed Director Leonard to serve as the Board's liaison to the Title I District Advisory Council for the 2023-24 board year.

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UNFINISHED BUSINESS

(Item 1) Action on the Disposition of Unfinished Business Pending Before the Board and Its Committees at the Close of Business on April 20, 2023

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 20, 2023) 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 following lists are items that are pending before the Board and its Committees as of the close of business on April 20, 2023.

Disposition of Pending Outcomes

The following are resolutions have previously been adopted by the Board, but the fulfillment of the Board's action remains pending. Items from this list that are set aside will remain in the committees to which they were assigned, with the expectation that the work will be completed as directed.

Committee on Accountability, Finance, and Personnel (AFP)

[1] Resolution 1920R-007

Description	On the creation of a defined-contribution retiree health benefit
Adopted	September 2019
Pending Outcome	Explore the options and report back.
History	Carried over April 2020, 2021, and 2022

[2] Resolution 2223R-015

Description	On a review of the three-tier busing model
Adopted	March 2023
Pending Outcome	A report is due back, to include any recommendations

[3] Resolution 2223R-019

Description	On a Green Revolving Fund
Adopted	April 2023
Pending Outcome	A report on the plan framework and timeline is due back.

Committee on Legislation, Rules and Policies (LRP)

[4] Resolution 2223R-001

Description	On Youth Engagement
Adopted	January 2023
Pending Outcome	Revise Administrative Policy 9.14 to include student-focused language

Committee on Student Achievement and School Innovation (SASI)

[5] Resolution 2021R-002

Description	On an Equity Evaluation
Adopted	November 2022
Pending Outcome	Draft evaluation to be brought back to the Board

[6] Resolution 2122R-004

Description	On the Creation of a Middle-and-high-school Equity Work Group
Adopted	May 2021
Pending Outcome	Follow-up report due to come back.

[7] Resolution 2223R-013

Description	On a Food Justice Task Force

Adopted	January 2023
Pending Outcome	First report is due back.

[8] Resolution 2223R-014

Description	On an Early Years Success Center
Adopted	March 2023
Pending Outcome	A report on the required plan is due back.

[9] Resolution 2223R-018

Description	On the Establishment of a D/HH (Deaf/Hard of Hearing) Taskforce
Adopted	April 2023
Pending Outcome	A report on the taskforce's composition and timeline is due back.

Committee on Strategic Planning and Budget (SPB)

[10] Resolution 2021R-004

Description	Call for Regional Plan to Promote School Desegregation
Adopted	June 2020
Pending Outcome	Chair and co-chair of SPB to form a regional plan for school desegregation to be brought back to the Board for discussion.
History	Carried over April 2021 and 2022.

Disposition of Unfinished Business

The following are items that have not yet been dispensed with or other items that have been introduced but which have not yet considered by the Board. Items from this list that are set aside will be referred back to the appropriate committee for consideration.

Committee on Legislation, Rules and Policies

[11] Item

Description	Consideration of proposed revisions to Administrative Policies 8.28, Student Discipline; 8.23, Weapons in the Schools; and 8.31, Student Suspension
Author	Administration
Introduced	April 21, 2022
History	April 21, 2022, Board referred item to Committee, where it remains pending.

Committee on Student Achievement and School Innovation (SASI)

[12] Resolution 1920R-013

Description	On elementary classroom sizes
Authors	Directors Siemsen and Miller
Introduced	January 2020
History	March 2020, Administration requested additional time for further analysis. Carried over April 2020, 2021, and 2022.

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Any items set aside will be carried over for action during the 2023-24 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 presented.

Director O'Halloran asked to set aside items 1 through 9 and 11 and 12, which will be referred back to their respective committees for future consideration.

Director Jackson moved to place the remaining item, item 10, on file.

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.

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REGULAR ITEMS OF BUSINESS

(Item 1) Transmittal of and Possible Action on the Tentative 2023-24 Board Calendar, Including the Possible Waiver of Board Rules 1.01 and 1.02

Background

Provided below for the Board's review is the tentative calendar of the meetings of the Board and its Committees for the 2023-24 Board year.

FP = Committee on Accountability, Finance, and Personnel; LRP = Committee on Legislation, Rules and Policies; PACE = Committee on Parent and Community Engagement; SASI = Committee on Student Achievement and School Innovation; SPB = Committee on Strategic Planning & Budget

All meetings are conducted in the Central Services Auditorium unless noted otherwise.

Calendar is subject to change.

2023

May	
3	*Proposed budget and notice of Statutory Public Hearing published*
4	SPB — 5:30 p.m.
9	PACE — 5:30 p.m. *1st-round budget amendments due to OBG by noon*
11	SASI — 5:30 p.m.
15	*Analysis of 1st-round budget amendments to OBG by 5:00 p.m.*
16	AFP — 5:30 p.m.
18	SPB — 5:30 p.m.
19	*2nd-round budget amendments due to OBG by noon*
22	*Analysis of 2nd-round budget amendments to OBG by 5:00 p.m.*
23	SPB — 5:30 p.m.
25	Regular Board Meeting — 5:30 p.m.
26	*Memorial Day Break — No Staff or Student Attendance*
29	*Memorial Day — Schools and Central Services Closed*
June	
6	PACE — 5:30 p.m.
8	SASI — 5:30 p.m.
13	Board Retreat*
15	LRP — 5:30 p.m.
19	*Juneteenth Day — Central Services Closed*
20	AFP — 5:30 p.m.
22	SPB — 5:30 p.m.
29	Regular Board Meeting — 5:30 p.m.
July**	
4	*Independence Day — Central Services Closed*
27	Regular Board Meeting — 5:30 p.m.
August	
8	PACE — 5:30 p.m.
10	SASI — 5:30 p.m.
15	Board Retreat*
22	AFP — 5:30 p.m.
31	Regular Board Meeting — 5:30 p.m.
September	
12	PACE — 5:30 p.m.
14	SASI — 5:30 p.m.
19	AFP — 5:30 p.m.
28	Regular Board Meeting — 5:30 p.m.
October	
10	PACE — 5:30 p.m.
12	SASI — 5:30 p.m.
16	*Updated budget information sent to board members*
17	*Board members submit proposed amendments to OBG by noon; amendments to Administration by the end of the day.*
18	*Finance submits responses to amendments to OBG by noon*
19	AFP — 5:30 p.m.
24	Special Board Meeting — 5:30 p.m.: Adoption of Amended FY23 Budget
26	Regular Board Meeting — 5:30 p.m.
31	Board Retreat*

November

2	PACE — 5:30 p.m.
9	SASI — 5:30 p.m.
14	AFP — 5:30 p.m.
16	Regular Board Meeting — 5:30 p.m.
23	*Thanksgiving Day — Central Services Closed*
24	*Thanksgiving Break — Central Services Closed*

December

12	PACE — 5:30 p.m.
14	SASI — 5:30 p.m.
19	AFP — 5:30 p.m.
21	Regular Board Meeting — 5:30 p.m.
23-30	*Winter Break*
23	*Central Services Closed*
28	Regular Board Meeting — 5:30 p.m.
29	*New Year's Break — Central Services Closed*

2024

January

1	*New Year's Day — Central Services Closed*
9	PACE — 5:30 p.m.
11	SASI — 5:30 p.m.
15	*MLK, Jr., Day — Central Services Closed*
16	AFP — 5:30 p.m.
25	Regular Board Meeting — 5:30 p.m.
30	Board Retreat*

February

8	PACE — 5:30 p.m.
13	SASI — 5:30 p.m.
20	AFP — 5:30 p.m.
29	Regular Board Meeting — 5:30 p.m.

March

5	Board Retreat*
12	PACE — 5:30 p.m.
14	SASI — 5:30 p.m.
19	AFP — 5:30 p.m.
21	Regular Board Meeting — 5:30 p.m.
29	*Good Friday — Central Services Closed*

April**

9	Board Retreat*
18	Regular Board Meeting — 5:30 p.m.
23	Annual Organizational Meeting — 5:30 p.m.

*This calendar includes six dates for possible board retreats. The topics, locations, and times for these retreats will be determined throughout the board year. As this is a tentative calendar, retreat dates are subject to change.
**Board Rule 1.09 states that the Board may, at its regular April and July meetings, give public hearing on all regular items of business, which shall replace the reports of standing committees.

Unlike the Board's regular monthly meetings and its 2024 annual organizational meeting, whose scheduling is dictated by Board Rules 1.01 and 1.02, 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 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 sets the day of the Board's annual organizational meeting, any changes to the date of the Board's 2024 organizational meeting will require a suspension of that Rule.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon adoption of the tentative 2023-24 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 2023-24 calendar; and
2. determine how it wishes to proceed relative to the tentative calendar.

Director O'Halloran moved to waive Board Rules 1.01 and 1.02 and to approve the calendar 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.

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(Item 2) Annual Review of and Possible Action on the Board's 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.

The Board's action of November 2000 also set the Board's salaries at $18,121 per year for board members and $18,667 per year for the Board's president. Board members' compensation remained at this level for 21 years, until April 2022, at which time the Board increased its compensation by 4.7%, commensurate with the cost-of-living adjustment given to employees. Thus, the Board's compensation was adjusted to $18,972 for board members, with compensation of $19,544 for the Board's president for the 2022-23 board year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

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

Recommendation

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

Director Leornard moved to postpone consideration of this item until the June 2023 board cycle.

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.

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The Board adjourned at 6:13 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 16, 2023

Special meeting of the Board of School Directors called to order by Vice President Gokalghandi at 5:33 p.m..

Present — Directors Carr, Gokalgandhi, Jackson, Leonard, Siemsen, and Zombor — 6.
Absent and Excused — Garcia, O'Halloran, and President Herndon — 3.

The Board Clerk read the following call of the meeting:

May 11, 2023

Special Board Meeting — Statutory Public Hearing
5:30 p.m., Tuesday, May 16, 2023

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:

1. Statutory Public Hearing on the Proposed Fiscal Year 2023-24 School Operations, Construction, and Extension Fund Budgets

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 FY2024 budget at its tentatively scheduled meeting of May 25, 2023.

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 16, 2023. 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's Boardcast webpage at https://mpsmke.com/boardcast and complete the electronic form:

Written testimony may be submitted to the Milwaukee Board of School Directors by U.S. Mail at Milwaukee Board of School Directors, c/o Office of Board Governance, 5225 W. Vliet Street, Milwaukee, WI 53208; by email at governance@milwaukee.k12.wi.us; and by Fax at (414) 475-8071.

Written comments received before 3:00 p.m. on May 16, 2023, will be forwarded to the Board for its consideration.

JACQUELINE M. MANN, Ph.D.
Board Clerk

The Board proceeded to give hearing on the proposed Fiscal Year 2023-24 School Operations, Construction, and Extension Fund Budgets.

The Board adjourned at 6:07 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 25, 2023

Regular meeting of the Board of School Directors called to order by President Herndon at 5:38 p.m.

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused — Directors Leonard and O'Halloran — 2.

Before proceeding to its agenda, the President asked that the Board share in a moment of silence to commemorate the passing of the following members of the MPS community:

- Gertrude Batton, a retired general assistant from Marshall High School;
- Mercedez Brown-Weeks, a student at Vincent High School;
- Liza Dunn, a retired physical therapist with Specialized Services;
- Harold Grechowiak, a retired material handler with Facilities and Maintenance;
- Patricia Gumz, a retired teacher from South Division High School;
- Annie Jones, retired assistant principal from Rufus King High School;
- Brianna Nimox, a paraprofessional from William T. Sherman Multicultural Arts School;
- Theresa Sobiesczyk, a retired food service assistant; and
- Stanley McWilliams, principal of the Wisconsin Conservatory of Lifelong Learning.

AWARDS AND COMMENDATIONS

(Item 1) Presentation of the 2023 MPS Valedictorians and Salutatorians

Background

We are pleased to honor the following 2023 MPS Valedictorians and Salutatorians for their impressive academic accomplishments.

The Alliance School
Valedictorian: Marcos Gonzalez
Salutatorian: KaChee Chang

Audubon High School
Valedictorian: Noah Buendia
Salutatorian: Hayden Howe

Bay View High School
Valedictorian: Jennifer Adongo
Salutatorian: Desmond Diburgo

Bradley Technology and Trade High School
Valedictorian: Steven Concepcion
Salutatorian: Nur Jannah Mohammad Ali

Golda Meir School
Valedictorian: Wiliam Neeb
Salutatorian: Katherine Jensen

Green Tree Preparatory Academy
Valedictorian: KarShonn Byirt
Salutatorian: Xavvier Anderson

Groppi High School
Valedictorian: William Sackitt
Salutatorian: Amerika Jones

Hamilton High School
Valedictorian: Rung P Din
Salutatorian: Mamah Konneh

MacDowell Montessori School
Valedictorian: Justice Warren
Salutatorian: Jeniya Wright

Madison Academic Campus
Valedictorian: Frederick Calhoun
Salutatorian: Chianang Xiong

Milwaukee High School of the Arts
Valedictorian: Sam Krajewski
Salutatorian: Lily Kent

Milwaukee Marshall High School
Valedictorian: Jenny Yang
Salutatorian: Deasia Clark

Milwaukee School of Languages
Valedictorian: Amelia Baldwin
Salutatorian: Erica Lor

North Division High School
Valedictorians: Corey Thomas

Naomi Elim
Salutatorian: Janae Gentry-Watson

Obama SCTE High School
Valedictorian: Antwania Hayes
Salutatorian: Annika Burton

Project STAY High School
Valedictorian: Tyria Turner
Salutatorian: Jesus Gallegos-Cuarenta

Pulaski High School
Valedictorian: Yesenia Dominquez
Salutatorian: Zabul Rahman Harun

Reagan College Preparatory High School
Valedictorian: Alyssa Aranda
Ava Antonie
Ava Quirk
Biak Tial
Dawoud Ziadeh
Dean Ziadeh
Elise Grandbois
Ella Kuba-Schuenke
Isabel Teoh
Isidora Andric
Leslie Garcia
Malak Ahmad
Miranda Aviles
Nicole Saranec
Rory Hoeschen
Victoria Velazquez Rojas

Riverside University High School
Valedictorian: Evelinda Arteaga
Salutatorian: Jaycelie Stewart

Rufus King International High School
Valedictorian: Andrea Anyanwu
Christiana Hansen
Eliza Link
Eva Groeschl
Haley Truss
Kasim Alexander
Leng Moua
Margaret Rorabeck
Maria Scannell
Maxwell Siegel
Noelle Glazewski
Skye Anderson
Tamara Huynh Rodriguez
Tenley Dugan
Salutatorian: Jordyn Plitzner
Leopold Biel
Nolan Farah

South Division High School
Valedictorian: Nur Shahira Ayub
Salutatorian: Nant May

Transition High School
Valedictorian: Ta Neece Young
Salutatorian: Nakyah Biami-Byrd

Vincent High School
Valedictorian: Daidra Scott
Salutatorian: Casei McGuire

Washington High School of IT
Valedictorian: Daniel Louis
Salutatorian: Andrew Her

Wisconsin Conservatory of Lifelong Learning
Valedictorian: Daja D. Tomlinson-Mathis
Salutatorian: Shaniya Byrd

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(Item 2) Presentation of the 2023 WIABE (Wisconsin Association of Bilingual Education) Award Recipients

Background

The WIABE's Conference is the largest gathering of parents, teachers, administrators, future teachers, and professors dedicated to serving bilingual and multilingual learners in the state of Wisconsin. The 44th Annual WIABE Conference took place April 21-23, 2023, in Wisconsin Dells, WI. Participants engaged in professional learning around bilingual education presented by nationally recognized keynote speakers and workshops led by bilingual educators.

WIABE's Educators of the Year, Student Art and Writing Contest winners, and the Tony Báez Lifetime Achievement Recipient were recognized and celebrated at the conference. WIABE was proud to recognize MPS's educators and students at this year's conference. In all, 33 bilingual educators in the state were honored, with 17 of them bing from the Milwaukee Public Schools.

They recognized teachers are:

- Samantha Camacho, Longfellow School
- Elizabeth M. Colón, Greenfield Bilingual School
- Dorka Paris Davila, Alexander Mitchell Integrated Arts School
- Itza L. Espinoza, Allen-Field School
- Rebecca Hanten, Milwaukee School of Languages
- Daniel Maldonado, Department of Black and Latino Male Achievement
- Angela Muñoz, Lincoln Avenue School
- Delia Pravia, Escuela Vieau

- Zaidimar Rivera, Forest Home Avenue School
- Silvia Rodriguez, Riley Dual Language Montessori School
- Gladys Rivera González, La Causa Charter School
- Ana B. Santiago, South Division High School
- Cindy Santiago, Morgandale School
- Monica Stanchfield-Bastardo, Kagel School
- Vanja Suvajac, Hamilton High School
- Margaret Villafuentes, Hayes Bilingual School
- Claribel Rodriguez, Rogers Street Academy, was honored posthumously.

The theme for WIABE's 9th annual student art and writing contests was "Welcome to My Multilingual, Multicultural World." In all, six students — three student artists and three student writers — were recognized as winners, three of whom were from Milwaukee. Each participant received a certificate of participation, and winners received $100 cash prizes, one-night hotel stays at the Kalahari Resort, and additional prizes.

Student contest winners affiliated with Milwaukee Public Schools are:

- Miguel Casalegño, South Division High School, Grades 9-12 writing contest winner
- Zayan Montañez, La Causa Charter School, Grades 6-8 art contest winner
- Jer Niah Wright, Milwaukee School of Languages, Grades 9-12 art contest winner, whose artwork was featured on the conference program's cover.

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(Item 3) Presentation of the MPS 2023 Herb Kohl Educational Foundation Award Recipients

Background

Each year, the Herb Kohl Educational Foundation awards public and private school students scholarships in the categories of Excellence and Initiative, selected teachers receive Honoree Awards, and selected principals receive Leadership Awards.

2023 MPS Excellence Scholarship Recipients

Five MPS students received the Herb Kohl Excellence Scholarship Award for demonstrating strengths in academics, motivation, and leadership.

- Diego Alfaro, Rufus King International High School
- Eve Anderson, Rufus King International High School
- Eva Groeschl, Rufus King International High School
- Katherine Jensen, Golda Meir School
- Stephanie Santoyo-Bustos, Milwaukee School of Languages

2023 MPS Initiative Scholarship Recipients

Four MPS students received the Herb Kohl Initiative Scholarship Award for demonstrating strong initiative in school and promise for college.

- Leopold Biel, Rufus King International High School
- Cadarious Farmer, Bay View High School
- Kolaris Griffin, South Division High School
- Keyyanna Guy, Marshall High School

2023 MPS Teacher Honorees

Nine MPS teachers received the Herb Kohl Teacher Honoree Award for demonstrating leadership, service, and the ability to motive and instill love of learning to students.

- Virginia Fox, Elm Creative Arts School
- Angela Harris, Dr. Martin Luther King, Jr., School
- Claudia Heller de Messer, Milwaukee Parkside School for the Arts
- Nicole Labat, Lad Lake Synergy School
- Darren Lipman, Carmen High School of Science and Technology- South Campus
- Francisca Meraz, South Division High School
- Diane Raner, Hamilton High School

- Martha Reyes, Highland Community School
- Erin Sivek, Milwaukee Academy of Chinese Language
- Savannah Thompson, Marshall High School
- Catherine Voss, North Division High School

2023 MPS Principal Honoree

One MPS principal, Shantee Williams of Hawthorne School, received the Herb Kohl Principal Leadership Award for demonstrating professional development or a pursuit of unrealized goals in her school.

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(Item 4) Excellence in Education Award

Background

The Milwaukee Board of School Directors recognizes an outstanding school, student, staff member, parent, or community member for a display of excellence, achievement, and innovation that may serve as an example to our school district and the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to Julie Busch, Rachelle Gardner, and Lisa Schermerhorn for achieving National Board Certification in 2022.

Julie Busch

Julie Busch has devoted 28 years of her career in education to Milwaukee Public Schools and currently serves the district as a K4 teacher at Clement Avenue School. Julie has been married almost 17 years to her husband, Bryan, and has two dogs, Sasha and Wanda. The most satisfying part of Julie's job is working with the students and seeing how they learn and grow throughout the year. This is what makes her job so fulfilling.

Rachelle Gardner

Rachell Gardner has devoted 33 years of her career in education to Milwaukee Public Schools and currently serves as an itinerant teacher of the visually-impaired. Rachelle, who is an MPS graduate from Alexander Hamilton High School, has two sons, James and Aaron. Rachelle enjoys learning about her students and their individual needs. She finds ways to make learning fun and to make accessing their curriculum easier for them. By teaching, she feels she is making a difference in the lives of her students.

Lisa Schermerhorn

Lisa Schermerhorn has devoted 22 years of her career in education to Milwaukee Public Schools and currently serves as an itinerant teacher of the visually-impaired. Lisa enjoys reading and swimming when she is not working on lesson plans. The most satisfying part of Lisa's job is problem solving to understand the needs of her students and then making the adaptions or modifications so that the students can participate with their peers.

The Milwaukee Board of School Directors honors Julie Busch, Rachelle Gardner, and Lisa Schermerhorn for their dedication and commitment to excellence on behalf of the students of the Milwaukee Public Schools and for achieving National Board Certification.

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APPROVAL OF MINUTES

The minutes of the Board's special and regular meetings of April 2023 were approved as printed.

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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 in order 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, Ms. Aycha Sawa, the City Comptroller, has forwarded the following resolution, which the Board will have to adopt in order to authorize issuance of the RANs.

Whereas, Milwaukee Public Schools ("MPS") is a department of the City of Milwaukee ("City") authorized by Sections 65.05 and 119.46, Wisconsin Statutes, to establish a School Operations Fund, and to determine its expenditures and the taxes to be levied therefor;

Whereas, MPS is temporarily in need of funds in the amount not to exceed $275,000,000 to meet the immediate expenses of operating and maintaining the public instruction in MPS during the 2023-2024 school year ("Fiscal Year");

Whereas, the Milwaukee Board of School Directors ("Board") deems it necessary and in the best interest of MPS that funds be borrowed and revenue anticipation notes ("RANs") be issued to fund the temporary need;

Whereas, in accordance with Section 67.12(1)(a), Wisconsin Statutes, the total amount borrowed shall not exceed 60% of MPS's total actual and anticipated receipts in the fiscal year, and shall be repaid no later than 18 months after the first day of the fiscal year;

Whereas, the tax for the operations and maintenance of schools of MPS for the Fiscal Year heretofore has been voted to be collected on the next tax roll;

Whereas, to the best of the knowledge, information and belief of the Board, MPS complies with the revenue limits set forth in Sections 121.91 and 121.92, Wisconsin Statutes; and

Whereas, the City may enter into an interest rate exchange agreement in order to better match the interest rate on the RANs with the interest earnings on the investments to pay the maturing debt service; now, therefore, be it

Resolved, by the Board that it hereby requests the City to issue revenue anticipation notes pursuant to the provisions of Section 67.12(1), Wisconsin Statutes, in an amount not to exceed $275,000,000; and be it

Further resolved, that the City and its proper City officers be and hereby are authorized and directed to segregate within the School Operations Fund, for the payment of the principal of the RANs and interest thereon, state aid revenue payments under Section 121.15, Wisconsin Statutes, received in June for the Fiscal Year in the amount of the principal of the RANs and interest thereon; and be it

Further resolved, that the City and its proper City officers be and hereby are authorized to irrevocably pledge and assign as security for the repayment of the RANs and interest thereon, all revenues of the School Operations Fund attributable to the Fiscal Year which are due MPS, in the Fiscal Year, and not yet paid as of the date of delivery of the RANs, and which are not otherwise pledged and/or applied; and be it

Further resolved, that all or a portion of the RANs may be issued as General Obligation and/or note anticipation note debt of the City and shall be considered RANs under this resolution. RANs may also be issued to refinance RANs, and that such refinancing(s) shall be in addition to the amount authorized by this resolution provided that the total amount of RANs outstanding shall not exceed the authorized amount; and be it

Further resolved, that the Board consents to the use of an interest rate exchange agreement in connection with the RANs in order to better match the interest rate on the RANs with the interest earnings on the investments used to pay the maturing principal and interest of the RANs.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 4.05, Budgeting/Forecasting

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

It is recommended the Board approve the resolution to authorize issuance of the RANs.

Director Garcia moved approval of the resolution authorizing the Revenue Anticipation Notes.

The motion passed, the vote being as follows:

Ayes —Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.
Noes — None.

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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's 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:

- Increasing academic achievement and accountability
- Improving district and school culture
- Developing our staff
- Ensuring fiscal responsibility and transparency
- Strengthening communication and collaboration

Activities from late April through mid-May are included in the following report.

Superintendent's Report

Staff Appreciation

Administrative Professionals' Day

Celebrations for Administrative Professionals' Day, April 26, 2023, took place throughout the district to recognize assistants for the work that they do in keeping schools, departments, and offices running efficiently. We very much appreciate their work.

School Principals' Day

Principals were celebrated on May 1, 2023, in honor of School Principals' Day. It takes the work of every staff member, community member, partner, and parent, along with the leadership of a school's principal, to keep a school running smoothly. We salute our principals for being at the forefront of the day-to- day and yearly successes of our schools.

Teacher Appreciation Week

Teacher Appreciation Week, which took place May 8-12, 2023, provided an opportunity for all stakeholders to thank teachers for their dedication and continued service. Teachers are key to the academic excellence that students can achieve, providing them with encouragement, support, and rigorous education.

School Nurses' Day

On May 10, 2023, the Department of Specialized Services recognized School Nurses Day, celebrating school nurses for their role in the success of students. School nurses support students with a host of services that include students' medical, nutritional, mental, and physical health needs. The care that school nurses provide can make the difference in a student's ability to remain productive in school. We recognize the need for and thank our school nurses.

We are grateful to all our staff for the work that they do daily. Thank you!

Metropolitan Milwaukee Alliance of Black School Educators (MMABSE) MPS Teacher of the Year Honorees

On May 5, 2023, the Metropolitan Milwaukee Alliance of Black School Educators held its 21st annual Teacher of the Year Gala, at which the following 120 teachers in Milwaukee Public Schools were honored.

- Carmen Adams, Audubon Technology and Communication Middle School
- Rebecca Akin, A .E . Burdick School
- Kimberly Anderson, Milwaukee Sign Language School
- Kelly Ash, Clarke Street School
- Richard Baranowski, Milwaukee French Immersion School
- Tatiana Baskin, Audubon Technology and Communications High School
- Audrey Baur-Thompson, Luther Burbank School
- Alethea Biles, Bay View Montessori School
- Natalie Bishop, Ralph Waldo Emerson School
- Taylor Bocek, Eighty-first Street School
- Charlotte Booker, Milwaukee School of Languages
- Leah Bradley, Dr . Martin Luther King, Jr . School
- Connor Broderick, Gwen T. Jackson Early Childhood and Elementary School
- Deborah Bruno, Jeremiah Curtin Leadership Academy
- Terry Burns, Neeskara School
- Candace Carlisle, Hopkins Lloyd Community School
- Tysha Chambers, Milwaukee County Youth Education Center
- Edith Chiappetti, Allen-Field School
- Maria Colon, Greenfield Bilingual School
- Brenda Cwiklinski-Kertscher, Frederick J . Gaenslen School
- Bette Annette Davis, Milwaukee Environmental Sciences Academy (MESA)
- Carolyn D . Davis, Richard Kluge School
- Dena DeBerry, Elm Creative Arts School
- Roberto DeJesus, Rogers Street Academy
- Marti Diaz, Department of College and Career Readiness
- Maura Donohue, H W. Longfellow School
- Joylyn Duffy, Fifty-third Street School
- Kelly Ehlers, John Greenleaf Whittier School
- Jocelyn Fait, Lincoln Center of the Arts Middle School
- Miguel Feliciano, Wedgewood Park International
- Cindy Flechner, Humboldt Park School
- Allyson Friedkin, Alexander Mitchell Integrated Arts School
- Tony Garcia, Alexander Hamilton High School
- Valerie Glatzel, Golda Meir High School
- Areli Gomez, La Escuela Fratney
- Kathryn Gompper, Riverside University High School
- Jaime Gonzalez, Ronald Wilson Reagan College Preparatory High School
- Laura Gorecki, Morse Middle School for the Gifted and Talented
- Jennifer Gorenc, Louisa May Alcott School
- Heidi Grudnowski, U.S. Grant School
- Aruna Halala-Vishudh, Samuel Clemens School
- Maria Herrera, Hayes Bilingual School
- Christina Michelle Hill, Nathaniel Hawthorne School
- Pronte Hinton, William T. Sherman Multicultural Arts School
- Ava Holdmann, Milwaukee German Immersion School
- Dionne Jamison, Andrew S. Douglas School
- Roderick Johnson, Cass Street School
- Rodney T . Jones, Green Tree Preparatory Academy
- Mary Kindberg, Clara Barton School
- James Klug, Ralph H. Metcalfe School
- Marisa Koss, Lowell International Elementary School
- Precious L . Lefer-Johnson, Milwaukee Marshall High School
- Rama Leopold, Mary McLeod Bethune Academy
- Pao Li, William George Bruce School
- Jeffrey Lingo, Roosevelt Middle School of the Arts
- Michelle Loeffel, Brown Street Academy
- Fouad Lubna, Anna F . Doerfler School
- Jane Lundsgaard, Westside Academy
- Dr . Virginia Lynch, Washington High School of Information Technology
- Cindi Matousek, Gilbert Stuart School
- Lynda McTrusty, Lowell P. Goodrich School

- Amare Mebrahtu, Milwaukee High School of the Arts
- Samantha Michels, Golda Meir School 3-8
- Alicia Miranda, MPS PBIS Team
- Molly Mollet, Harold S . Vincent High School
- Anthony J . Morgan, Frances Brock Starms Discovery Learning Center
- Kathy Mount, William Cullen Bryant School
- Celene Mueller, Trowbridge Street School of Great Lakes Studies
- Jan Novara, Casimir Pulaski High School
- Bonnie O'Hara, Robert M. LaFollette School
- Yolanda R . Ogunbowale, Riley Dual-language Montessori
- Karin Olson, Alexander Mitchell Integrated Arts School
- Leah Osiecki, Lynde and Harry Bradley Technology and Trade High School
- Effia Owusu, Manitoba School
- Joyce Peoples, Hartford Avenue University School
- Rose Peterson, Barack Obama School of Career and Technical Education
- Vernita Phillips, Rufus King International Middle School
- Derrick Portalatin, South Division High School
- Mary Ellen Quesada, Fernwood Montessori School
- Marizol Rackers, Milwaukee Spanish Immersion-Upper Campus
- Sarah Ramlow, James Madison Academic Campus
- Kari Reck, Bay View High School
- Barbara Redd, River Trail School
- Dimarie Reyes, Milwaukee Spanish Immersion-Lower Campus
- Morgan Rosenberg, Academy of Accelerated Learning
- Christopher Scaffidi, Clement Avenue School
- Troy Schaeffer, Oliver Wendell Holmes School
- Justine Schwanz, Victory K-8 and Milwaukee Italian Immersion School
- Kimberly Shields, Ninety-Fifth street School
- Christina Singer, Milwaukee Parkside School of the Arts
- Shavodka Slaughter, Albert Story School
- Emily Sokolowski, Individualized Developmental Educational Approaches to Learning School
- Susan Starkman, Craig Montessori School
- Sharon Stockman, Maple Tree School
- Tyra Stokes, Auer Avenue
- Cynthia Suarez, Frances Brock Starms Early Childhood Center
- Marissa Tann, Milwaukee School of Languages
- Sarah Tavaghoee, Siefert School
- Mai Bao Thao, Lancaster School
- Deborah Tillman, Thurston Woods Campus
- Kali Topczewski, Dr . George Washington Carver Academy of Mathematics and Science
- Sharon Tucker, Congress School
- Ben Tyjeski, Hamlin Garland School
- Lisa Uvena, Lloyd Barbee Montessori School
- Carla Van Lieshout, Walt Whitman School
- Brodi Van Riper, Riverwest Elementary School
- Yeng Vang-Strath, Milwaukee Academy of Chinese Language
- Catherine Voss, North Division High School
- Dr . Letitia Walters, James E. Groppi High School
- Tracey Watkins-Gobbeo, Benjamin Franklin School
- Brooke Wetor, Browning School
- Chelsea Williams, Townsend Street School
- Joanelle Williams, Milwaukee College Prep-Lola Rowe North Campus
- Emily Wilson, Hi-Mount School
- Sheila Witherspoon, Project Stay
- Nancy Wong-Woessner, Keefe Avenue School
- Sonia Wooten, Grantosa Drive School
- Pa Vang Xiong, Forest Home Avenue School
- Erik Yellstrom, Henry David Thoreau School
- Aaron Young, Escuela Vieau School

High-school Graduation

Graduation is a time for celebrating the accomplishments that one has achieved and for planning next steps in a lifelong journey. MPS congratulates all the 2022-23 graduates and wishes them much success in their future endeavors.

High school graduations are taking place May 24-31, 2023, at the UW-Milwaukee's Panther Arena and MATC's Cooley Auditorium. Tickets are required and should be obtained from an inviting graduate.

Graduates still have access to the College and Career Centers, where they can receive assistance with completing the Free Application for Federal Student Aid (FAFSA) application; applying for college admissions, grants, and scholarships; and 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 — whether they need assistance with FAFSA, résumé writing, or job searching, the Centers are available to them.

Congratulations to all of our graduates!

College Decision Day

Decision Day is a May celebration! The 24 high schools in the district planned reveals that took place between May 2 and 12 for seniors with declared career paths so that these students could proudly share their future plans.

Each school planned an individual ceremony to recognize these seniors. Each of the thousands of seniors who will graduate and who declared his/her career plan was recognized to celebrate his/her hard work toward graduation and the journey to the career of choice. Congratulations to all of our students!

Summer Opportunities

Summer is a time for students to engage in multiple activities that include academics, college campus experiences, recreation, and employment.

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

- High school courses and registration
  - Session I: June 6-22, 2023, Monday-Friday, 8:00 a.m.-1:00 p.m. Registration for Session I closed on May 15, 2023.
  - Session II: June 26-July 27, 2023, Monday-Friday, 8:00 a.m.-1:00 p.m. Registration for Session II will close on June 5, 2023, at 11:59 p.m.
- K5-grade 8 courses and registration
  - Five-week session: Monday, June 26-Friday, July 28, 2023, 8:00 a.m.-noon. Registration for the five-week session will close on June 5, 2023, at 11:59 p.m.
- Specialty program courses and registration
  - For specialty programming with June dates, registration closed on May 15, 2023.
  - For specialty programming with July dates, registration will close on June 5, 2023, at 11:59 p.m.

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:

- beach volleyball at UWM
- medical terminology at MATC
- written communication (English 195) at MATC
- aviation science's drone workshop at Carroll University

Approximately 90 students will participate.

The UW-Madison's PEOPLE Program's students will spend up to six weeks on campus (depending on grade level). Seniors who graduate and who will attend UW-Madison also will spend the summer on campus. Approximately 275 students will participate.

Schuler Scholars (Golda Meir and Riverside) are encouraged to participate in summer pre-college programming as well as a 10-day leadership camp. Approximately 40 students will participate.

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

The Boys & Girls Clubs of Greater Milwaukee's Graduation Plus program, aimed to support college access, offers programming for students in the summer.

Recreational opportunities are now available for all ages. Milwaukee Recreation offers Community Learning Centers, camps, camping, swimming, open playgrounds, twilight centers, drivers' 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.

The Department of Recreation is also hiring. Employment opportunities are available through Employ Milwaukee and the City of Milwaukee. Employ Milwaukee offers the Earn-and-Learn program for ages 14-24 and the Camp RISE program for ages 10-13. The programs are designed to provide meaningful work or leadership experiences to youth in Milwaukee Public Schools and the community. The programs seek to provide one or more of the following in each program:

- 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.

For more information on the Earn-and-Learn program, email earn.learn@employmilwaukee.org and apply for the Earn and Learn Summer Youth Employment Initiative. MPS students may also reach out to Ms. Ophelia King at 414-475-8128 with questions.

Camp RISE applications have closed for summer 2023, but interested parties may express their interest in future camp opportunities via the Camp RISE Interest Form.

The City of Milwaukee is also hiring for the summer. We will share more information at our Senior Send-off event on June 9, when the City joins us at Wick Field. The City of Milwaukee will give students an opportunity to interview and be hired on site. Watch for further details!

Milwaukee Public Schools Is Hiring

Become a member of the Milwaukee Public Schools family! Do you want to make a difference in the lives of our students? MPS is seeking exceptional educators and support staff to join our team, along with building service workers and food service workers.

The next hiring fair is June 21, from 11:00 a.m. to 1:00 p.m., at the Central Administration Building located at 5225 West Vliet Street. District personnel will share information about the hiring process, full-time and part-time openings, license requirements, and competitive pay and benefits. Residency in Milwaukee is not required.

MPS offers great benefits for full-time employees (30 hours or more per week):

- health insurance
- dental insurance
- life insurance
- vision insurance
- flexible health-savings account
- flexible dependent-care savings account
- generous vacation and sick leave
- pension
- 403b participation (voluntary)
- tuition reimbursement.

View open positions and read more about benefits on our website at mpsmke.com/careers. Apply online.

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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 Confer with Legal Counsel Relative to Litigation in Which the Board is or is Likely to Become Involved

Consideration of this item was postponed until the end of the meeting.

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(Item 2) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

The State Legislature continues work on the state budget, a shared revenue package, and additional education policy. Discussions are ongoing, and 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 Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

NA

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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 monthly report of the Office of Accountability and Efficiency (OAE) 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.

The following report includes activities from late April through mid-May.

Report to the Milwaukee Board of School Directors

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.

During the reporting period, the Office of Accountability and Efficiency continued to implement the OAE's FY23 Work Plan.

Accountability and Efficiency Services

Between April 8, 2023, and May 13, 2023, Accountability and Efficiency Services fulfilled seven requests for information/research, three constituent inquiries, and three special projects. Accountability and Efficiency Services also fulfilled five requests for an impartial hearing officer assignment and participated in the work of the Criminal Background Check Appeals Committee.

Accountability and Efficiency Services completed its collaboration with the Office of Human Resources to review various retention rates among staff and brought forward an analysis through the Committee on Accountability, Finance, and Personnel this month. Additionally, the Office collaborated with the Office of Finance on matters related to the proposed FY24 budget.

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 the reporting period, Contract Compliance Services focused on student-engagement programming. For the third year, CCS partnered with the Milwaukee County Department of Health and

Human Services (DHHS) for in the latter's Summer Youth Employment Initiative. CCS will sponsor internships for up to 30 students in various career industries.

Lastly, CCS continued to create internal work-based learning internships. Students were interviewed for internships in architecture, culinary arts, and technology. Three students were successfully placed.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 3.08, Role of the Management of the 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 34 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times for the Board's consideration and action:

April 26, 2023, at 9:00 a.m., 10:30 a.m., 12:00 p.m., and 1:00 p.m.
May 4, 2023, at 9:00 a.m., 10:00 a.m., 11:00 a.m., and 12:00 p.m.
May 5, 2023, at 9:00 a.m.
May 8, 2023, at 9:00 a.m., 10:30 a.m., 11:30 a.m., 1:00 p.m., and 2:00 p.m.
May 9, 2023, at 9:00 a.m., 10:00 a.m., 11:30 a.m., and 1:00 p.m.
May 10, 2023, at 8:00 a.m., 10:00 a.m., and 11:00 a.m.
May 11, 2023, at 9:00 a.m.
May 16, 2023, at 11:30 a.m. and 1:00 p.m.
May 18, 20023, at 9:00 a.m., 10:00 p.m., and 11:30 a.m.
May 19, 2023, at 9:00 a.m.
May 22, 2023, at 9:00 a.m., 10:00 a.m., 1:00 p.m., and 3:00 p.m.
May 23, 2023, at 8:00 a.m. and 10:00 a.m.

Also provided under separate cover for the Board's information were the monthly expulsion summaries.

Director Carr moved approval of the reports of the Independent Hearing Officer from the dates and times listed.

The motion passed, the vote being as follows:

Ayes —Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.
Noes — None.

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items:

- the Report of the Committee on Strategic Planning and Budget, which had been set aside in order to allow the Board to take action on the budget amendments and resolutions; and

- the Report of the Committee on Student Achievement and School Innovation, Item Three, Update with Possible Action on Resolution 2122R-004 Regarding Middle-school and High-school Equity, which had 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 Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.
Noes — None.

REPORT OF THE 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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
		New Hires		
2	Andre Campbell	Building Service Helper I	$16.96/hr.	04/25/2023
2	Demetrion Goodlow	Building Service Helper I	$15.90/hr.	04/25/2023
2	Edith Sledge	Building Service Helper I	$17.49/hr.	04/24/2023
2	Shamik Ward	Building Service Helper I	$15.90/hr.	04/24/2023
2	Nakia Welch	Building Service Helper I	$15.90/hr.	04/10/2023
7	Reginald Williams	Building Service Helper I	$15.90/hr.	03/27/2023
1	Sergio Alvarado	Building Laborer	$35.42/hr.	04/17/2023
4	Lucia Ala	Children's Health Assistant	$22,662.00	03/27/2023
2	Lisa Lewis	Children's Health Assistant	$19,603.00	04/11/2023
2	Ashley Bohannon	Food Service Assistant	$15.90/hr.	03/28/2023
4	Jenny Montanez	Food Service Assistant	$15.90/hr.	04/10/2023
4	Yesensia Teron Benejan	Food Service Assistant	$15.90/hr.	03/27/2023
2	Christine Thompson	Food Service Assistant	$15.90/hr.	03/27/2023
4	Randy Avila	Paraprofessional	$19,758.00	04/10/2023
5	Chloe Bachman	Paraprofessional	$19,758.00	04/10/2023
3	Shashi Tej Chinta	Paraprofessional	$26,345.00	03/31/2023
2	Teresa Guyton	Paraprofessional	$20,241.00	04/10/2023
5	Milica Jelic	Paraprofessional	$19,758.00	04/17/2023
4	Angelica Magana	Paraprofessional	$19,758.00	04/19/2023
2	Annette Spence-Sangare	Paraprofessional	$19,758.00	04/24/2023
2	Shawntay Humphrey	School Secretary I — 11-month	$28,962.00	04/27/2023
2	Kyiesha Austin	School Secretary I — 12-month	$34,382.00	04/03/2023
2	DeVania Pate	School Secretary I — 12-month	$39,624.00	04/03/2023
5	Dana Mejic	School Kitchen Manager III	$34,496.00	04/10/2023
2	Lisa Parker	School Kitchen Manager III	$38,949.00	03/27/2023
2	Dontasia Stewart	School Kitchen Manager Trainee	$18.18/hr.	03/28/2023
5	Ian Cranfield	Youth Apprentice	$15.00/hr.	04/03/2023
2	Savion Gainer	Youth Apprentice	$15.00/hr.	04/03/2023
6	Marcos Gonzalez	Youth Apprentice	$15.00/hr.	03/31/2023
2	Tyree Howard	Youth Apprentice	$15.00/hr.	03/31/2023
2	Madison Kyles	Youth Apprentice	$15.00/hr.	04/03/2023
5	Natalie Piojda	Youth Apprentice	$15.00/hr.	04/03/2023

Code	Name	Position	Salary	Date
5	Zachery Schroeder	Youth Apprentice	$15.00/hr.	04/03/2023
5	Jonathan Sheppard	Youth Apprentice	$15.00/hr.	04/03/2023
2	Javerius Smith	Youth Apprentice	$15.00/hr.	04/03/2023
2	Khamani Tally	Youth Apprentice	$15.00/hr.	04/03/2023
7	Dennis Young	Youth Apprentice	$15.00/hr.	04/03/2023
		Promotions		
5	Scott Sullivan	Building Laborer	$35.42/hr.	04/03/2023
2	Wardell Dodds	Paraprofessional	$19,758.00	04/24/2023
2	Ryan Jackson	School Engineer II	$57,582.00	04/03/2023
4	Zyad Selim	School Engineer II	$57,582.00	04/03/2023
2	Tonesha Brown	School Kitchen Manager I	$30,577.00	04/17/2023
2	Bernita Kizer	School Kitchen Manager I	$34,463.00	04/17/2023
2	Takiela Pittman	School Kitchen Manager I	$29,022.00	04/17/2023
6	Awatef Muna	School Kitchen Manager Trainee	$21.04/hr.	03/14/2023
2	Lenequi Roby	School Kitchen Manager Trainee	$21.52/hr.	03/14/2023
2	Denanzel Taylor White	School Kitchen Manager Trainee	$21.52/hr.	03/14/2023
		Rehires		
2	Shacoda Erby	Children's Health Assistant	$20,214.00	04/10/2023
2	Takiea McCenton	Children's Health Assistant	$21,438.00	04/19/2023
2	Joyce Lewis	Food Service Assistant	$16.38/hr.	03/27/2023
2	Stephanie Spence	Food Service Assistant	$16.38/hr.	04/10/2023
4	Ambar Gonzalez	Paraprofessional	$19,758.00	04/17/2023
2	Laurie Grayson	Paraprofessional — Parent Involvement	$31,835.00	04/10/2023
2	Colleen Solberg	School Secretary I — 10-month	$30,335.00	04/28/2023

Codes:

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White		
3	Asian/Oriental/Pacific Islander	6	Other		

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
Teachers					
4, r	Gonzalez,Sebastian	Bilingual Education	01/BA	$52,158.00	4/17/2023
2, r	Hammer,Doneta A	Multi-categ. Comp. SEN	01/BA	$46,979.00	4/24/2023
7, r	Shelton,Callie	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	4/24/2023
Permit Teachers					
5, r	Collier,McKenzie	Early Childhood Spec Ed	XX/4W2	$46,144.00	4/24/2023
4, r	Orta,Mercy E	Bilingual Education	XX/4W2	$46,144.00	5/1/2023
Permit Teacher, Early Start					
2, nr	Smith,Rokenda Y.	Mathematics	XX/4W2	$46,144.00	5/1/2023

Codes:

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White	r	Resident
3	Asian/Oriental/Pacific Islander	6	Other	nr	Non-resident

Level

B, BA	Bachelor's Level (Teachers)
C, MA	Master's Level (Teachers)

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, November 2022		
Angela Harris	Out of Assignment	November 11, 2022
Illness Leave, March 2023		
Ulisses Molina	Lincoln Avenue School	March 29, 2023

Illness Leave, May 2023

Richanda Kaquatosh	Central Service Building	May 10, 2023

Personal Leave, April 2023

Sandra Santiago	Out of Assignment	April 10, 2023
Maria Macias	Out of Assignment	April 14, 2023

Personal Leave, May 2023

Ashley Boese	Lloyd Barbee Montessori School	May 15, 2023

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	15.5	2	Oluwaseun Adetiba	Teacher	Central Svcs	03/30/2023
Personal	0.6	4	David Aldape	Teacher	Fratney	06/16/2023
Personal	2.8	3	Fatima Alsharifi	Counselor	Hamilton	05/24/2023
Retire	31.7	2	Veronica Anthony	Teacher	Fairview	08/15/2023
Retire	30.6	5	Mary Antkowski	Teacher	MSL	06/16/2023
Retire	2.5	2	Linda Arms	Teacher	Hawthorne	05/25/2023
Personal	6.6	2	DaNisha Avery	Teacher	Carver	06/16/2023
Retire	31.3	2	Dorothy Barron	Teacher	WCLL	05/24/2023
Personal	0.1	2	Wynter Bates	Teacher	Bethune	06/16/2023
Personal	4.7	5	Courtney Becker	SSW	Curtin	06/22/2023
Other Dist	5.2	5	Aaron Biterman	Teacher	Congress	05/24/2023
Personal	15.7	5	Tunisian Black	SSW	Pratt	06/02/2023
Personal	0.7	5	Hannah Borga	Teacher	Honey Creek	06/16/2023
Personal	1.7	5	Jenna Brown	Teacher	Curtin	06/16/2023
Retire	0.7	2	Ida Butler	Teacher	Grantosa	02/28/2023
Retire	31.6	5	Pamela Cada	SLP	Zablocki	06/19/2023
Personal	0.8	5	Patrick Cady	Teacher	MHSA	05/24/2023
Retire	22.7	5	Jewel Calton	Teacher	Congress	05/24/2023
Retire	21.7	5	Renee Champeau	Teacher	MSL	06/16/2023
Personal	3.8	5	Raeven Chappelle	Teacher	Allen Field	06/16/2023
Personal	0.7	5	Nihel Charfi	Teacher	Lancaster	06/16/2023
Personal	8.6	4	Rebeca Cobian	Teacher	Hayes	06/16/2023
Retire	25.8	5	Mounir Corban	Counselor	Meir	05/24/2023
Retire	28.7	5	Michael Crossot	Psych	Central Svcs	06/01/2023
Personal	3.7	4	Dinora Cruz	Nurse	ALBA	06/22/2023
Retire	25.7	5	Kathleen Daly	Teacher	Hamilton	05/24/2023
Retire	29.8	5	Mary Jo Danek	SST	Starms	06/01/2023
Personal	5.7	5	Frances David	Teacher	Lincoln MS	05/24/2023
Retire	0.7	5	Jesse Davis	Teacher	Wedgewood	05/24/2023
Personal	6.7	2	Santanna Dillon	Teacher	Roosevelt	05/24/2023
Retire	29.6	5	Lori Dingman	Teacher	Vincent	05/24/2023
Retire	21.7	2	Kimberly Edwards	Teacher	Carson	06/19/2023
Personal	1.2	4	Jennifer Esparza	Teacher	Lincoln Ave	06/16/2023
Retire	19.7	5	Judith Garvey	Teacher	Stuart	06/16/2023
Personal	3.2	5	Salvator Gauthier	Teacher	Hamilton	05/25/2023
Retire	25.7	5	Mary Geisen Musha	SSW	Central Svcs	06/01/2023
Other Work	16.7	5	Allison Gipp	Teacher	Audubon HS	05/25/2023
Retire	32.1	5	Barbara Graff	Teacher	Clement Ave	06/16/2023
Retire	9.3	5	Peggy Grafwallner	SST	Ronald Reagan	04/10/2023
Personal	2.3	2	Jimmie Grayson	Teacher	North Division	05/24/2023
Retire	26.6	2	Colleen Green	Teacher	Starms	05/24/2023
Retire	22.3	2	Rex Green	Teacher	Metcalfe	05/26/2023
Other Dist	1.2	5	Haley Grimm	Teacher	Carver	06/16/2023
Retire	29.7	5	Wendy Grzegorek	Teacher	Central Svcs	05/24/2023
Other Dist	14.7	6	Naomi Guzman	Teacher	Fernwood	06/16/2023
Personal	4.5	2	Mariah Hall	Teacher	MSL	05/24/2023
Personal	5.5	3	Linda Hang	SSW	Browning	06/22/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	23.8	2	Curley Harris	Teacher	Metcalfe	05/24/2023
Other Dist	3.8	5	Savannah Heigl	Teacher	Grant	06/16/2023
Retire	24.7	5	Sally Hochstein	SSW	Central Svcs	06/01/2023
Personal	8.5	5	Gail Hodkiewicz	Teacher	Central Svcs	06/16/2023
Retire	31.7	2	Debbie Ivy	Teacher	Hawthorne	05/25/2023
Personal	31.6	2	Stephanie Jones	Teacher	Morse	05/24/2023
Personal	3.4	5	Kyle Julian	Teacher	MacDowell	05/24/2023
Personal	2.7	5	Megan Karnitz	Teacher	Meir	05/24/2023
Retire	26.6	5	Daniel Kartz	Teacher	Riverwest	06/16/2023
Personal	6.7	5	Kelsey Kasik	Teacher	Longfellow	06/16/2023
Retire	31.0	5	Catherine Kaye	Teacher	Burdick	06/16/2023
Other Dist	1.7	2	Ebenezer Keane Rudolph	Teacher	Meir	05/24/2023
Personal	8.7	4	Holly Kingsbury	Psych	Central Svcs	06/22/2023
Personal	3.8	5	Martha Kinnen	SSW	Central Svcs	06/22/2023
Personal	14.7	5	Stefanie Klopp	SST	Riley	06/16/2023
Retire	32.7	5	Heather Knopp	Teacher	MSOL	05/25/2023
Personal	30.6	5	Mary Kraemer	Teacher	Garland	06/16/2023
Other Work	3.8	2	Janice Lang Ikwuazu	Teacher	Congress	05/26/2023
Personal	9.8	5	Robb LaPlant	Teacher	MSL	05/24/2023
Retire	32.3	5	Amy LaPlante Ortiz	Psych	Rufus King HS	06/01/2023
Retire	21.8	5	Mary Ellen Lederer	Teacher	River Trail	04/03/2023
Other Dist	3.7	5	Paige Lehr	Teacher	Franklin	06/16/2023
Retire	36.0	5	Linda Lemmen	Teacher	Trowbridge	06/16/2023
Retire	31.2	5	JoAnn Lens	Teacher	Hawley	06/16/2023
Personal	0.7	5	Lindsay Liss	Teacher	JMAC	04/10/2023
Personal	2.8	5	Rebecca Lloyd	Teacher	Vincent	05/24/2023
Other Dist	3.7	4	Abigail Lopez	Psych	Thurston Woods	06/22/2023
Retire	7.7	5	Becky Lutz	Teacher	Hamilton	05/24/2023
Other Dist	4.8	5	Brittney Malcomson	Teacher	Congress	05/24/2023
Other Dist	1.8	5	Nicole McGillicuddy	SLP	Longfellow	06/16/2023
Personal	0.7	5	Christina Myers	Teacher	Lancaster	06/16/2023
Personal	0.8	5	Maureen O'Dowd	Teacher	Roosevelt	05/24/2023
Retire	15.0	4	Erkies Marin Ortiz	Teacher	Greenfield	06/16/2023
Retire	30.2	2	Lisa Marion Howard	Principal	Engelburg	06/30/2023
Retire	14.8	5	Joan Masek	Teacher	Hamilton	05/24/2023
Retire	35.0	2	Calvin Matthew	Teacher	Barton	06/16/2023
Retire	30.7	2	Stanley McWilliams	Principal	WCLL	07/14/2023
Personal	10.4	5	Evelinda Mejia Rodriguez	Teacher	Lincoln Ave	06/16/2023
Retire	31.2	5	Sandra Menden	Psych	Garland	06/22/2023
Personal	3.8	5	Wendy Milbauer	Teacher	Hamilton	05/24/2023
Retire	24.8	4	Ulisses Molina	Teacher	Lincoln Ave	06/16/2023
Personal	4.7	2	Raven Moody	SSW	Keefe	06/22/2023
Retire	35.7	5	Lisa Napoli	AP	Grant	06/22/2023
Retire	23.7	4	Mayra Negron	Teacher	Fratney	03/16/2023
Personal	2.8	5	Grace Nell	Teacher	Lancaster	06/16/2023
Retire	8.2	5	Erik Nordgren	Teacher	Allen Field	06/16/2023
Retire	31.7	5	Dawn Norman	SST	French Imm	06/16/2023
Other Dist	14.8	1	Kim Novak	Ex Ed Sup	Central Svcs	06/22/2023
Personal	9.4	5	Michael Ogren	Teacher	MSL	06/16/2023
Retire	28.3	5	Garett Parworth	Teacher	MSL	06/16/2023
Personal	3.7	5	Alison Patton	Teacher	Jackson	06/30/2023
Retire	20.7	2	Joyce Peoples	Teacher	Hartford	06/20/2023
Retire	36.7	5	Kirk Peterson	Teacher	Allen Field	06/16/2023
Other Work	3.5	2	Alexandria Poole	Rec Sup II	Central Svcs	05/12/2023
Personal	0.1	4	Jane Proszek Gorniski	Teacher	Hamilton	05/24/2023
Personal	0.7	5	Marcus Protz	Teacher	Riverwest	06/16/2023
Personal	2.0	4	Ana Quezada	Teacher	Whitman	06/16/2023
Personal	1.7	4	Aislinn Ramos	Teacher	Riley	04/10/2023
Retire	25.4	4	Miguelina Ricardo	Teacher	Greenfield	06/16/2023
Retire	28.3	4	Ada Rosado	Teacher	South Division	05/24/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	5.7	5	Lynda Scolaro	Teacher	Douglas	05/24/2023
Retire	32.2	5	Nancy Smith	Teacher	South Division	05/24/2023
Retire	36.2	5	Wendy Smith	SST	Engleburg	06/16/2023
Personal	0.7	4	Francisco Solis Oropeza	Teacher	Mitchell	06/16/2023
Other Work	1.8	5	Alyssa Stallons	SLP	Washington HS	05/24/2023
Retire	7.7	5	Christine Steiner	Teacher	Spanish Imm	07/11/2023
Retire	8.8	5	Donna Stengrevics	Teacher	Hi Mount	06/19/2023
Personal	1.8	5	Matthew Stran	Teacher	ALBA	05/24/2023
Personal	1.1	5	Tristan Strelitzer	Teacher	Central Svcs	04/03/2023
Retire	31.2	5	Timothy Stritesky	Teacher	Bethune	07/18/2023
Retire	16.7	5	Jill Sweda	Teacher	Gaenslen	06/16/2023
Retire	28.3	5	Linda Ulrich	Teacher	German Imm	06/16/2023
Other Dist	3.8	5	Teah Ungerer	Teacher	Hartford	06/16/2023
Personal	2.7	3	Chia Vang	Counselor	Hamilton	05/31/2023
Retire	20.7	5	Carol Van Lare	Nurse	Central Svcs	06/01/2023
Retire	31.6	5	Alan Vey	Teacher	Riverside	05/25/2023
Personal	4.5	4	Mahaly Villegas	Teacher	Spanish Imm	06/17/2023
Retire	32.7	5	Michele Weissman	Teacher	Clemens	06/16/2023
Retire	24.7	5	Renee Wilde	Teacher	Burdick	06/19/2023
Personal	14.2	2	Tanya Williams	SST	Jackson	06/21/2023
Personal	0.8	5	Donaven Witt	Teacher	Roosevelt	05/24/2023
Personal	0.3	2	Alfreda Womack	Teacher	53rd Street	06/16/2023
Personal	9.2	3	Diane Yang	SSW	Ronald Reagan	06/01/2023
Personal	4.7	3	Phoua Yang	Teacher	Story	06/16/2023
Personal	2.7	5	Kayce Youngbauer	Teacher	Congress	05/24/2023
Retire	16.7	5	Elizabeth Zaza	Teacher	Psych	06/01/2023
Classified Retirements						
Retire	25.6	5	Ronald Heberlein	BSH II	MHSA	04/01/2023
Retire	28.2	2	Carla Hubbard	Secretary I	Westside Acad	04/15/2023
Retire	20.2	5	Cindy Johnson	Para	Ronald Reagan	04/01/2023
Retire	22.0	5	Patricia Krauss	Secretary II	Repair Division	04/01/2023
Retire	20.5	5	Olaf Ritter	Kitchen Mgr II	JMAC	04/22/2023
Retire	28.7	2	Josephine Taper	Kitchen Mgr I	Spanish Imm	04/20/2023
Retire	35.0*	4	Brian Vila	Engineer III	King MS	03/19/2023

*correction of years of service reported in April

Summary

Other District..... 11
Other Work..... 4
Personal 56
Retirement ..... 68 (6 Classified; 62 Certificated)

Codes:

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White		
3	Asian/Oriental/Pacific Islander	6	Other		

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for April 2023 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed, 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 60 Days

Recommended Appointments

Your Committee recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

				Salary		
Codes	Name	Appointment	Location	Sched	Range	Amount
2. r	Leon Groce	Director I, Restorative Practices	Office of the Chief of Staff	03	14A	$135,022
5. r	Brian Babbitts	Coordinator III, School Performance	Office of the Chief of Communications & School Performance	03	08A	$106,351
5. r	Virginia Lynch	Assistant Principal III, Washington High School	Office of the Chief of School Administration	03	12C	$97,323
2. nr	Charonda Farrington	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	$89,574
4. r	Jamie Astigarraga	Occupational Health Nurse	Office of the Chief of Human Resources	03	08A	$87,360
5. nr	Kelsey Robison	Coordinator III, School Performance	Office of the Chief of Communications & School Performance	03	08A	$86,799
5. nr	Sara Ellenbolt	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	$77,368
3. nr	Jenny Lo	Professional Development Specialist II	Office of the Chief of Academics	03	09A	$77,368
5. r	Megan Burk	Grants Specialist I, State & Federal Programs	Office of the Chief of Finance	03	08A	$74,802
5. nr	Jessica Tipkemper	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	$74,147
4. nr	Brenda Saucedo	Accountant IV	Office of the Chief of Finance	03	06A	$67,207
2. r	Gary Thomas	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	$60,671
2. nr	Shaneila Hadnot	Planning Assistant II	Office of the Chief of Academics	03	02A	$59,706
3. nr	Annabel Hoener	Accountant II	Office of the Chief of Finance	03	04A	$55,749
4. r	Maria Barba	Student Enrollment Assistant I	Office of the Chief of School Administration	03	01A	$50,857

Recommended Limited-term Employment (LTE) Contracts Exceeding 60 Days

Your Committee recommends that the Board approve the following limited-term employment (LTE) contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Codes	Name	Position	Location	Hourly Wage	Dates
5. nr	Carolyn Stuessy	Recreation Outdoor Master Plan Renovation Projects	Office of the Chief of Operations	$35.00	04/10/23-10/10/23
5. r	Brett Fuller	ESSER Reporting	Office of the Chief of Academics	$30.00	04/27/23-06/27/23
4. nr	Joanna Rizzotto	Restorative Practices Coach	Office of the Chief of Staff	$30.00	05/01/23-07/28/23
5. r	Mary Saldana	Induction & Support	Office of the Chief of Academics	$30.00	05/15/23-06/15/23
5. r	Nancy McGrew	K4/K5/1st-grade Class-size Reduction	Office of the Chief of Academics	$15.00	07/01/23-12/31/23

Codes:

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White	r	Resident
3	Asian/Oriental/Pacific Islander	6	Other	nr	Non-resident

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

* * * * *

(Item 3) Action on a Request to Approve the Second Amendment to the Lease Agreement with Milwaukee Excellence Charter School for the Property Located at 4950 North 24th Street

Background

Milwaukee Excellence Charter School is relocating its program from the Happy Hill School at 7171 W. Brown Deer Road to expand the program onto the second floor at 4950 North 24th Street. The mission of Milwaukee Excellence is to educate students in grades 6 through 12 through rigorous academics and character-education essentials for success so they are able to excel and to graduate from four-year colleges and pursue the professions of their choice. The goal of Milwaukee Excellence is for its graduates to carry with them character traits formed by values and to be equipped with the scholarly habits necessary to navigate their personal lives while attending college.

The Administration is requesting approval of the proposed second amendment to the lease agreement with Milwaukee Excellence that runs through June 30, 2026, which aligns with the charter contract. The lease rent revenue will be as follows:

- July 1, 2023-June 30, 2024..... $386,888
- July 1, 2024-June 30, 2025..... $394,626
- July 1, 2025-June 30, 2026..... $402,519

Total $1,184,033

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication 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 $1,184,033.

Implementation and Assessment Plan

Upon the Board's approval, the Second Amendment to the Lease Agreement with Milwaukee Excellence Charter School for the Property Located at 4950 North 24th Street, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Second Amendment to the Lease Agreement with Milwaukee Excellence Charter School for the Property Located at 4950 North 24th Street, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 4) Action on a Request to Terminate a Lease with Milwaukee Excellence Charter School for Happy Hill School Located at 7171 West Brown Deer Road

Background

The mission of Milwaukee Excellence Charter School is to educate students in grades 6 through 12 through rigorous academics and character education essentials for success so they are able to excel and to graduate from four-year colleges and pursue the professions of their choice. The goal of Milwaukee Excellence is for its graduates to carry with them character traits formed by values and to be equipped with the scholarly habits necessary to navigate their personal lives while attending college.

The Board approved a lease agreement with Milwaukee Excellence Charter School at Happy Hill School located at 7171 West Brown Deer Road in February 2022. In March 2023, Milwaukee Excellence Charter School at Happy Hill School requested to terminate its lease agreement as of June 30, 2023.

The Administration is requesting approval to terminate a lease agreement with Milwaukee Excellence Charter School for Happy Hill School, to be effective June 30, 2023.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication 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 the Board's approval, the Termination of the Lease Agreement with Milwaukee Excellence Charter School for Happy Hill School, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Termination of the Lease Agreement with Milwaukee Excellence Charter for Happy Hill School, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 5) Action on a Request to Approve the Fifth Amendment to the Lease Agreement with Banner Day Learning Corp. at the 35th Street School Property Located at 3517 West Courtland Avenue

Background

The Administration is requesting approval of the proposed fifth amendment to the lease agreement with Banner Day Learning Corp. that will extend the lease term from July 1, 2023, through June 30, 2024, which aligns with the term of the current partnership contract with Milwaukee Pubic Schools and Banner Preparatory School of Milwaukee (Banner Prep).

Milwaukee Pubic Schools and Banner Prep have a long-standing relationship. Banner Prep was established in 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 or behavioral issues have become major barriers to 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 term from July 1, 2020, through June 30, 2021. In June 2021, the Board authorized another lease term from July 1, 2020, through June 30, 2022. In June 2022, the Board authorized another lease term from July 1, 2022, through June 30, 2023.

The new lease term will be July 1, 2023, through June 30, 2024. Total revenue from this amended lease will be $111,353.00.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative 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 $111,353.00.

Implementation and Assessment Plan

Upon the Board's approval, the Fifth Amendment to the Lease Agreement with Banner Day Leaning Corp. located at 3517 West Courtland Avenue, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Fifth Amendment to the Lease Agreement with Banner Day Learning Corp, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 6) Action on a Request to Approve the First Amendment to the Use and Maintenance Agreement with Boys and Girls Club at the Rogers Street Academy Property Located at 2430 West Rogers Street

Background

Milwaukee Public Schools and the Boys & Girls Club (BGC) have a long-standing relationship. MPS agreed to finance an addition to the existing facility at 2430 West Rogers Street and enter into a partnership with BGC on June 21, 2004, as part of a 99 year Use & Maintenance Agreement.

MPS and BGC now desire to amend the Agreement to extend the time for the Parties to further negotiate the capital and ordinary maintenance expenses as set forth in the attachments to the minutes of your Committee's meeting. The Administration is requesting approval for the first negotiation period of capital and ordinary maintenance expenses, as considered in the Agreement and beginning on the 18th anniversary of the Agreement's commencement date, be extended to December 31, 2023. Once the expenses for the term have been negotiated, the Administration will recommend another amendment to the Use & Maintenance Agreement.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. There will be no lease revenue as part of the agreement.

Implementation and Assessment Plan

Upon the Board's approval, the First Amendment to the Use & Maintenance Agreement with Boys & Girls Club, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the First Amendment to the Use & Maintenance Agreement with Boys & Girls Club, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 7) Action on a Request for Authorization to Enter into a Lease Agreement with the Milwaukee Youth Arts Center, Inc., for Parking at Golda Meir Property Located at 1555 N. Dr. Martin Luther King, Jr., Drive

Background

Milwaukee Public Schools (MPS) and the Milwaukee Youth Arts Center (MYAC) have an excellent working relationship that supports student learning, high student performance, and a focus on services and programming in the arts. MYAC has a direct working relationship with the Golda Meir program, and both programs share resources on an as-needed basis.

MYAC has shared the use of its space for music training and workshops for our teachers. It has also provided programming as a part of the MPS Partnership for the Arts and Humanities. Based on its close proximity to Golda Meir, it has developed a strong partnership to provide arts programming specifically in the areas of theatre and dance.

As part of this long-standing relationship, MYAC has leased a parking lot located at the southwest corner of North 4th Street and West Galena Avenue and is looking to renew this agreement to assist with its overflow parking. The use of parking facilities is non-exclusive and is restricted to parking of vehicles owned or operated by its employees, guests, and invitees after normal school hours, Monday through Friday and all day on Saturday and Sunday. MYAC's use will not interfere with normal school operations or special events of the school or the district.

The annual lease rate is $1.00. In return, MYAC will provide educational services as may be mutually agreed to for Golda Meir or other schools. Such services shall be at no cost to the schools.

There is language within the lease that will allow the District to terminate the lease to accommodate the expansion at Golda Meir or any other long-term district needs.

The lease term will be July 1, 2023, through June 30, 2026. The lease rent revenue will be as follows:

- July 1, 2023-June 30, 2024..... $1.00
- July 1, 2024-June 30, 2025..... $1.00
- July 1, 2025-June 30, 2026..... $1.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative 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 $3.00.

Implementation and Assessment Plan

Upon the Board's approval, the Lease Agreement with Milwaukee Youth Arts Center, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Lease Agreement with Milwaukee Youth Arts Center, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 8) Action on a Request to Approve the Third Amendment to the Lease Agreement with the Milwaukee Bicycle Collective, Inc., for Use of the Merrill Park Field House

Background

The Milwaukee Bicycle Collective, Inc., is a 501(c)(3) non-profit organization with a mission of making bicycling accessible to all. Milwaukee Bicycle Collective, Inc., is a volunteer-driven organization that has partnered with Milwaukee Public Schools to provide the District with valuable resources for bicycle repair and instruction, as well as refurbished bicycles, parts, and accessories.

Milwaukee Public Schools' bicycling programs within the Department of Recreation and Community Services and the Department of Curriculum and Instruction-Health and Physical Education do not have adequate resources to repair and to service the bicycles owned by the District for students' use. The agreement with the Milwaukee Bicycle Collective, Inc., further ensures that all Milwaukee Public Schools children involved in the District's bicycling programs are using safe equipment, while also providing the Milwaukee Bicycle Collective, Inc., with needed storage space to provide this valuable service.

The Board approved a lease agreement with the Milwaukee Bicycle Collective, Inc., in June 2018, a First Amendment in 2019, and a Second Amendment in 2021 to further advance its work with Milwaukee Public Schools in providing services to students that promote growth and create additional opportunities for future success.

The Administration is requesting approval of a Third Amendment to the Lease Agreement with Milwaukee Bicycle Collective, Inc., for a two-year term, July 1, 2023-June 30, 2025. The lease rent revenue will be as follows:

- July 1, 2023-June 30, 2024..... $1.00
- July 1, 2024-June 30, 2025..... $1.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue will be $2.00.

Implementation and Assessment Plan

Upon the Board's approval, the Third Amendment to the Lease Agreement between Milwaukee Public Schools and the Milwaukee Bicycle Collective, Inc., as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Third Amendment to the Lease Agreement with the Milwaukee Bicycle Collective, Inc., for use of Merrill Park Field House, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 9) Action on Monthly Facilities Matters: FMS Award of Change Order and Emergency Purchase Recommendation

Report of Change Order

The Administration is reporting to the Board the following change order in excess of $50,000.00.

Playfield Improvement Design at Lincoln Playfield

Site Design Group Ltd., 888 South Michigan Avenue, Chicago, IL 60605

Total Amount of Change Order..... $178,506.00

Due to the award of the Outdoor Recreation Legacy Partnership Program Grant, funded from the National Park Service and the Land & Water Conservation Fund, design for nature-based recreational amenities are being sought, including landscape architecture, civil engineering, structural engineering, electrical engineering, surveying services, and cost estimating. Scope of work includes tree assessment, riverbank restoration, trail design with site furnishings, non-motorized boat launch and boat drop-off, nature trails, and picnic areas.

The change order will be funded from account code STS OO RFI RC ECNC (Project No. 7096).

Report of Emergency Purchase

This emergency purchase of four boilers and accessory packages to replace the existing, original boilers at James Madison High School in the amount of $386,000 is being reported as required by Administrative Policy 3.09, Purchasing and Bidding Requirements.

During the design phase for the replacement of the unit-ventilators as part of an ESSER II-funded capital improvement project at James Madison High School, it was determined that the original boilers should also be replaced. The Integrated Project Delivery (IPD) contractor had obtained various quotes and determined that the boilers available from Vyray were the best option, since they met the design criteria for capacity, were designed to fit into the existing boiler room and schedule, and were available now for purchase and delivery by May 26, 2023. DFMS will be making the purchase with available performance-contracting funds, thereby allowing additional capital project work to be completed under ESSER II. The purchase of the boilers was completed as an emergency due to the need to procure and install them in time to allow for start-up of the boilers before the heating season begins. The IPD Contractor will be responsible for installation of the equipment.

Funds are available from account code FAR 00 ECE DW ECNC (Project No. 8579).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

- Change Order $178,506.00
- Emergency Purchase $386,000.00

Implementation and Assessment Plan

Upon the Board's approval, the requested change order and emergency purchase will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the requested change order and emergency purchase.

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

* * * * *

(Item 10) Action on Receipt of the Fiscal Year-end 2022 Audit Reports

Background

Baker Tilly has completed the June 30, 2022, year-end reports, which are attached to the minutes of your Committee's meeting for the Board's consideration.

Baker Tilly considers the District's internal control over financial reporting as a basis for designing its 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 2022 Audit, June 30, 2022." 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 2022 Audit, June 30, 2022," also includes a report on the status of prior-year issues.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.07, Fiscal Audits

Fiscal Impact Statement

No fiscal impact

Committee's Recommendation

Your Committee recommends that the Board

1, accept the following documents, as attached to the minutes of your Committee's meeting:

   a. 2022 ACFR Financial Statements
   b. Reporting and Insights From 2021 Audit, June 30, 2021
   c. Milwaukee Board of School Directors Early Retirement Plan
   d. Milwaukee Board of School Directors Early Retirement Plan for Teachers
   e. Report on Federal and State Awards; and

2. direct the Administration to bring to the Board a progress update within the December 2023 board cycle

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

* * * * *

(Item 11) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of $25,000; Acceptance of the 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; and Acceptance of Donations

Purchases

——— Authorization to Purchase from CDW Government, LLC, for Licenses, Equipment, and Support

The Administration is requesting authorization to make purchases from CDW Government LLC for licenses, equipment, and support. The Rubrik software being purchased under this agreement will be used to backup virtual-server infrastructure in use by the District for daily operations. These resources, which will be backed up off site, will then have the ability to be restored as part of the disaster-recovery process. This agreement is for a three-year subscription for backup and restoration services from this vendor.

This purchase is made under the CESA Purchasing Cooperative 022-G. The total cost of items purchased will not exceed $263,047.20.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology — Contracted Services) $263,047.20

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Purchase Six VxRail E660F from Systems the Redesign Group

The Administration is requesting authorization to make a one-time purchase from the Redesign Group for six VxRail E660F systems. These items make up a hardware upgrade to the server infrastructure that currently supports over 200 district enterprise servers and databases. This new hardware will allow near-obsolete servers and storage to be combined into a single supported solution at the Central Services Datacenter.

This purchase is made under the Midwestern Higher Education Commission (MHEC) Cooperative Purchasing Agreement MHEC-04152022. The total cost of goods purchased from vendor will not exceed $431,032.00

Budget Code: TSV-0-0-TLN-DW-EEQ5 (Technology — Equipment) $431,032.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Purchase Software Maintenance for the District's VoIP Telephone System Total Communications, Inc.

The Administration is requesting authorization to purchase software maintenance for the District's VoIP telephone system from Total Communications, Inc. This renewal of software maintenance is necessary in order for the District to receive critical software updates and applications as they become available for the District's Mitel MiCam voicemail system. The Mitel MiCam voicemail feature is available on all district telephones used in schools and departments. The voicemail platform is a critical tool that is necessary for effective communications.

This purchase is made under the Sourcewell Contract #022719-MBS. The total cost of goods purchased from Total Communications will not exceed $59,542.72.

Budget Code: PIN-0-0-TLN-DW-ETEL (Technology — Contracted Services).....$59,542.72

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Issue a Purchase Order to West Music Company, Inc., for Class Sets of General Music Percussion Instruments

The Administration is requesting authorization to issue a purchase order to West Music for 100 14-inch tubanos, 100 12-inch tubanos, 100 10-inch tubanos, 20 frame drum sets, and 20 boomwhacker sets.

Phase four of the music expansion will add teachers to a number of schools where no previous music program existed. This purchase will provide instruments and equipment for new music programs.

One primary goal of the project is to support general music educators to meet the music standards for performing music. A variety of hand percussion instruments provide developmentally appropriate instruction to each student.

This purchase is being made under Choice Partners Cooperative Agreement 19/034KC-07. The total cost for this purchase will not to exceed $95,961.20

Budget Code: MUS-O-S-LAM-DW-ESUP.....$95,961.20

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— 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, which provide 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 the 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 purchases are made under the cooperative agreements listed below.

Vendor	Products	Subscription Period	Focus	Amount	Cooperative Agreement
Brain POP, LLC	BP, JR, ELL, Espanol, Creative Coding	10/1/23-9/30/24	K4-12	$338,137.80	Gurnee School District 56 IL — NDPA_SWC CCASE
Capstone	Pebble Go	7/1/23-6/30/24	K4-3	$129,493.95	Omnia Partners R170702
Cengage Learning, Inc.	Biography in Context & Research in Context/Middle-school Opposing Viewpoints in Context	6/30/23-6/29/24	7-12	$55,633.14	Choice Partners 20/051SG-02
Cengage Learning, Inc.	Gale in-Context: Elementary, High-school, Environmental Studies	7/1/23-6/30/24	K-12	$116,505.00	Choice Partners 20/051SG-02
Defined Learning, LLC	Defined STEM	7/30/23-7/31/24	K-12	$277,860.00	The Interlocal Purchasing System (TIPS) #200105

Vendor	Products	Subscription Period	Focus	Amount	Cooperative Agreement
Discovery Education, Inc.	DE Curriculum Services (Streaming)	7/1/23-6/30/24	K4-12	$489,000.00	The Interlocal Purchasing System (TIPS) #220802
Follett School Solutions,, LLC	Library Manager	8/30/23-8/31/24	K4-12	$191,191.48	PACE P00176
Follett School Solutions,, LLC	Resource Manager	8/30/23-8/31/24	K4-12	$107,736.69	PACE P00176
Infobase Holding, Inc.	Credo Source Reference	6/30/23-6/30/24	6- 12	$67,680.00	TIPS #200105
OverDrive,, Inc.	Digital Library, eBooks, Video, and Audio	8/1/23-8/1/24	K-12	$70,000.00	Commonwealth of Massachusetts 21-DOC-9009
Mackin Educational Resources	Comics Plus	7/1/23-6/30/24	K-12	$97,786.22	Florida State Cooperative #20-172
Nearpod, Inc.	Flocabulary	8/5/23-8/4/24	K4-12	$184,127.00	The Interlocal Purchasing System (TIPS) #18/056KD- 39
Proquest, LLC	Culture Grams Online	7/1/23-6/30/24	3-12	$61,208.67	CTR057656
Texthelp,, Inc.	Read & Write Google/Snapverter	8/1/23-8/1/24	K4-12	$131,908.78	DIR-CRO- 4479
Anaca Technologies, Ltd., dba Xello	CCSpark	10/1/23-9/30/24	K-12	$55,125.00	PCA-3-177- 17

The total cost of subscription services will not exceed $2,373,393.73

Budget Code: SLB-0S-CSF-DW-ESWR (School Library — Non-textbooks).....$2,265,657.04
GEN-00-INV-DW-ETXB (Textbook Funds — for Resource Manager).....$107,736.69

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

RFP 1103 Authorization to Enter into Purchase Orders with Savvas Learning Company, LLC, and The McGraw Hill Companies for the Selection of Textbooks/Instructional Materials for Social Studies: African American History, AP Human Geography, Justice and You, Sociology, Psychology, and Ethnic Studies

The Administration is requesting authorization to issue purchase orders with Savvas Learning Company, LLC. and the McGraw Hill companies for the selection of textbooks/instructional materials to be used during the 2023-24 school year as detailed in this item.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, textbooks/instructional materials evaluation committees were formed as a result of the Board's action on December 22, 2022, which opened subject areas for selection studies. The committees have completed the necessary studies with respect to the following courses and are recommending the following for adoption for use during the 2023-24 school year.

Vendor	Amount
Savvas Learning Company LLC	$1,500,000.00
The McGraw Hill Companies	$1,500,000.00
Total	$3,000,000.00

Contractors were chosen pursuant to RFP 1103, which closed on February 17, 2023.

Budget Code: SSC-0-I-8G3-CI-ETXB (Textbooks).....$3,000,0000.00

Savvas Learning Company, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,372	340	843	No	5%	5%	TBD	NA	600	10

The McGraw Hill Companies

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,353	230	949	No	5%	5%	TBD	NA	600	10

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. This is an informational item, and no action is required.

C029866 Ice Miller, LLP, for legal Services Related to Internal Revenue Service (IRS) Compliance and Other Plan Legal Issues

Original Contract Amount.....$40,000.00
RCC 2/9/2022.....$6,000.00
RCC 2/10/2023.....$30,000.00
Ending amount $76,000.00

On February 18, 2021, the Milwaukee Board of School Directors and Ice Miller, LLP, entered into Professional Services Contract number C029866 ("Contract"), with a term of March 1, 2021, through February 28, 2022, for legal services related to Internal Revenue Service (IRS) compliance and other plan legal issues, including, but not limited to, restatement of plan documents and associated submissions to the IRS, pertaining to the Milwaukee Board of School Directors' Supplemental Early Retirement Plan for Teachers, the Milwaukee Board of School Directors' Early Retirement Supplemental and Benefit Improvement Plan, and the Milwaukee Public Schools' 403(b) Plan. A Request to Change Contract (RCC) was submitted on February 9, 2022, to extend the contract through February 28, 2023, and to increase the compensation. On February 10, 2023, another RCC was submitted to extend the contract through February 28, 2024, and to increase compensation.

C030905 Children's Outing Association, dba COA Youth & Family Centers, to Provide a Community Learning Center

Original Contract Amount.....$123,500.00
RCC 2/14/2023.....$32,500.00
Ending amount $156,000.00

On July 28, 2022, the Milwaukee Board of School Directors and Children's Outing Association, dba COA Youth & Family Centers, entered into Professional Services Contract number C030905 ("Contract"), with a term of August 1, 2021, through June 30, 2023, to provide a Community Learning Center. On February 14, 2023, a Request to Change Contract (RCC) was submitted to add the carryover from DPI to the contract.

C029511 Owners Group, dba Learning Exchange, for Title IA, IIA, IIIA, and IVA Services

Original Contract Amount.....$10,714,225.38
RCC 7/15/2020.....$7,127,550.90
Board 2/25/2021.....$21,081,695.44
Year 2 .....$16,486,349.97
Year 3 .....$22,833,033.98
RCC 2/1/2023.....$8,174,035.75

Ending Amount $86,416,891.42

On April 23, 2020, the Milwaukee Board of School Directors and Owners Group, dba Learning Exchange, entered into Professional Services Contract number C029511("Contract"), with a term of July 1, 2020, through June 30, 2021, for Title IA, IIA, IIIA, and IVA services. On July 15, 2020, a Request to Change Contract (RCC) was submitted to increase compensation and to include Elementary and Secondary School Emergency Relief (ESSER) funding. On February 25, 2021, the Board increased the compensation by $21,081,695.44 to include Governor's Emergency Education Relief (GEER) funding. On April 22, 2021, the Board extended the contract for a term of July 1, 2021, through June 30, 2022, with compensation not to exceed $16,486,349.97. On May 26, 2022, the Board approved the third, and final, extension for a term of July 1, 2022, through June 30, 2023, and compensation not to exceed $22,833,033.98. On February 1, 2023, an RCC was approved to increase compensation based upon the final allocation numbers.

C029512 Mainstream Development Educational Group, LLC, for Title IA, IIA, IIIA and IVA Services

Original Contract Amount.....$1,995,716.49
RCC 7/15/2020.....$843,633.10
Board 2/25/2021.....$473,216.27
Year 2.....$3,707,646.49
RCC 3/21/2022.....$1,291,697.52
Year 3.....$5,076,069.34
RCC 2/1/2023.....$1,949,026.62
Ending Amount $15,337,005.83

On April 23, 2020, the Milwaukee Board of School Directors and Mainstream Development Educational Group, LLC, entered into Professional Services Contract number C029512("Contract"), with a term of July 1, 2020, through June 30, 2021, for Title IA, IIA, IIIA and IVA services. On July 15, 2020, a Request to Change Contract (RCC) was submitted to increase compensation and to include Elementary and Secondary School Emergency Relief (ESSER) funding. On February 25, 2021, the Board increased the compensation by $473,216.27 to include Governor's Emergency Education Relief (GEER) funding. On April 22, 2021, the Board extended the contract for a term of July 1, 2021, through June 30, 2022, with compensation not to exceed $3,707,646.49. On March 21, 2022, an RCC was approved to increase compensation by $1,291,697.52. On May 26, 2022, the Board approved the third, and final, extension for a term of July 1, 2022, through June 30, 2023, and compensation not to exceed $5,076,069.34. On February 1, 2023, an RCC was approved to increase compensation based upon the final allocation numbers.

C029513 Catapult Learning West, LLC, for Title IA, IIA, IIIA and IVA Services

Original Contract Amount.....$11,079,743.38
Board 7/15/2020.....$ 6,503,141.10
Board 2/25/2021.....$20,704,029.70
Year 2.....$10,974,753.39
Year 3.....$7,934,540.50
RCC 12/5/2022.....−$6,030,708.62
RCC 12/6/2022.....−$2,056,215.93
RCC 2/1/2023.....$3,004,545.50
Ending Amount $52,113,829.02

On April 23, 2020, the Milwaukee Board of School Directors and Catapult Learning West, LLC, entered into Professional Services Contract number C029513("Contract"), with a term of July 1, 2020, through June 30, 2021, for Title IA, IIA, IIIA and IVA services. On July 15, 2020, a Request to Change Contract (RCC) was submitted to increase compensation and to include Elementary and Secondary School Emergency Relief (ESSER) funding. On February 25, 2021, the Board increased the compensation by $20,704,029.70 to include Governor's Emergency Education Relief (GEER) funding. On April 22, 2021, the Board extended the contract for a term of July 1, 2021, through June 30, 2022, with compensation not to exceed $10,974,753.39. On May 26, 2022, the Board approved the third and final extension for a term of July 1, 2022, through June 30, 2023, and compensation not to exceed $7,934,540.50. On December 5, 2022, an RCC was submitted to release funds as ESSER 1 Grant closed. On December 6, 2022, an RCC was submitted to decrease funds as

GEER Grant was closed. On February 1, 2023, an RCC was approved to increase compensation based upon the final allocation numbers.

C030783 Buelow Vetter Buikema Olson & Vliet, LLC, to Provide Legal Services as Needed on Various Employment Matters

Original Contract Amount.....$24,999.00
RCC 3/21/2023.....$25,000.00
Ending amount $49,999.00

On July 25, 2022, the Milwaukee Board of School Directors and Buelow Vetter Buikema Olson & Vliet, LLC, entered into Professional Services Contract number C030783 ("Contract"), with a term of July 25, 2022, through December 31, 2022, to provide legal services as needed on various employment matters. On December 15, 2022, a Request to Change Contract (RCC) was submitted to extend the contract through December 31, 2023. On March 21, 2023, an RCC was submitted to add additional funds as litigation has not concluded, and addition services are need through completion of litigation.

Routine Monthly Reports

The report on revenues and expenses, the 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 to the minutes of your Committee's meeting. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Bay View Montessori School	Dawn Springer	$100.00	General Classroom Supplies
Bay View Montessori School	Bay View Montessori School PTO	$100.00	Wooden Stools
Bay View Montessori School	Charities Aid Foundation America	$1,000.00	General Classroom Supplies
Browning School	The Blackbaud Giving Fund	$1,000.00	General Classroom Supplies
Clemens School	Melva J Tatum	$25.00	General Classroom Supplies
Emerson School	Anonymous Donor	$20.00	General Classroom Supplies
Fratney Street School	Chante Bean	$100.00	Sports Program
Honey Creek Elementary School	Herb Kohl Philanthropies	$200.00	Accelerated Reading Program
James Fenimore Cooper School	NFPA	$486.38	NFPA Fluid Power Challenge
King High School	John N Foley	$70.00	Library
MacDowell Montessori	P.T. First	$50.00	Chicago Field Trip - Music
MacDowell Montessori	Jill Wesolowski	$144.00	Nature's Classroom
MacDowell Montessori	William & Jean Jaeger	$200.00	Nature's Classroom
MacDowell Montessori	Alice's Kids	$280.00	Nature's Classroom
Meir School	John Twardowski	$300.00	Start Up Board Game Club
Office of Academics — Specialized Services	Delta Memorial Endowment Fund, Inc.	$500.00	HEP For Humanitarian Work
Office of Academics — Specialized Services	Milwaukee Public Market	$2,000.00	Providing Resources to the School-to-work- program
Parkside School	Kiwanis of Bay View, Cudahy, St Francis	$100.00	Fieldtrip
Parkside School	Anonymous Donor	$120.00	General Classroom Supplies
Parkside School	Lions Tooth	$175.23	General Classroom Supplies
Recreation and Community Services	Redemption Lutheran Church	$500.00	Swim Caps
Riley School	Charities Aid Foundation America	$500.00	General Classroom Supplies
Story School	Natural Resources Foundation of WI, Inc	$500.00	Teachers Outdoor Fund
	Total Monetary Donations	*$8,470.61*	

Location	Donor	Amount	Gift or Purpose
Non-monetary Donations			
Mitchell School	DonorsChoose	$194.36	Snack Time
Andrew S. Douglas	DonorsChoose	$284.07	Positive Praise and Incentives
Benjamin Franklin School	DonorsChoose	$488.76	Food, Clothing & Hygiene
William Cullen Bryant School	Michelle Clements	$150.00	Bake goods
Pulaski High School	DonorsChoose	$639.07	Books
Emerson School	Sasha Brown	$326.00	Clothing
Fernwood School	DonorsChoose	$630.12	A Comfy Seat and a Sequel
Fifty-third Street School	DonorsChoose	$140.12	I Love to Read
Frances Brock Starms Early Childhood Center	DonorsChoose	$474.75	Books
Grant Gordon Learning Center	DonorsChoose	$705.12	Read Me A Story
Grantosa Drive School	DonorsChoose	$171.37	Sensory Supports
Grantosa Drive School	DonorsChoose	$461.48	New Year New Gear
Hayes Bilingual School	DonorsChoose	$567.99	7th Grade Super Stars
Hi-Mount School	DonorsChoose	$257.32	Diverse Classroom Library
Goodrich School	DonorsChoose	$176.18	Positive Behavior Prizes
Goodrich School	DonorsChoose	$193.12	Water Bottles and Snacks
Goodrich School	DonorsChoose	$233.00	Resources for Learning
Goodrich School	DonorsChoose	$249.26	Fine Motor Practice
Goodrich School	DonorsChoose	$332.42	Art Basics
MacDowell Montessori	DonorsChoose	$202.78	STEM Tools and Toys
MacDowell Montessori	DonorsChoose	$314.20	New Book Bonanza
MacDowell Montessori	DonorsChoose	$390.32	Classroom Basics
MacDowell Montessori	DonorsChoose	$612.27	Classroom Basics
Milwaukee Sign Language School	DonorsChoose	$224.24	Educational Kits & Games
Morgandale School	DonorsChoose	$293.65	Hydration Station
Ninety-fifth Street School	DonorsChoose	$138.02	Beat the Winter Blues
Ninety-fifth Street School	DonorsChoose	$164.95	ABC and 1, 2, 3
Ninety-fifth Street School	DonorsChoose	$380.96	Independent Learning Activities
Ninety-fifth Street School	DonorsChoose	$469.56	Pens and Pencils
Holmes School	DonorsChoose	$477.78	Supplies, Supplies, Supplies
Parkview School	DonorsChoose	$485.22	Literacy Stations for the Win
Parkview School	DonorsChoose	$705.67	Playtime Choices
Emerson School	DonorsChoose	$179.68	Positively Glowing Party
Emerson School	DonorsChoose	$233.89	Perfectly Positive Prizes
Kluge School	DonorsChoose	$640.80	Needed Classroom Essentials
River Trail School	DonorsChoose	$428.27	Hygiene Products & More
Roosevelt Middle School	DonorsChoose	$559.17	Black History Resources
King High School	DonorsChoose	$228.87	I Want to Read
Siefert School	DonorsChoose	$458.20	The Power of Puppets
Siefert School	DonorsChoose	$764.98	Instructional Technology
Office of Academics — Specialized Services	MARTA*	$286.00	Socks & Toothpaste for HEP Students
Strategic Partnerships and Customer Service	Milwaukee Bucks	$250.00	Giveaway Items
Strategic Partnerships and Customer Service	Milwaukee Church of Christ	$500.00	Toiletry/Hygiene Drive
Trowbridge School	DonorsChoose	$141.08	Classroom Basics Needed
Trowbridge School	DonorsChoose	$151.79	Surf Desk Storage Rack
Trowbridge School	DonorsChoose	$176.10	STEM Bins
Vieau School	DonorsChoose	$260.72	Differentiating Instruction
	Total Non-monetary Donations	*$16,793.68*	
Total Value of Donations		$25,264.29	
**Donations from MPS Alumni*		*$286.00*	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases as attached to the minutes of your Committee's meeting; and
2. accept the donations as listed, 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 12) Action on the Award of Professional Services Contracts

RFP 1040 Authorization to Enter into Contracts with Curriculum Associate, LLC, and Imagination Stations, Inc., dba Istation, for Tier 2 and Tier 3 Interventions

The Administration is requesting authorization to enter into 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, as required by the Every Student Succeeds Act (ESSA), for evidence- or research-based interventions, to align with Wisconsin Department of Public Instruction's (DPI's) vision for RtI, and to support compliance with DPI's special education corrective action. The software allows students, families, teachers, school administrators, and district administrators to monitor individual students' and schools' use and progress within the software. Interventions are based online and are available for students to access during a school's identified intervention time, as well as at home, in after-school programs, or in 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 identify students who are performing below target in the areas 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 will run from July 1, 2023, through June 30, 2024, using the second, and final, one-year option to extend.

Curriculum Associates, LLC, will provide online licenses as one option for both English-and Spanish-speaking students in Tier 2 math and reading interventions in grades K5-9 at all schools. The total cost of this portion for these online services will not exceed $600,000.00.

Curriculum Associates, LLC, will also 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.

In addition, 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 portion will not exceed $574,940.00.

The total cost of this contract with Curriculum Associates, LLC, will not exceed $1,349,940.00.

A contract not to exceed $96,950.00 will be issued to Imagination Station, Inc., dba Istation, for the provision of online intervention licenses for students, professional learning, and webinars for adults, including one webinar for parents for kindergarten-8th-grade Spanish speaking students in the area of reading at selected schools.

Budget Code: OSC-0-S-1T4-RH-ECTS $871,950.00
SDV-0-S-TV4-RH-ECTS $574,940.00

Contractor	Amount
Curriculum Associates, LLC	$1,349,940.00
Imagination Station, Inc., dba Istation	$96,950.00
Total	$1,446,890.00

Curriculum Associates, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,668	437	1,168	No	NA	NA	NA	NA	300	20

Imagination Station, Inc. dba Istation

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
287	89	146	No	NA	NA	NA	NA	300	20

RFP 1043 Authorization to Extend a Contract with Playworks Education Energized for Recess-support Services and Professional Development

The Administration is requesting authorization to extend a blanket contract (B0001468) with Playworks Education Energized ("Playworks") for recess-support and professional development services. Under the contract, Playworks 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 two components: Component B is full-time program staff providing recess support and training splitting on-site time between four school locations (ratio of 1:4, staff to schools). Component C is professional development on an hourly basis to schools not participating in Component B. Playworks will report to the Department of Curriculum and Instruction the program's outputs and deliverables twice during each contract year (by March 1 and June 30).

Contractor was chosen pursuant to RFP 1043, which closed on May 18, 2021. The original contract provided for two one-year options to extend if certain performance objectives were met. This second contract extension will run from August 1, 2023, through July 31, 2024, ("Year 3"). The total cost of the contract in Year 3 will not exceed $525,000.

Budget Code: 000-0-0-000-BL-ECTS (Budget code varies by location) $532,140

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
668	417	414	No	5%	NA	NA	NA	300	10

RFP 1048 Authorization to Extend a Contract with The Stepping Stones Group, LLC, for Physical and Occupational Therapy Services

The Administration is requesting authorization to extend a contract with The Stepping Stones Group, LLC, for physical and occupational therapy services. This 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.

In a typical school year, 2-3 leave coverages of 12 weeks or more occur. OTs and PTs provided through this RFP may be engaged for a period of weeks up to an entire school year. Assignments may be short-term, such as those vacancies created by leaves or fluctuations in the District's enrollment.

Contractor was chosen pursuant to RFP 1048, which closed on May 7, 2021. The contract extension will run from July 1, 2023, through July 31, 2024. The total cost of the contract extension will not exceed $100,000.

Budget Code: OTS-0-S-9G3-DE-ECTS $100,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
3,279	1,601	1,248	No	5%	5%	TBD	NA	300	10

RFP 1065 Authorization to Contract with Proximity Learning, Inc., for Credit-acceleration and Academic Support/Tutoring Services

The Administration is requesting authorization to enter into a contract with Proximity Learning, Inc., for credit-acceleration services and academic support/tutoring services. This contractor will be used to deliver the acceleration activities for students in grades 9 through 12 and the academic support/tutoring activities for students K5 through 12.

In order to increase access to a variety of courses, Proximity Learning will provide online credit-acceleration options with licensed teachers for students in need of credit-bearing graduation requirements. To address academic deficits Proximity will provide virtual academic support through tutoring services and small-group instruction in the area of reading for students in need of additional support.

Contractor was chosen pursuant to RFP 1065, which closed on January 21, 2022. The original contract ran from June 1, 2022, through May 31, 2023, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. This contract ("Year 2") will have a term of June 1, 2023, through May 31, 2024, and will not exceed $375,000.00.

Budget Code: DTI-0-S-8F3-EO-ECTS.....$375,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
756	392	451	No	NA	NA	NA	NA	300	10

RFP 1093 Authorization to Contract with Childrens Hospital of Wisconsin, Inc., for Licensed Athletic Training and Skinfold Testing Services

The Administration is requesting authorization to enter into a contract with Childrens Hospital of Wisconsin, Inc., for licensed athletic training (LAT) and skinfold testing services. This contractor will be used to deliver LATs for MPS high-school soccer, basketball, wrestling, cross country, golf, cheerleading, football, and track and field meets.

Licensed athletic training and skinfold services are needed to evaluate and to treat injuries sustained by MPS's student-athletes during MPS-sponsored athletic events and practices, application of first aid (with district-purchased supplies), and recommendations for rehabilitation exercise or physical therapy for minor injuries. LATs will also keep accurate records of all athletic injuries to coordinate post-game follow-up care with student-athletes, parents, coaches, and family physicians in accordance with best practices as recommended by the athletic training industry for future injury prevention, including, but not limited, to concussion testing, hydration, and heat advisory/acclimatization requirements as set forth by the MPS, NATA, and WIAA medical mandates.

Contractor was chosen pursuant to RFP 1093, which closed on November 18, 2022. The contract will run from July 1, 2023, through June 30, 2026. The total cost of the contract will not exceed $322,500.

Budget Code: ATH-0-0-IAT-DW-ECTS (Recreation — Contracted Services)
($107,500 annually) $322,500

Year 2 and 3 budget codes will be encumbered on or prior to the anniversary dates of the contract.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
6,081	1,355	5,315	No	0	NA	NA	NA	*See below*	

Expenditure Range	Student Employment	Educational Experience
$0-$49,999	0	0
$50,000-$74,999	100	10
$75,000-$199999	200	10
$200,000-$399,999	300	10
$400,000-$599,999	400	10
$600,000-$799,999	600	10
$800,000-$999,999	800	10
$1,000,000+	900	30

RFP 1095 Authorization to Enter a Contract with Mackesey and Associates, LLC, for MPS Kitchen Consultant Services

The Administration is requesting authorization to enter a contract with Mackesey and Associates, LLC, for food-service kitchen consulting services. The vendor will provide an inventory of all current kitchen equipment in each school kitchen and will identify those pieces of equipment that need immediate replacement to improve the functionality of each kitchen. With the assistance of the vendor, kitchen equipment will be standardized for uniform performance. Vendor will assist in compiling equipment needs and equipment specifications for the development of an equipment RFP. At the same time, models of food delivery will be reviewed for the most effective system and efficient model to meet the District's need. Equipment recommended will be labor saving and energy efficient. Vendor will assist the District in the receipt and placement of new equipment purchased through the equipment RFP.

Phase two will include developing a 5-10-year district-wide kitchen-equipment replacement plan for future budgeting purposes.

Contractor was chosen pursuant to RFP 1095, which closed on April 11, 2023. The original contract provides for two one-year options to extend if certain performance objectives are met. This initial contract will run from June 1, 2023, through May 31, 2024. The total cost of the contract in the initial term will not exceed $264,000.00.

Budget Code: LNC-0-0-LNH-DW-ECTS (Contracted Service — Lunch) $264,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	NA	NA	NA	NA	100	10

RFP 1075 Authorization to Contract with Three Vendors for 21st Century Community Learning Centers and Safe Places

The Administration is requesting authorization to enter into contracts with three community- based organizations to provide comprehensive summer learning programs at 34 21st Century Community Learning Centers (CLCs) and Safe Place locations. Contractors will facilitate academic and recreational enrichment programming to youth throughout the city of Milwaukee.

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

Implementation of the programs is contingent upon State of Wisconsin's legislative orders, community need, community-based partners' capacity, and building-modification projects.

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

The Administration recommends that contracts run from June 1, 2023, through August 31, 2023. Programs' actual locations and start and end dates may vary. The total amount of the contracts will not exceed $1,477,500, which will be distributed amongst the CLCs as follows:

Boys and Girls Club of Greater Milwaukee $1,187,500
Children's Outing Association $230,000
Milwaukee Christian Center $60,000

Budget Codes: CSV-0-0-CNR-XX-ECTS (Extension Fund — Contracted Services).....$1,350,000
PRC-0-S-9W3-XX-ECTS (ESSER III) $37,500
000-0-0-W2C-XX-ECTS (Wisconsin Shares).....$90,000

Boys and Girls Club of Greater Milwaukee

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	10%	NA	NA	NA	0	10

Children's Outing Association

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	10%	NA	NA	NA	0	10

Milwaukee Christian Center

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	10%	NA	NA	NA	0	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following professional services contracts:

- Curriculum Associate, LLC, for Tier 2 and Tier 3 Interventions,
  OSC-0-S-1T4-RH-ECTS $775,000.00
  SDV-0-S-TV4-RH-ECTS $574,940.00;
- Imagination Station, Inc., dba Istation, for Tier 2 and Tier 3 Interventions,
  OSC-0-S-1T4-RH-ECTS $96,950.00;
- Playworks Education Energized, for Recess Support Services and Professional Development,
  000-0-0-000-BL-ECTS $532,140.00;
- The Stepping Stones Group, LLC, for Physical and Occupational Therapy Services,
  OTS-0-9-SG3-DE-ECTS $100,000.00;

- Proximity Learning, Inc., for Credit-acceleration and Academic Support/Tutoring Services,
  DTI-0-S-8F3-EO-ECTS.....$375,000.00;
- Childrens Hospital of Wisconsin, Inc., for Licensed Athletic-training and Skinfold-testing Services,
  ATH-0-0-IAT-DW-ECTS.....$322,500.00;
- Mackesey and Associates, LLC, for MPS Kitchen Consultant Services,
  LNC-0-0-LNH-DW-ECTS.....$264,000.00;
- Boys and Girls Club of Greater Milwaukee, for 21st Century Community Learning Safe Place Centers and Safe Places,
  CSV-0-0-CNR-XX-ECTS.....$1,090,000.00
  PRC-0-S-9W3-XX-ECTS.....$7,500.00
  000-0-0-W2C-XX-ECTS.....$90,000.00;
- Children's Outing Association, for 21st Century Community Learning Safe Place Centers and Safe Places,
  CSV-0-0-CNR-XX-ECTS.....$215,000.00
  PRC-0-S-9W3-XX-ECTS.....$15,000.00;
- Milwaukee Christian Center, for 21st Century Community Learning Safe Place Centers and Safe Places,
  CSV-0-0-CNR-XX-ECTS.....$45,000.00
  PRC-0-S-9W3-XX-ECTS.....$15,000.00

Total.....$4,518,030.00

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 13) Action on the Award of Professional Services Contracts Related to Transportation

RFP 1036 Authorization to Extend into Contracts with Five Contractors for Regular School-day Transportation Services

The Administration is requesting authorization to enter into contracts with the following contractors for regular school-day transportation services:

- Durham School Services, formerly known as National Express Durham Holding Corporation, dba Durham School Services LP;
- First Student, Inc.;
- Lamers Bus Lines, Inc.;
- North America Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus; and
- Specialized Care Transport, Inc.

These contractors were all chosen pursuant to RFP 1036. This will be the final term, beginning July 1, 2023, and ending June 30, 2024 ("Year 3").

The Administration is seeking authorization of an amount not to exceed $55,278,860.56 to be distributed across the contractors as follows:

Contractor	Amount
Durham School Services LP	$6,871,443.40
First Student, Inc.	$19,045,788.36
Lamers Bus Lines, Inc.	$9,665,548.20
North American Central School Bus Intermediate Holding Company LLC, dba Illinois Central School Bus LLC	$17,391,909.60
Specialized Care Transport, Inc.	$2,304,171.00
Total	$55,278,860.56

Budget Codes:	RTS-0-0-TRS-DW-EPPT	$31,462,916.22
	RWT-0-0-TRS-DW-EPPT	$18,539,765.50
	TED-0-0-TRS-DW-EPPT	$4,634,941.84
	AST-0-0-TRS-DW-EPPT	$608,067.00
	PMO-0-0-TRS-DW-EPPT	$33,170.00
	Total	$55,278,860.56

Please see the attachments to the minutes of your Committee's meeting for information regarding HUB participation and student engagement.

RFP 1050 Authorization to Extend into Contract with Lakeside Buses of Wisconsin, Inc., for Regular School-day Transportation Services

The Administration is requesting authorization to enter into a contract with Lakeside Buses of Wisconsin, Inc., for additional regular school-day transportation service. MPS provides home-to-school transportation for almost 45,000 students daily during the regular school year. Transportation is provided to each MPS school site, to 23 suburban districts as part of the Chapter 220 Inter-district integration program, and to various non-public schools. School bus services to be provided pursuant to this RFP will generally fall during the periods of 6:00 a.m. until 9:30 a.m. and 2:00 p.m. to 5:30 p.m., Mondays through Fridays, August through June. Transportation is provided for students in grades K3-12, including students receiving special education services.

This contractor was chosen pursuant to RFP 1050. This will be final term, beginning July 1, 2023, and ending June 30, 2024 ("Year 3").

The Administration is requesting the approval of the contract and is seeking authorization of an amount not to exceed $17,715,169.00.

Budget Codes:	RTS-0-0-TRS-DW-EPPT	$11,427,942.00
	RWT-0-0-TRS-DW-EPPT	$6,287,227.00
	Total	$17,715,169.00

Please see the attachments to the minutes of your Committee's meeting for information regarding HUB participation and student engagement.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following professional services contracts:

- Durham School Services LP, for Regular School-day Transportation Services,

RTS-0-0-TRS-DW-EPPT.....$5,503,336.76
RWT-0-0-TRS-DW-EPPT.....$1,030,716.00
TED-0-0-TRS-DW-EPPT.....$257,679.64
AST-0-0-TRS-DW-EPPT.....$75,586.00
PMO-0-0-TRS-DW-EPPT.....$4,125.00

- First Student, Inc., for Regular School-day Transportation Services,
  RTS-0-0-TRS-DW-EPPT.....$8,159,214.56
  RWT-0-0-TRS-DW-EPPT.....$8,532,512.80
  TED-0-0-TRS-DW-EPPT.....$2,133,128.00
  AST-0-0-TRS-DW-EPPT.....$209,503.00
  PMO-0-0-TRS-DW-EPPT.....$11,430.00
- Lamers Bus Lines, Inc. for Regular School-day Transportation Services,
  RTS-0-0-TRS-DW-EPPT.....$6,791,841.99
  RWT-0-0-TRS-DW-EPPT.....$2,209,268.16
  TED-0-0-TRS-DW-EPPT.....$552,317.05
  AST-0-0-TRS-DW-EPPT.....$106,321.00
  PMO-0-0-TRS-DW-EPPT.....$5,800.00
- North American Central School Bus Intermediate Holding Company LLC, dba Illinois Central School Bus, LLC, for Regular School-day Transportation Services,
  RTS-0-0-TRS-DW-EPPT.....$10,276,914.33
  RWT-0-0-TRS-DW-EPPT.....$5,530,599.41
  TED-0-0-TRS-DW-EPPT.....$1,382,649.86
  AST-0-0-TRS-DW-EPPT.....$191,311.00
  PMO-0-0-TRS-DW-EPPT.....$10,435.00
- Specialized Care Transport, Inc., for Regular School-day Transportation Services,
  RTS-0-0-TRS-DW-EPPT.....$731,608.58
  RWT-0-0-TRS-DW-EPPT.....$1,236,669.13
  TED-0-0-TRS-DW-EPPT.....$309,167.29
  AST-0-0-TRS-DW-EPPT.....$25,346.00
  PMO-0-0-TRS-DW-EPPT.....$1,380.00
- Lakeside Buses of Wisconsin, Inc., for Regular School-day Transportation Services,
  RTS-0-0-TRS-DW-EPPT.....$11,427,942.00
  RWT-0-0-TRS-DW-EPPT.....$6,287,227.00

Total.....$72,994,029.56

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts related to Transportation as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 14) Action on the Award of Exception-to-bid Contracts

——— Authorization to Extend a Contract with Cooperative Education Service Agency #1 (CESA #1) to Provide Educational Coaching

The Administration is requesting authorization to extend a contract with Cooperative Education Service Agency #1 ("CESA #1") for educational coaching. The contractor will provide a total of 138 full days of instructional coaching to Milwaukee Public Schools from July 1, 2023, through June 30, 2024. As part of the "Every Student Succeeds Act," Milwaukee Public Schools is required to implement a research-based professional learning strategy. Through this high-quality professional learning strategy, schools will 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 in which 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 students' learning. Ongoing supports must be evident such that staff are provided with 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 training for all Instructional Coaches and School Support Teachers 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.

This contract is an exception to bid per the direction of the Department of Public Instruction. 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 (Administrative Policy 3.09(7)(e)(1)(b)(vi)).

This contract will run from July 1, 2023, through June 30, 2024. The total cost will not exceed $246,400.

Budget Code: SDV-0-S-3Z4-DW-ECTS (Contract Services) $246,400.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Extend a Contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School for the Provision of a Virtual Program/School

The Administration is requesting authorization to extend a contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School (WVS) 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 program/school. 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 use 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 provide guidance and training for MPS administration and staff to teach courses and to further develop and operate the MPS virtual program and school.

This contract is in response to, and in alignment with, the Board's approval of the Administration's regional development plan on July 26, 2018, which directed establishing a MPS virtual school to begin effective with the second semester of the 2018-19 school year.

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), which consists 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's 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 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 contract extension will run from July 1, 2023, through June 30, 2024. The total cost will not exceed $350,000.

Budget Code: GOE-0-I-1T4-SM-ECTV.....$350,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	200	10

——— Authorization to 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 enter into a contract with Chenhalls Nissen, S.C., (Chenhalls) to provide 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. 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 has extensive knowledge of district operations, which facilitates efficient processing of H-1B visa cases. Switching law firms would be detrimental to district operations as efficiencies would be diminished, which could result in delays in getting international teachers into classrooms.

The exception to bid has been approved on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from September 1, 2023, through August 31, 2024. The total cost of the contract will not exceed $350,000.00.

Budget Code: DTI-0-S-9C4-HR-ECTS (Contracted Services) $350,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Enter into a Contract with Qualtrics, LLC, for Provision of Survey Software and 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)).

This contract will run from July 1, 2023, through June 30, 2024. The total cost of the contract will not exceed $277,068.75.

Budget Codes: SYS-0-0-AMT-RH-ECTS (Instructional Resources — Software).....$184,668.75
DTI-0-S-9C4-HR-ECTS (Instructional Resources — Software.....$92,400.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Enter into a Contract with The Writing Revolution, Inc., for Writing Strategies Training

The Administration is requesting authorization to issue a contract with The Writing Revolution Inc., for Advanced Thinking through Writing training. This three-day training course introduces participants to the Hochman Method, an explicit set of sequenced strategies for teaching expository writing that can be integrated into any content. Specific strategies are presented to improve the structure, coherence ,and clarity of students' writing, beginning at the sentence level. The focus moves to outlines, paragraphs, and compositions. Participants will also learn how to teach notetaking, summarization, and revision. There are opportunities to practice and to create activities as well as to receive feedback from The Writing Revolution's faculty. This training is for educators in grades 3-12 and high-school writing coaches.

The exception to bid has been approved on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from July 1, 2023, through June 30, 2024. The total cost of the contract will not exceed $56,000.

Budget Code: S22-0-S-8H4-CI-ECTS.....$56,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following exception-to-bid contracts:

- Cooperative Education Service Agency #1, to Provide Educational Coaching,
  SDV-0-S-3Z4-DW-ECTS.....$246,400.00
- Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School, for the Provision of Virtual Program/School,
  GOE-0-I-1T4-SM-ECTV.....$350,000.00

- Chenhalls Nissen, S.C., (Chenhalls), to Provide Legal Services in Processing H-1B Paperwork for Recruitment of International Teachers,
  DTI-0-S-9C4-HR-ECTS $350,000.00
- Qualtrics, LLC, for Provision of Survey Software, Associated Dashboards,
  SYS-0-0-AMT-RH-ECTS.....$184,668.75
  DTI-0-S-9C4-HR-ECTS $92,400.00
- The Writing Revolution Inc., for Writing Strategies Training,
  S22-0-S-8H4-CI-ECTS.....$56,000.00

Total.....$1,279,468.75

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 15) Report with Possible Action on the Food Justice Task Force

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

Background

At its regular monthly meeting on January 26, 2023, the Board adopted Resolution 2223R-013, establishing the Food Justice Task Force. This is the first bimonthly report of the Food Justice Task Force on its work.

The Food Justice Task Force had two meetings, on March 8, 2023, and April 12, 2023, to discuss the current state of the MPS school meals operation and the challenges affecting it. During the April 12, 2023, meeting, the Department of Nutrition Services' staff presented a presentation to the Food Justice Task Force regarding their mission, vision, and update on the work already underway to address the goals included in this resolution (see below). Throughout the presentation, students' and other participants' comments and questions were discussed and answered by the Department of Nutrition Services' staff.

At the end of the presentation, a group activity was conducted to prioritize the six key points of this resolution:

- defining a "full-production kitchen" and making recommendations for the expansion of such kitchens in our schools;
- providing recommendations for opportunities to attract and to retain kitchen staff;
- making recommendations for professional development opportunities for food-service workers to learn about the various dietary needs of the student populations that they serve;
- recommending specific improvements to the quality and delivery of food to students;
- determining recommendations on how to maximize the use of local food sources;
- recommending menu options that meet the dietary needs of our diverse student population.

The two key points prioritized by the Task Force were opportunities to attract and to retain kitchen staff and menu options that meet the dietary needs of our diverse student population. The Food Justice Task Force will write smart goals to help create achievable goals. At the next meeting, in May 2023, these smart goals will be reviewed and submitted to the MPS Administration for further review and refinement. The smart goals will then be used in a project plan for implementation.

Department of Nutrition Services' Presentation

Mission

To serve high-quality, nutritious meals, with an emphasis on exceptional customer service and financial responsibility.

Vision

To offer high-quality nutritious meals and instill lifelong good eating habits in students through student engagement and well-trained staff at welcoming and fully-equipped cafeterias.

Update on Conversion to Production Kitchens

In school food service, production kitchens are defined as semi-full production sites where food is ordered, delivered, and prepared and served on-site using a combination of processed products, fresh products, and from-scratch cooking. MPS's production sites fall under this category.

- Production kitchens at the end of 2021-22 school year..... 21
- Production kitchens YTD in 2022-23 School Year..... 30
- Expect to add 10 more schools by August 2023
- Expect to add additional 10 schools by September 2023

Overview of Menu Improvements, SY 2022-23

New Menu, effective September 2022

- All grade levels: vegetarian entree offered daily
- Two entree choices offered at elementary level daily
- Fresh fruit offered at all pre-pack lunch sites
- Individual items offered to allow students more choices each day
- High-school breakfast offers three entrees each day.
- High-school lunch offers cold and hot options daily.

Continued Improvements

- Chef Freddie, registered dietitians, and kitchen managers created new recipes. These were showcased at Reagan, Riverside, and Marshall High Schools.
- Student feedback was used to alter and to select recipes for the April menu.
- Representatives from YES attended the taste test at Riverside.
- Nutrition Services conducted manager training for new recipes and quality control.
- Each day, local food items are on our menus.

Special Dietary Needs of Our Students

In addition to providing daily vegetarian entrees at lunch, the Department of Nutrition Services has procedures in place to accommodate students with food allergies, intolerances, or dietary restrictions. Students that require dietary modifications must have a Special Dietary Needs Form on file, per the USDA. The form should be completed, given to the school food-service manager, and faxed to Nutrition Services (475-8376). Special Dietary Needs Forms are available in multiple languages on our website, https://mps.milwaukee.k12.wi.us/en/Families/Family-Services/School-Nutrition/Special-Dietary-Needs.htm

Staffing/Professional Development

We adopted the food-service industry's standard Meals per Labor Hour model

We worked with the MPS Talent Acquisition Team to recruit new staff members, eliminated the civil service exam requirement, and implemented a virtual interview process

- Number of applicants interviewed and hired during 2022-23 school year
  - — Applicants 302
  - — Hired..... 124
- Revamped food-service manager trainee program
- Meet USDA's professional development requirements
- Number of current vacancies..... 198
  - — Managers 39
  - — Assistants..... 159

Administrative Review

DPI conducts an administrative review every five years. MPS is scheduled for an administrative review during the 2023-24 school year.

- Procurement
- Claims
- Contract compliance (site visits)
- Financial documentation (meal & supplies cost)
- Menu & meal pattern compliance
- District wellness policy implementation and compliance
- Production records accuracy
- Professional development, and safety and sanitation records

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 16) Update with Possible Action on Remote Work

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

Background

The COVID-19 pandemic fundamentally altered the workplace landscape and forced employers to rethink how work can be done. As a result, many employers have implemented remote-work opportunities for employees.

In November 2022, the Administration launched a remote-work pilot program which focused on the areas of Finance, Human Resources, and Technology. Eligible employees in these areas were allowed to work remotely for up to three days per week. During the February 2023 board cycle, the Board approved a permanent remote-work provision to be added to the District's Employee Handbook.

Remote Work Update

Remote-work Expansion

The Employee Handbook allows non-school-based employee groups outside of Finance, Human Resources, and Technology to be considered for remote work.

A review and analysis of non-school based positions conducted by departmental chiefs. More than 300 positions were reviewed. A remote-work position-eligibility list was developed.

Updated Remote-Work Guidance Document(including request form)

Remote-work Website

A website has been developed to increase employees' accessibility and clarity regarding remote work in the district. Information provided on the website includes:

- the Employee Handbook's remote-work provision;
- a remote-work guidance document;
- a position-eligibility list; and
- a request form.

Additional Remote-work Updates

A remote-work statement has been incorporated into job postings for remote-work-eligible positions.

A flyer has been developed for employees who are working remotely.

We are working on creating professional development videos regarding remote work with Organizational Development.

We are contracting with the Wisconsin Center for Education Research (WCER) to survey employees and supervisors who are participating in the remote-work program.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

N/A

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(Item 17) Report with Possible Action on an Analysis of Teacher Retention Rates

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

Background

The Office of Accountability and Efficiency continues to collaborate with the Administration on reviewing and monitoring matters related to organizational performance. The following report and presentation on an analysis of teacher retention rates details the output of this collaboration. This analysis presents a disaggregation of the District's teacher retention rates by board district and local school. In summary, the analysis finds that teacher retention rates vary both between and within board districts.

The following presentation contains a discussion on the sustainability of current retention rates.

Teacher Retention Rates

Methods

Teacher Retention Rate Analysis

- Considers traditional and instrumentality charter school-based teacher positions
  - — Includes permit teachers
  - — Excludes substitute teachers, speech pathologists, school counselors, etc.
- Includes both board- and categorically-funded teachers
- Considers retention as an active assignment in all contiguous snapshot periods
- Does not consider turnover
  - — Staff hired and separated between snapshot periods

Analysis

Retention Rates — Board District Detail
Teachers — Staff from Previous Periods Retained in FY23

	Retention Rates (Number and Percentage)											
	1-Yr		2-Yr		3-Yr		4-Yr		5-Yr		7-Yr	
District 1												
Barton School	17	89.5%	17	89.5%	16	72.7%	15	65.2%	14	63.6%	14	45.2%
Bruce School	14	87.5%	13	72.2%	9	60.0%	6	40.0%	6	33.3%	4	20.0%
Bryant School	14	77.8%	13	72.2%	11	61.1%	8	42.1%	6	35.3%	6	30.0%
Goodrich School	20	87.0%	18	85.7%	15	71.4%	11	55.0%	11	57.9%	7	38.9%
Green Tree Prep Academy	6	50.0%	3	20.0%	3	20.0%	NA		NA		NA	
Hawthorne School	19	95.0%	17	89.5%	14	66.7%	11	52.4%	10	45.5%	8	40.0%
Kluge School	24	92.3%	22	75.9%	18	66.7%	15	53.6%	14	56.0%	12	44.4%
Madison Academic HS	24	60.0%	23	53.5%	19	46.3%	16	41.0%	14	32.6%	12	24.0%
Maple Tree School	10	58.8%	9	56.3%	8	50.0%	7	35.0%	5	26.3%	2	8.7%
Milw Sign Language School	24	72.7%	23	56.1%	21	50.0%	20	47.6%	19	45.2%	15	34.1%
Morse Middle School	15	65.2%	12	60.0%	9	47.4%	2	15.4%	NA		NA	
Parkview School	22	81.5%	21	80.8%	20	80.0%	17	63.0%	11	39.3%	8	25.8%
River Trail School	21	84.0%	20	80.0%	18	69.2%	14	51.9%	14	48.3%	12	37.5%
Stuart School	17	85.0%	13	65.0%	12	63.2%	11	52.4%	11	45.8%	10	38.5%
Thoreau School	22	78.6%	20	76.9%	18	69.2%	17	65.4%	16	59.3%	14	43.8%
Thurston Woods School	14	63.6%	13	59.1%	12	46.2%	7	31.8%	6	27.3%	6	18.8%
Vincent Acc Academy	2	100.0%	2	100.0%	1	33.3%	1	25.0%	1	25.0%	NA	
Vincent HS	43	81.1%	37	75.5%	31	63.3%	26	51.0%	23	39.7%	20	25.3%
District 2												
Browning School	22	100.0%	20	100.0%	18	78.3%	15	71.4%	11	44.0%	10	34.5%
Craig Montessori School	7	50.0%	6	46.2%	5	38.5%	2	10.5%	NA		NA	
Eighty-first Street School	18	75.0%	16	66.7%	15	65.2%	13	59.1%	12	50.0%	12	42.9%
Emerson School	14	82.4%	11	73.3%	9	52.9%	7	36.8%	7	33.3%	6	28.6%
Engleburg School	21	87.5%	20	87.0%	20	90.9%	18	81.8%	17	70.8%	14	46.7%
Grantosa Drive School	26	81.3%	25	69.4%	22	57.9%	16	39.0%	14	30.4%	11	23.4%
Hampton School	15	78.9%	14	70.0%	13	76.5%	13	76.5%	12	60.0%	11	55.0%
Hi-Mount School	9	69.2%	9	69.2%	7	53.8%	6	50.0%	4	25.0%	3	14.3%
Kilbourn School	12	80.0%	12	75.0%	11	61.1%	11	57.9%	10	62.5%	9	52.9%
Lancaster School	11	61.1%	9	56.3%	7	36.8%	3	20.0%	1	4.3%	NA	
Marshall HS	42	73.7%	35	59.3%	22	47.8%	14	28.6%	11	19.3%	NA	
Milw French Imm. School	22	84.6%	21	77.8%	17	68.0%	15	57.7%	14	56.0%	10	43.5%
Milw German Imm. School	26	96.3%	25	92.6%	20	76.9%	17	58.6%	16	55.2%	14	46.7%
Milw School of Languages	58	85.3%	57	86.4%	48	72.7%	39	58.2%	37	52.9%	31	42.5%
Neeskara School	26	100.0%	25	96.2%	23	92.0%	18	69.2%	16	55.2%	13	35.1%
Ninety-fifth Street School	18	85.7%	16	72.7%	13	59.1%	11	50.0%	10	45.5%	9	42.9%
District 3												
Barbee Montessori School	13	76.5%	12	63.2%	11	61.1%	9	50.0%	8	42.1%	7	35.0%

	Retention Rates (Number and Percentage)											
	1-Yr		2-Yr		3-Yr		4-Yr		5-Yr		7-Yr	
Carson Academy	21	72.4%	19	65.5%	18	56.3%	12	46.2%	11	37.9%	9	25.7%
Clemens School	22	95.7%	20	95.2%	19	95.0%	16	80.0%	13	68.4%	13	54.2%
Congress School	38	90.5%	36	81.8%	30	69.8%	22	52.4%	18	41.9%	16	31.4%
Fifty-third Street School	18	81.8%	14	70.0%	13	54.2%	11	42.3%	10	31.3%	7	22.6%
Franklin School	21	65.6%	15	55.6%	13	50.0%	10	33.3%	7	24.1%	4	12.9%
King IB HS	62	76.5%	61	73.5%	51	61.4%	45	55.6%	42	50.0%	34	40.5%
LaFollette School	10	62.5%	8	57.1%	7	43.8%	6	35.3%	6	31.6%	2	10.0%
Pratt Elementary	13	68.4%	6	31.6%	4	21.1%	3	16.7%	3	16.7%	2	9.5%
Obama SCTE	25	64.1%	24	57.1%	22	53.7%	19	38.0%	16	33.3%	14	25.9%
Sherman School	16	72.7%	15	62.5%	13	54.2%	10	40.0%	8	32.0%	6	20.0%
Townsend Street School	15	71.4%	14	63.6%	12	66.7%	12	60.0%	11	50.0%	10	47.6%
District 4												
Andrew S Douglas Middle School	9	75.0%	5	33.3%	5	29.4%	NA		NA		NA	
Auer Ave. School	8	61.5%	7	63.6%	6	50.0%	3	18.8%	3	17.6%	1	5.3%
Bethune Academy	28	73.7%	24	68.6%	22	66.7%	18	50.0%	16	43.2%	14	38.9%
Brown Street Academy	19	79.2%	17	70.8%	16	69.6%	16	66.7%	16	64.0%	14	56.0%
Clarke Street School	10	55.6%	8	42.1%	4	22.2%	3	13.0%	2	8.3%	1	3.8%
Groppi HS	7	100.0%	7	100.0%	3	50.0%	3	30.0%	3	27.3%	2	11.1%
Hawley Environmental School	16	76.2%	12	57.1%	9	47.4%	7	35.0%	7	31.8%	5	26.3%
Hopkins Lloyd School	8	57.1%	8	50.0%	6	35.3%	4	23.5%	4	18.2%	4	13.8%
Jackson School	17	81.0%	13	68.4%	11	47.8%	9	36.0%	9	36.0%	7	24.1%
Keefe Ave. School	7	46.7%	5	35.7%	5	38.5%	2	18.2%	1	5.3%	1	4.3%
Metcalfe School	18	78.3%	14	60.9%	10	55.6%	10	58.8%	7	38.9%	7	29.2%
Milw Acad of Chinese Lang	26	72.2%	23	62.2%	19	54.3%	17	45.9%	14	41.2%	8	30.8%
Milw Co Youth Educ. Center	2	66.7%	2	66.7%	NA		NA		NA		NA	
Milw HS of Arts	50	86.2%	47	81.0%	38	67.9%	33	62.3%	26	44.8%	20	37.7%
North HS	19	67.9%	14	56.0%	10	41.7%	9	33.3%	9	27.3%	5	15.6%
Project STAY HS	5	71.4%	4	50.0%	4	44.4%	3	33.3%	3	23.1%	3	27.3%
Siefert School	10	58.8%	8	44.4%	8	42.1%	7	36.8%	6	30.0%	5	20.0%
Starms Discovery School	11	61.1%	9	50.0%	8	40.0%	5	26.3%	4	16.0%	4	13.3%
Starms Early Childhood	10	71.4%	8	57.1%	7	46.7%	5	33.3%	5	38.5%	3	17.6%
Story School	14	73.7%	12	57.1%	12	50.0%	9	39.1%	9	34.6%	7	23.3%
Transition HS	9	90.0%	8	88.9%	7	77.8%	7	70.0%	7	53.8%	6	46.2%
Washington HS of IT	22	55.0%	18	43.9%	15	44.1%	11	29.7%	10	21.7%	9	18.0%
Westside Academy	11	64.7%	11	61.1%	11	68.8%	8	44.4%	7	35.0%	5	17.9%
WCLL	20	71.4%	18	60.0%	18	48.6%	15	35.7%	13	31.7%	12	24.0%
District 5												
Alliance School	12	92.3%	10	76.9%	8	57.1%	7	50.0%	6	40.0%	5	38.5%
Carver Academy	17	68.0%	15	60.0%	10	50.0%	9	50.0%	7	35.0%	5	19.2%
Cass Street School	17	73.9%	17	65.4%	16	61.5%	12	44.4%	10	35.7%	6	24.0%
Elm Creative Arts School	16	84.2%	14	70.0%	11	50.0%	6	23.1%	4	15.4%	1	3.2%
Fratney School	23	85.2%	20	62.5%	17	56.7%	12	41.4%	11	35.5%	11	36.7%
Gaenslen School	38	69.1%	37	67.3%	35	56.5%	26	43.3%	22	34.9%	17	27.4%
Hartford University School	14	60.9%	14	60.9%	13	56.5%	8	27.6%	7	25.0%	7	20.6%
Holmes School	17	81.0%	17	81.0%	15	75.0%	12	52.2%	11	50.0%	10	41.7%
King ES	14	66.7%	11	52.4%	10	41.7%	6	31.6%	6	27.3%	5	17.2%
King IB MS	9	37.5%	6	26.1%	3	15.0%	2	9.5%	2	8.7%	1	4.0%
Lincoln Center of the Arts	23	67.6%	22	61.1%	19	59.4%	15	42.9%	12	27.3%	9	20.9%
Maryland Ave Montessori	24	100.0%	22	100.0%	22	100.0%	19	82.6%	19	82.6%	15	71.4%
Meir School	48	76.2%	42	64.6%	36	54.5%	30	50.0%	24	40.0%	16	33.3%
Riverside University HS	65	77.4%	56	67.5%	54	65.1%	47	56.6%	40	44.0%	36	41.4%
Riverwest Elementary	17	89.5%	14	70.0%	14	70.0%	12	57.1%	9	39.1%	6	24.0%
Roosevelt MS	14	70.0%	13	65.0%	11	61.1%	8	33.3%	5	19.2%	3	7.9%
District 6												
ALBA	22	73.3%	18	58.1%	16	50.0%	14	46.7%	13	40.6%	10	41.7%
Allen-Field School	34	85.0%	33	76.7%	27	61.4%	20	43.5%	20	40.0%	18	29.5%
Bradley Tech	35	71.4%	27	56.3%	23	45.1%	21	42.9%	20	34.5%	17	27.9%

	Retention Rates (Number and Percentage)											
	1-Yr		2-Yr		3-Yr		4-Yr		5-Yr		7-Yr	
Doerfler School	30	85.7%	28	84.8%	25	69.4%	23	54.8%	18	40.9%	16	29.1%
Forest Home Ave. School	46	93.9%	42	80.8%	40	80.0%	35	66.0%	32	56.1%	28	40.6%
Grant School	31	91.2%	30	83.3%	29	76.3%	28	65.1%	27	61.4%	26	54.2%
Hayes Bilingual School	33	89.2%	29	70.7%	26	70.3%	24	60.0%	22	59.5%	14	35.9%
Kagel School	12	75.0%	11	73.3%	11	68.8%	9	42.9%	8	42.1%	8	33.3%
Lincoln Ave. School	23	76.7%	20	66.7%	17	54.8%	13	38.2%	11	30.6%	10	21.3%
Longfellow School	43	86.0%	42	84.0%	34	69.4%	27	50.9%	26	44.8%	25	39.7%
Mitchell School	33	78.6%	28	62.2%	26	60.5%	22	51.2%	19	43.2%	16	33.3%
Riley Dual Language Montessori	14	66.7%	12	52.2%	10	37.0%	9	33.3%	6	19.4%	4	12.1%
Rogers Street Academy	31	83.8%	26	74.3%	26	66.7%	21	55.3%	16	40.0%	13	27.7%
South Acc Academy	3	100.0%	2	100.0%	1	50.0%	1	50.0%	1	33.3%	NA	
South Division HS	46	78.0%	39	63.9%	38	58.5%	33	55.0%	32	41.6%	26	29.5%
Vieau School	34	81.0%	29	69.0%	26	60.5%	24	53.3%	23	54.8%	21	47.7%
District 7												
Acad of Accelerated Learning	26	78.8%	25	75.8%	23	67.6%	20	57.1%	19	50.0%	17	47.2%
Alcott School	14	82.4%	12	75.0%	12	70.6%	12	63.2%	11	52.4%	10	52.6%
Audubon HS	23	85.2%	18	75.0%	15	65.2%	14	58.3%	11	42.3%	7	31.8%
Audubon Tech & Comm Ctr MS	20	71.4%	18	54.5%	13	43.3%	9	30.0%	8	26.7%	8	21.1%
Burbank School	32	78.0%	27	67.5%	26	68.4%	24	58.5%	21	47.7%	19	44.2%
Curtin Leadership Academy	15	93.8%	13	81.3%	12	80.0%	11	68.8%	8	50.0%	7	41.2%
Fairview School	31	88.6%	28	75.7%	24	68.6%	18	50.0%	17	41.5%	16	39.0%
Greenfield School	32	88.9%	26	72.2%	22	71.0%	20	57.1%	17	50.0%	14	31.8%
Hamilton HS	82	89.1%	80	81.6%	72	74.2%	60	63.2%	55	52.4%	42	41.6%
Honey Creek School	19	90.5%	18	85.7%	14	63.6%	12	52.2%	10	45.5%	9	40.9%
MacDowell Montessori School	39	79.6%	35	72.9%	31	66.0%	28	60.9%	23	52.3%	18	41.9%
Manitoba School	24	77.4%	21	72.4%	17	58.6%	15	48.4%	13	39.4%	10	32.3%
Milw Spanish Imm. School	25	71.4%	24	64.9%	19	50.0%	13	37.1%	9	27.3%	5	17.2%
Pulaski HS	53	86.9%	43	75.4%	37	64.9%	31	52.5%	26	41.3%	22	28.6%
Wedgewood Park School	30	65.2%	29	64.4%	28	59.6%	23	46.9%	17	33.3%	11	20.0%
Whitman School	19	86.4%	16	66.7%	10	45.5%	10	43.5%	9	36.0%	7	30.4%
District 8												
Bay View HS	46	82.1%	41	74.5%	35	64.8%	26	50.0%	20	35.1%	11	21.2%
Bay View Montessori	16	94.1%	15	78.9%	12	80.0%	10	71.4%	7	63.6%	6	66.7%
Burdick School	22	75.9%	19	65.5%	17	58.6%	15	51.7%	15	45.5%	15	44.1%
Clement Ave. School	19	86.4%	18	78.3%	18	75.0%	17	65.4%	16	61.5%	13	52.0%
Cooper School	24	85.7%	22	81.5%	21	77.8%	20	69.0%	18	62.1%	17	63.0%
Fernwood Montessori School	33	94.3%	30	85.7%	30	83.3%	26	70.3%	21	60.0%	17	48.6%
Garland School	28	84.8%	26	78.8%	25	73.5%	24	70.6%	21	65.6%	17	53.1%
Humboldt Park School	27	81.8%	25	80.6%	20	64.5%	17	53.1%	16	48.5%	15	48.4%
I.D.E.A.L.	15	93.8%	13	92.9%	12	85.7%	12	70.6%	11	64.7%	8	57.1%
Lowell School	14	93.3%	14	93.3%	11	78.6%	10	66.7%	9	47.4%	8	42.1%
Milw Parkside School	38	74.5%	37	75.5%	36	70.6%	27	52.9%	26	50.0%	18	39.1%
Morgandale School	26	81.3%	24	75.0%	23	74.2%	22	68.8%	18	60.0%	11	32.4%
Reagan HS	60	90.9%	58	89.2%	54	84.4%	43	69.4%	39	56.5%	37	52.1%
Trowbridge School	13	76.5%	12	70.6%	11	64.7%	11	57.9%	10	50.0%	10	55.6%
Victory School	25	78.1%	23	74.2%	19	61.3%	14	42.4%	13	36.1%	13	33.3%
Whittier School	9	90.0%	9	90.0%	8	88.9%	8	88.9%	7	77.8%	7	77.8%
Zablocki School	18	75.0%	17	70.8%	17	73.9%	17	63.0%	17	53.1%	13	32.5%

Discussion

Limitations

- Retention calculation may be impacted by budgeted staff changes.
- Is sensitive to cohorts of teachers who retiring at the same time.
- Does not distinguish between voluntary or involuntary separation.

Outcomes

There is a distinct variation both between and within board districts.
The staffing trajectory is unsustainable.

- Hiring more teachers faster does not address retention rate.
- Importance of retention is amplified during teacher shortages.

There must be accountability and responsibility.

Next Steps

- Conduct a qualitative review
  - — Exit-interview data
  - — School-climate survey data
- Conduct focus groups
- Develop plan of action

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

No Fiscal Impact

* * * * *

REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Carr 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 follow report.

(Item 1) Update with Possible Action on the District's Multi-tiered System of Supports and Interventions

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

Background

This work is aligned with the Five Priorities for Success, with the vision of creating a positive school climate for all students. Schools use proactive strategies and interventions within a multi-tiered system of support to support all students. School teams and administration use data to best-practice strategies within Tier 1 supports, focusing on those demonstrating a need for additional intervention.

Multi-tiered System of Supports and Interventions

Proactive Supports & Interventions

All Discipline Champions received guidance and best practices on culture and climate throughout the year. The focus in April was on restorative strategies and addressing conflict. School leaders attend professional development in using restorative statements when addressing conflict with staff and with

students. Additional resources were shared on engaging in restorative conversations to address behaviors throughout the school.

PBIS coaches met with school-based PBIS Tier 1 teams and Building Intervention Teams (BITs) regarding school data, support, and school-improvement plans' goals and action steps. PBIS Coaches provide ongoing coaching support for identified staff members in need of coaching regarding classroom climate.

Below are the numbers of Tier 2 and Tier 3 interventions provided to date for the 2022-23 school year.

	Students
Check-in/Check-out (CICO)	2,293
Individualized CICO	586
Social Academic Instructional Group (SAIG)	1,766
Behavioral Assessment/Intervention Plan (BAIP)	158
FBA/BIP	262
Educational Wraparound and RENEW	159
Total Interventions	5,224

Total documented classroom strategies used from March 1, 2023, through April 30, 2023, across all schools are included in the table below.

	Total		Total		Total
Brain Breaks	239	Moving seats	824	Restorative conversation	421
Behavior Contract	193	One-on-one conversation	9,657	Restorative Circle	38
Rewind/Broken Record	374	Proximity Control	1,319	Secret Signal	15
Buddy Classroom	1,185	Praise 5:1	48	Support staff consultation	3,056
Community Service	32	Parental Contact	6,774	Self-monitoring	187
Collection of Property	342	Planned ignoring	2,239	Tangible Acknowledgement	
Engagement opportunities	183	Redirection	6,338	System	221
Go Guardian	90	Recovery area (within		Reflection sheet	239
Independent work	105	room)	553	VABB	22
Mindfulness	190	Referral to BIT	91		

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from March 1, 2023, through March 31, 2023, as recorded in Infinite Campus.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Assault	6	1		37		1	1	46
Battery	6	1	2	41		1	2	53
Bullying	4	0	1	18	0	2	0	25
Chronic Disruption or Violation of School Rules	51	7	2	450		11	14	535
Disorderly Conduct	142	2	8	675		21	17	865
Endangerment of Physical Safety/Mental Well-being	26		2	215		3	3	249
Extortion	1							1
False Fire Alarms				4				4
Fighting	100	5	14	608	2	17	13	760
Gambling				5				5
Gang Activity				1				1
Inappropriate Personal Property	7	1	1	49		1	1	60
Inappropriate use of electronic communication devices	16	1	1	58		4	2	82
Intent to Distribute Drugs/Alcohol/ Meds	1							1
Leaving the Classroom Without Permission	1			1				2
Loitering		2		7				9
Other Substances/Materials	10			30		2		42
Personal Threat	15			41		3		59
Possession of Drug Paraphernalia	2		1	15		1		19
Possession of Stolen Property				1				1
Possession/Ownership/Use of Alcohol	4					1		5
Possession/Ownership/Use of Drugs	6			31		3	1	41
Possession/Ownership/Use of Gun				4				4

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Possession/Ownership/Use of Weapon Other than Gun	6			16		2		24
Possessions/Use of Fireworks	1			1				2
Robbery			1	2		1		4
Sexual Assault	2			9				11
Sexual Harassment	8			12				20
Skipping Class	3			3				6
Substantial Environmental Disruption	18			71		2	3	94
Theft	1			10			1	12
Use of Tobacco, Including Chewing	15		1	42		6	2	66
Vandalism	2		1	20		1		24
Verbal Abuse/Profanity/Harassment	5	1		41		2		49
Grand Total	459	21	35	2,518	2	85	60	3,180

Total Suspension Events by Grade Level:

K4-K5 29
1st Grade 42
2nd Grade..... 76
3rd Grade..... 129
4th Grade 166
5th Grade 225
6th Grade 410
7th Grade 437
8th Grade 481
9th Grade 658
10th Grade 308
11th Grade 149
12th Grade 70

Alternatives to Suspension

The following alternatives to suspension were used by administrators through March 31, 2023.

Conference.....213
Counseling.....1,756
Detention 199
Mediation 98
Referral to BIT 19
Referral to Support Staff 41
Repairing Harm Circle 18
Restorative Conference 65

	American Indian	Asian	Black	Hispanic	Pacific Islander	White	Multi-ethnic
Population	1%	8%	50%	28%	<1%	9%	4%
YTD Suspension Rate	<1%	1%	79%	14%	<1%	3%	3%

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from April 1, 2023, through April 30, 2023, as recorded in Infinite Campus.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Arson				3				3
Assault	8		2	20		1	1	32
Battery	4	1		34		1	2	42
Bullying	3	0	0	15	0	1	0	19
Chronic Disruption or Violation of School Rules	42		1	312		6	15	376
Disorderly Conduct	95	3	5	478		21	19	621
Endangerment of Physical Safety/Mental Well-being	13		1	154		3	9	180
False Fire Alarms				3				3
Fighting	71	1	9	424		11	25	541
Gambling				11				11
Inappropriate Personal Property	7			36		1	3	47
Inappropriate use of electronic communication devices	9			39				48
Leaving the Classroom Without Permission				3		1		4
Loitering				9			1	10
Other Substances/Materials	7	1		35			2	45
Personal Threat	13		1	36		1	2	53
Possession of Drug Paraphernalia	3		1	4			1	9

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Possession of Stolen Property				2		1		3
Possession/Ownership/Use of Drugs	9			29		2		40
Possession/Ownership/Use of Gun			2	6		1	1	10
Possession/Ownership/Use of Weapon Other than Gun	6		1	21		1	1	30
Possession/Use of Fireworks				3				3
Sexual Assault	3			16				19
Sexual Harassment	2		1	3				6
Substantial Environmental Disruption	11			42	1	1		55
Theft				8				8
Trespassing				1				1
Use of Tobacco, Including Chewing	11		2	18		4	1	36
Vandalism	3			15		1	2	21
Verbal Abuse/Profanity/Harassment	8		1	21				30
Grand Total	328	6	27	1801	1	58	85	2306

Total Suspension Events by Grade Level

K4-K5 19
1st Grade 19
2nd Grade..... 39
3rd Grade..... 74
4th Grade 124
5th Grade 154
6th Grade 280
7th Grade 340
8th Grade 358
9th Grade 480
10th Grade 236
11th Grade 137
12th Grade 46

Alternatives to Suspension

The following alternatives to suspension were used by administrators through April 30, 2023.

Conference..... 114
Counseling..... 1,111
Detention 104
Mediation 61
Referral to BIT 6
Referral to Support Staff..... 14
Repairing Harm Circle..... 8
Restorative Conference..... 60

Student, Staff, and Community Collaboration

Integration of Courageous Conversations about Race

	Sessions
March 2021-July 2021	19
August 2021-July 2022	23
August 2022-April 2023	34
All Time	76
May 2023-June 2023	7

	% Attending
School Principals	96%
School Psychologists	98%
School Social Workers	98%
School Counselors	83%
Teachers	65%
Paraprofessionals	13%
Parent Coordinators	28%
Assistant Principals	94%
Secretaries	68%
Special Ed Supervisors	76%
Safety Aides	62%

On April 19, 2023, the District Discipline Disproportionality Team held its District Climate Data Gallery for staff members to attend. A variety of teams and departments supporting district climate were there to present their work and to answer questions from participants. Teams present included Second Step, the 53206 Initiative, Success Center, Specialized Services' professional development, Violence Prevention Program, School Community Partnership for Mental Health (SCPMH), school social workers, mental health,

Crisis Team, PBIS, discipline disproportionality, Restorative Practices, and Research (Essentials of School Culture & Climate as well as Youth Risk Behavior Survey data).

In April, the District Equity Leadership Team (DELT) met to continue its understanding and application of the Courageous Conversations about Race protocols, including the Four Agreements, Courageous Conversations Compass, and Six Conditions. The Team held conversations using the protocols to discuss a variety of current events through a lens of race, drawing parallels to experiences here in Milwaukee.

On April 20, 2023, the Student Leadership Summit was held for students from all traditional middle and high schools, with 214 total students attending. The summit was held as a hybrid model, with students gathering at their school and engaging in a centralized Zoom. Topics of defining equity, district climate and culture, and Victory over Violence were presented, with students engaging in offline conversations on the topics. Overall student recommendations were captured by a school-based facilitator for the District's analysis.

Overall, 77.5% of students indicated that they liked the summit and the hybrid format used, while 18.5% indicated that they neither liked nor disliked the summit. For each of the three topics, more than 90% of students indicated that they found the topic clear and relevant. More than 50% of students indicated the topic was a high level concern for them. Overall comments about the discussions included students appreciating the opportunity to discuss and be heard, wanting the conversations to continue with more students, a desire for more equity, and additional opportunities to work with school staff and leaders. The most common preferences from students for future topics were school lunch, mental health, jobs/internships, and racial equity.

Next Steps

Community Conversation will occur on May 17, 2023, on opportunities available over the summer. This community opportunity will occur in-person at Central Services from 5:30 to 6:30pm.

An annual, end-of-the-year discipline survey will be shared with all MPS staff members to provide feedback and recommendations regarding the District's approach to addressing discipline.

My Brothers Keeper, a two-day, in-person seminar, is designed to support President Obama's My Brother's Keeper initiative to create the space for, surface, and learn from the voices of boys and young men of color to eliminate the racial inequities and institutionalized practices that marginalize, criminalize, and ostracize these students. Participants will critically examine their data, school culture, and climate.

Using Courageous Conversation® participants will examine ways to transform their systems into environments that nurture high-level engagement and achievement.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action on Family and Community Engagement 2022-23

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

Background

The purpose of this report will be to provide an update on family-and-community-engagement activities for the 2022-23 school year. The Department of Strategic Partnerships and Customer Service works closely with families and the community to assist MPS's students with achieving successful outcomes in and outside of the classroom. Our goal is to ensure that families have the opportunity to serve as equal partners in their children's education and to form a healthy bond with their school communities. In addition, the efforts of numerous district volunteers and the MPS Customer Service Team provide frontline support to schools and families that need assistance.

Strategic Partnerships and Customer Service

Family-engagement Framework

Schools

Schools are welcoming and culturally-relevant environments.

Families

Families have avenues to serve as leaders.

Community

Schools are connected to the community.

Tools

Families have the tools and knowledge needed to be active in their children's education.

Connect

Families have opportunities to build peer networks.

Network

Schools have tools and knowledge needed to build relationships with families and the community.

Family-engagement Opportunities

- District Advisory Council
- The Parent Coordinator Community of Practice (PCCP)
- Take-home Family-engagement kits
- 1,400 family engagement activities and events conducted

Parent Coordinators Institute's Topics

August

- Family-engagement Framework & Title I Overview
- Parent Coordinators' Roles & Responsibilities

October

- Gender and Inclusion Overview, Part 1
- School Improvement Plan
- Milwaukee Parent Institute
- District Multicultural Multilingual Advisory Council (DMMAC)

November

- Gender and Inclusion, Part 2
- Fundraising
- School Website Basics

December

- Mango Language
- Kindergarten Enrollment Fair & Overview
- School Website Basics
- Parent Portal Overview
- Kindergarten Enrollment Fair & Overview

January

- Immigrant Grant & Lessons Learned
- Extended Learning Opportunities
- English as Second Language
- City of Milwaukee (Office of African-American Affairs)

February

- School Counselor Overview
- National Alliance on Mental Illness (NAMI) Overview
- Marketing Tool Kit
- Family Leadership Organizations
- Parenting Network
- Financial Literacy

March

- Gender and Identity Inclusion, Part 2 (Repeat)
- Special Session: Really Good Stuff Family-engagement Kits
- Book Creator Session
- Staffing Opportunities in MPS

April

- Filter Water, Not Kids — Healthier Hydration In Your School
- Center for Self-sufficiency
- Parenting Network
- Wisconsin Challenge Academy
- Milwaukee Rec Summer Camps & Hiring

May

- End-of-the-year Closeout & Celebration

Family Customer Service

- MPS Customer Service Team
- Welcome Center Staff

- District-wide Customer Service Training

Plans for 2023-24

- Expansion of adult literacy services
- New family events that support academics and learning
- Programming for Specialized Services families
- Male-focused family engagement
- Family-engagement professional development sessions for teachers and administrators

Volunteer Initiatives

2023 Volunteer of the Year Recipients

- Yudit Rivas, Greenfield Bilingual School
- Carrie Cooke, Auer Avenue School
- Marjan Nezafat, Refugee Students
- Candida Diaz, Hayes Bilingual School
- Kathleen Conway, Bethune Academy

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.11, School Engagement Councils

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REPORT OF THE 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 follow report.

(Item 1) Action on the Report of the Committee on Strategic Planning and Budget Regarding the Superintendent's Proposed FY24 Budget

Background

Your Committee reports the following activities for the month of May 2023:

- On May 4, 2023, your Committee received an overview of the Superintendent's proposed 2023-24 budget and gave hearing to the public.
- On May 16, 2023, the Board held its Statutory Public Hearing to receive public testimony on the Superintendent's proposed 2023-24 budget in accordance with the provisions of Wisconsin Statutes, §119.16(8(a).
- On May 23, 2023, your Committee received additional information on the Superintendent's proposed 2023-24 budget and gave hearing to the public, after which, the Committee conducted a work session on proposed amendments, as attached to the minutes of your Committee's meeting, to the proposed FY24 budget.

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 Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Committee's Recommendation

Your Committee recommends that:

- in regard to Amendment #1, on the creation of an advocacy position to serve as a parent liaison for Central Office disciplinary hearings, with funding of $98,150 to come from the vacancy adjustment, the Board adopt the amendment, with the position to be assigned to the Department of Strategic Partnerships and Customer Service;
- in regard to Amendment #2, on the creation of a Coordinator position for the MPS Foundation, the Board adopt the amendment, with funding of $98,150 to come from the vacancy adjustment;
- in regard to Amendment #3, on adding two planning assistant positions to the Black and Latino Male Achievement (BLMA) program, the Board adopt the amendment, with one planning assistant to be assigned to the Department of Black and Latino Male Achievement, and the other planning assistant to be assigned to the Department of Gender, Identity, and Inclusion. Total funding of $177,098.86 is to come from the vacancy adjustment;
- in regard to Amendment #4, on planning relative to the growth indicators for elementary IB and other high-select school programs, the Board adopt the amendment to conduct a study to:

  1. explore, with community input, the creation of a new facility;
  2. evaluate the potential gaps in current regional development options through an equity lens; and
  3. evaluate high-quality programs and where they may be most equitably expanded, with funding of $500,000 to come from ESSER III's health initiative's dollars; and

- in regard to Amendment #5, on funding for training on anti-racist, anti-bias, and restorative practices, the Board adopt the amendment to fund training at the 43 schools identified in the disproportionality reports, for one year, with funding of $129,000 to come from ESSER dollars; and direct the Administration to form a taskforce to steer the work.

Your Committee further recommends that the Board adopt the proposed FY24 budget, including the following resolutions for the School Operations, Construction, and Extension Funds:

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 $1,093,859,149 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 2024 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 $*[TO BE DETERMINED]* will be required for the operation of the Milwaukee Parental Choice Program; and that *$[AMOUNT TO BE DETERMINED]* 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 2024, 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 $7,100,000 will be required for the 2024 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $5,000,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2024, 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 $42,483,928 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2024 Fiscal Year, and that $34,725,000 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 2024, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Gokalghandi moved approval of the Committee's recommendations regarding the amendments to the proposed FY24 budget.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.
Noes — None.

Director Gokalghandi moved approval of the resolutions for the School Operations, Construction, and Extension Funds.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.
Noes — None.

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REPORT OF THE 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 follow report.

(Item 1) Action on the Head Start Cost of Living Adjustment (COLA) Application and Quality -improvement Funding (QIF) Application FY23

Background

The Milwaukee Public Schools' Head Start Program is eligible to apply for a supplemental cost-of-living adjustment (COLA) grant and Quality-improvement Funding (QIF) through the Administration for Children and Families, Office of Head Start.

The Consolidated Appropriations Act, 2023, contains an increase of approximately $960 million for programs under the Head Start Act for Fiscal Year (FY) 2022. The increase provides $596 million for COLA) and $262 million for QIF investments for Head Start. A portion of the increase provides a COLA of 5.60% to assist all Head Start grantees in increasing staff salaries and fringe benefits or in off-setting higher operation costs. QIF is allocated proportionately, based on federally-funded enrollment, with additional

consideration given to small grantees to allow for a meaningful investment, as permitted by the Consolidated Appropriations Act.

The Milwaukee Public Schools Head Start Program has been allocated as follows:

COLA	$645,620
QIF	$426,229
Total	$1,071,849

Awarded funds will be applied as follows:

- raises to Head Start staff awarded in the 2023-24 school year;
- fringe benefits for increased salaries;
- increases in the operational cost in the last school year; and
- updated, age-appropriate outdoor equipment to help keep students safe.

The attachments to the minutes of your Committee's meeting present the COLA narrative and budget narrative, the Quality Improvement narrative and budget justification, and the Milwaukee Public Schools' 2202-23 adjusted indirect rates, as provided by the Wisconsin Department of Public Instruction.

The full application will be submitted by June 1, 2023.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

The Federal Head Start Cost of Living Adjustment (COLA) Supplemental and Quality Improvement Funding (QIF) Grant is expected to be $1,071,849.

Implementation and Assessment Plan

Upon the Board's approval, MPS Head Start office will submit the federal and county Head Start COLA and Quality Improvement Funding (QIF) application.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the applications for the Head Start Cost of Living Adjustment (COLA) Application and Quality Improvement Funding (QIF).

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

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(Item 2) Update with Possible Action on Resolution 2223R-014 on an Early Years Success Center

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

Background

In March 2023, the Board adopted Resolution 2223R-014, to create an Early Years Success Center. In accordance with the resolution, the following report provides the timeline, a description, the necessary planning, and a detail of the anticipated costs.

Early Years Success Center

MPS Success Center

The Success Center supports social, emotional, mental, and physical health so each student can thrive, live an authentic life, and reach his or her full potential. Collaborative programs, in partnership with families and schools, equip each student's support team to address challenges together. We believe strongly in restorative philosophy and strive to cultivate, to maintain, and to repair trusting relationships as a foundation for healthy growth.

- We value the knowledge and wisdom of families and communities.
- We provide our students and schools with a high level of support.
- We hold all participants, including ourselves, accountable for our relationships with one another.
- We encourage perseverance through conflicts to achieve social and emotional growth.

Our Partners

- Marquette Center for Peace Making
- Lutheran Social Services
- Bloom Center for Arts and Integrated Therapies
- Inner Light Yoga Studio

Proposed Staffing for K4-12

- Program Coordinator (1 FTE)
- Teacher Leader (1 FTE)
- School Social Worker (1 FTE)
- School Psychologist (1 FTE)
- Transition Coach (1 FTE)
- Teacher (1 FTE)
- Special Education Teacher (1 FTE)
- Parent Coordinator (1 FTE)
- Paraprofessionals (3 FTE)
- Secretary (1 FTE)
- Peace Work Specialists (3 FTE)
- Licensed Therapists (3.5 FTE)
- Family Coach (0.5 FTE)
- Art Therapists (3 FTE)
- Mindfulness Coach (3 FTE)

Timeline and Description

April 2023-January 2024

- Determine staff-development needs and provide appropriate professional learning
- Communicate, accept, and review referrals for grade 3
- Determine scheduling needs of students
- Facilitate open houses for families and staff
- Collaborate with partners to determine developmentally-appropriate services for students
- Provide transition supports to students
- Welcome grade-3 students in January 2024

January 2024-September 2025

- Research best practices for early elementary-age students and collaborate with partners to determine therapeutic offerings
- Revise the referral process to meet the needs of younger children
- Communicate, accept, and review referrals for grades 1-2 for the 2024-25 school year and for K4-K5 for the 2025-26 school year
- Provide transition supports to students
- Determine transportation needs based on scheduling

Sample Student Schedule

2023-24: adding grade 3	2024-25: adding grades 1-2	2025-26: adding grades K4-K5
• Talk Therapy • Peace Works • Peace Works • Art Therapy • Mindfulness • Academic Support	• Early Childhood Therapy (includes play therapy) • Art Therapy & Mindful Movement • Family Therapy • Peace Works & Academic Support	• Early Childhood Therapy (includes play therapy) • Art Therapy & Mindful Movement • Family Therapy • Peace Works & Academic Support
Transition Supports and Family Therapy		

Proposed Budget

2023-24 School Year
Contracted Services Total..... $1,269,437
Total Proposed Budget..... $1,633,824
2024-25 School Year
Contracted Services Total..... $1,527,021
Total Proposed Budget..... $2,154,225
2025-26 School Year
Contracted Services Total..... $1,786,591
Total Proposed Budget..... $2,447,815

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

The proposed expenditures for the Early Years Success Center are outlined below, and will be a part of the FY24 budget cycle:

2023-24 School Year
Contracted Services Total $1,269,437
Total Proposed Budget.....$1,633,824
2024-25 School Year
Contracted Services Total $1,527,021
Total Proposed Budget.....$2,154,225
2025-26 School Year
Contracted Services Total $1,786,591
Total Proposed Budget.....$2,447,815

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(Item 3) Update with Possible Action on Resolution 2122R-004 Regarding Middle-school and High-school Equity

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

Background

At its regular monthly meeting of June 2021, the Board adopted Resolution 2122R-004 on middle-school and high-school equity. Subsequently, high-school principals from both select-criteria and non-select criteria schools met with the regional superintendent for the High School Region; the Senior Director of

Student Services; the Director of Research, Assessment, and Data; the Regional Manager of Specialized Services; the Manager of Assessment and Data; the Manager of Student Services; and the Manager of Enrollment Services to discuss the District's concerns and issues.

In October 2021, the Middle School and High School Equity group was formed. This group of 56 participants included a wide range of stakeholders. Recommendations from this group were presented to the Board in December 2021. A smaller steering committee was formed from the work group to study in depth the concerns and issues brought forth. The recommendations of the steering committee were approved by the Board in June 2022 and were implemented in fall of 2022.

This report will provide information on the process this year, with continued updates moving forward.

Update on Middle-school and High-school Equity

High-school Applications

71% of 8th-graders submitted applications. SY22-23 saw an increase of approximately 1,400 applicants from MPS schools. 3,460 students were accepted into one of their schools of choice (an increase of 1,077). 2,765 students (80%) of those applicants were accepted to their first-choice schools. 695 students were not eligible for choice 1, but were ultimately selected for their choices 2-5. 191 students did not get placed at any of their choices. 110 students were waitlisted across all schools that used select criteria.

1st-choice Applications for Fall 2023

Reagan	1,092	Vincent	58
King	495	South Division	55
Golda Meir	443	Milwaukee School of Languages	53
Milwaukee High School of the Arts	319	Green Tree Preparatory	29
Riverside	294	Marshall	22
Audubon	242	Madison	19
Hamilton	186	North	17
Bay View	139	Obama	17
Bradley Tech	124	Washington	15
Milwaukee School of Languages (partial Spanish immersion)	93	Alliance	10
Pulaski	76	Wisconsin Conservatory of Lifelong Learning	2
MacDowell Montessori	61		

Schools That Used Select Criteria

School	Students Accepted	Cut Score
Audubon High School	First choice only	4+
Golda Meir School	First choice and current students only	8+
King IB High School	First choice only	5+
MacDowell Montessori School	First choice only	NA
Milwaukee High School of the Arts	First choice only	No cut score; audition required for program placement
Reagan High School	First choice only	10+ (siblings with a 9}
Riverside University High School	First, second, and third choices	No cut score

Non-MPS Applicants

422 total applicants were from outside of MPS. 281 were accepted, 24 were waitlisted, and 117 did not receive their choices (e.g., those who made only a single choice; those whose first choices were Reagan, Golda Meir, or King; or those whose second-choice schools were already filled).

Non-MPS Schools with Largest Number of Applicants

School	Students
Bruce Guadalupe	57
Central City Cyberschool	35
Notre Dame School	22

Saint Marcus Lutheran 19
Saint Roman 27
United Community Center Acosta Middle School 19
Woodlands School 27

Communications

Letter to Families of Current 7th-grade Students

A letter was sent to families of current 7th-grade students. It was post as a main web story on the District's website for one week starting March 22. It is still in the news section of the website. It was also included in the Family Friday Newsletter weekly from March 24 to April 14.

Principals received an email on March 27 with a letter to send home to families of all 7th-graders. A message was included in Thursday Updates to let principals know about sending out the letter.

Additionally, there were social media stories

Process to Address Attendance-score Concerns

We discussed concerns with the families and explained the criteria (e.g., all absences count, below 90% is absentee, options had been available in 2021-22 to make up work to recode absences). We also reviewed the students' records and assisted the families if updates to the schools' records were an option.

Successes/Wins

- The application process was made easier, resulting in an increased number of applications.
- The number of students who got into their first-choice schools increased.
- Only a few concerns were expressed about the essay.
- The High-school Admissions Application Report supported the accuracy and efficiency of the process for the District.
- Acceptance letters were sent to families earlier than the originally scheduled date of January 6, 2023.

Considerations for the Future

- First-choice matters:
  - Most schools were filled, based on the number of students marking the schools as their first choices.
  - Students marking schools as their second, third, fourth, or fifth choices did not have access to these schools, as the schools were already filled.
- Some parents did not understand the scoring (e.g., four-point essay score translation to 1 or 2 points, 0 points for standardized testing if below proficient).
- Parents did not understand that attendance includes both excused and unexcused absences. (Both types are treated equally based on all the State's accountability measures).
- We need to support current high-school students in understanding that they cannot use this enrollment process to change schools in grades 10, 11, or 12.
- We need to address rejected applications due to missing information and to families not responding when contacted by the District.
- Instead of seeking to change their original choices, families submitted duplicate applications.
- Families are not having students participate in auditions at Milwaukee High School of the Arts, which are required for placement into a program area.

Actions for 2023-24

- Increase communication to schools and families to explain the Five-choice Process
- Increase communications to families of 6th- and 7th-graders
- Possibly provide criteria scores to students/families for attendance, report cards, state testing prior to application time to help students make better first choices

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

None at this time.

Implementation and Assessment Plan

None at this time.

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(Item 4) Report with Possible Action Regarding the 53206 Initiative

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

Background

To better serve the community in the 53206 ZIP code, the Board approved implementation of the 53206 Initiative. The 53206 Initiative is focused on three pillars: Alignment; Academics, Pathways and Engagement; Filling Gaps; Equitable Access and Opportunity; Strengthening Outcomes; and College and Career Readiness. The Principals' Cohort, consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Gwen T. Jackson, Keefe Avenue, Green Bay Avenue Success Center, and LaFollette, continue to meet regularly to further discuss the needs in 53206 schools.

53206 Initiative

53206 Demographics

- 2,013 Students
- 8 Schools
- 0.2% English-language Learners
- 24.3% Students with Disabilities
- 88.3% Economically Disadvantaged

Black/African American.....92.60%
Hispanic.....3.70%
Multi-ethic.....2.30%
White.....0.60%
Asian.....10.40%
American Indian or Native Alaskan.....0.30%
Hawaiian or Other Pacific Islander.....0.10%

53206 Staffing

53206 Promise Partnership Schools Staffing, February Compared with Current

Performance Measure	Beginning of Year	February	Current
Certified Vacancy Fill Rate	58%	92%	93%
Stay Incentive	N/A	7	7

53206 Our Lights Are On!

Highlights

- All 53206 Promise Partnership Schools were represented.
- 35 community partners participated.
- More than 100 families were in attendance.

- 15 Individuals expressed interest in joining MPS as employees.

Brice Initiative

The goal is to help students cultivate, maintain, and repair trusting relationships as a foundation for healthy growth. The initiative includes use of the Marquette Peace Work curriculum, art therapy, and family therapy.

Implementation began in January and will continue through December 2023 at five Promise Partnership Schools.

2023-24 Forecast

- Professional development framework for teachers and leaders
- Continue efforts to make enrollment and staffing a priority
- Expand mentoring programs for both boys and girls within each school
- Establish job-shadowing experiences for students in grades 5-12

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

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(Item 5) Report with Possible Action Regarding the Climate Justice Curriculum Advisory Committee and District Sustainability Team

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

Background

At its regular meeting of March 2020, the Board adopted Resolution 1920R-016 to integrate climate justice curriculum and sustainability practices into all aspects of its work and functions. 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.

In response to the Board's action, the Administration is providing its regular quarterly report relative to implementing the resolution.

Members of District Sustainability Team members attended the Green Schoolyards Cohort Convening in San Francisco, California in May 2023. At your Committee’s meeting, The Team highlighted green schoolyard strategies shared between the 11 cities present at the convening. Also, the Team provided an update on the current progress of curriculum 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 Implication 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

The Board received the monthly report of its delegate to the District Advisory Council (DAC).

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

No fiscal impact.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

Academic Achievement

Graduation festivities begin in May. I enjoyed attending the commencement celebrations at Vincent and James Madison high schools.

I was pleased to join State Superintendent Jill Underly at Parkside School for the Arts for the Teacher of the Year Award. This was a surprise presentation.

Chief Academic Officer Jennifer Mims-Howell and I met to discuss music programming, pprocess and procedures, and class-minutes allocations.

I also met with Tiffany Tardy of the MPS Foundation. Dr. Posley and I met on several occasions this month.

Effective and Efficient Operations

The month of May brings the start of a new board year — and the culmination of the work on the proposed budget. In furtherance of this work, I attended a briefing with Superintendent Posley and Chief Financial Officer Martha Kreitzman. I also attended the Wisconsin Public Education Network's meeting on the state budget and its impact on MPS. WASB also held a state budget webinar, which I attended via Zoom

I organized a news conference on the state budget on May 5, 2023. This joint effort with Leaders Igniting Transformation (LIT) and other community organizations, including BLOC, NAACP, MTEA, MKE Turners, Voces de La Frontera, the MPS Administration, and board members, among others. Many union members were also in attendance.

Student, Parent, and Community Engagement

The Metropolitan Milwaukee Alliance of Black School Educators (MMABSE) held its "Teacher of the Year" Gala event, which I enjoyed attending.

The work of the D/HH (deaf and hard-of-hearing) Task Force is underway, and I participated in its meeting on May 8. I also attended a gathering of a music stakeholder group.

My last meeting as the Board's delegate to CESA #1 was on May 12, 2023. We voted on non-renewal of contract staff. Director O'Halloran will take over as the delegate for the 2023-24 board year.

I also attended other school events, including:

- rhe NAF Advisory Council's meeting at James Madison Academic Campus (JMAC)
- Vincent High School's Ag-Venture event
- a meeting Milwaukee High School of the Arts' Parent Engagement Council, where the group discussed the impact of Project Lead the Way Expansion
- Hawthorne Elementary's play, performed in the school's new outdoor theatre
- Stuart Elementary's first in-person Grade 5 Exhibition, which was held as part of its open house. In addition, Stuart is pleased to announce that it is the now an authorized International Baccalaureate (IB) Primary Years Programme (PYP) school!

I participated in all meetings of the Committee on Strategic Planning and Budget to work on the budget, and I was also in attendance for the statutory public hearing on the budget, held on May 16.

I also participated in the May 18 meeting of the Committee on Accountability, Finance and Personnel and presided over the May 25, 2023, regular meeting of the Board.

I wish everyone a wonderful Memorial Day weekend!

* * * * *

(Item 3) Other Reports from Members of the Board

Director Siemsen presented a brief update on the Student Voice Group.

President Herndon recognized Gilbert Stuart School for having received official notice that it has been designated an International Baccalaureate (IB) elementary school, the first such elementary school on Milwaukee's north side.

* * * * *

UNFINISHED BUSINESS

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

Background

Board Rule 1.17(7) prescribes that

> …[t]he [Board's] 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 April 25, 2023, organizational meeting, President Herndon elected not to serve in this role; therefore, it is necessary for the Board to select a representative for the 2023-24 year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meetings

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board determine how it wishes to proceed.

President Herndon nominated Director Siemsen to continue as the Board's representative to the Library Board.

The Board approved the nomination of Director Siemsen by unanimous consent.

* * * * *

Having disposed of the balance of its agenda, the Board returned to consideration of the following item from the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance, which had been postponed from earlier in the meeting.

(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 Statutes, §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.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.18, Legal Representation

Recommendation

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

Director Gokalgandhi moved to retire to closed session, pursuant to Wisconsin Statutes, §19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, Zombor, and President Herndon — 7.
Noes — None.

The Board retired to closed session at 7:24 p.m.

The Board adjourned from closed session at 8:45 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 22, 2023

Special meeting of the Board of School Directors called to order by President Herndon at 8:04 p.m.

Present — Directors Carr, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused — Directors Garcia and Gokalgandhi — 2.

The Board Clerk read the following call of the meeting:

June 15, 2023

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

The following 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.

SPECIAL BOARD MEETING
6:00 p.m., Thursday, June22, 2023
(or immediately following the meeting of the Committee on Strategic Planning and Budget)

1. Action on a Request to Retire to Closed Session for Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Board Clerk/Chief Officer, Office of Board Governance, and the Superintendent of Schools

As is customary at the Board's special meetings, no public hearing will be given on matters discussed at this meeting.

Executive Session Notice

Pursuant to the provisions of Wisconsin Statutes, Chapter 19.85(1)(c), the Board may retire to 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.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Siemsen moved 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 the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — None.

The Board retire to closed session at 8:10 p.m.

The Board adjourned from closed session at 11:03 p.m., having taken no action.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 29, 2023

Regular meeting of the Board of School Directors called to order by President Herndon at 5:35 p.m..

Present — Directors Garcia, Gokalgandhi, Jackson, Leonard, and President Herndon — 5.
Absent and Excused — Directors Carr, O'Halloran, Siemsen, and Zombor — 4.

Before commencing with the agenda, President Herndon asked for a moment of silence to commemorate the passing of the following members of the MPS community:

- Tonesha Brown, a school kitchen manager;
- Cheryl Bachtell, a retired teacher from Gaenslen;
- Deborah Cannon, a retired teacher from Thoreau;
- Colleen Gauthier, a retired secretary from the School Technology Support Center;
- Mary Hollinshead, a retired teacher from Auer Avenue; and
- Susan James, a retired human resource services assistant.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of May 2023 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

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's 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:

- Increasing academic achievement and accountability
- Improving district and school culture
- Developing our staff
- Ensuring fiscal responsibility and transparency
- Strengthening communication and collaboration.

Activities from late May through mid-June are also included in the following report.

Senior Send-off

Milwaukee Public Schools hosted its annual Senior Send-off on Friday, June 9, at Wick Field. The event was designed to honor and to celebrate the end of high school and the start of new adventures for the graduates of the Class of 2023. Graduates had an opportunity to visit with counselors, partners, staff, and friends while enjoying food, music, games, and great prizes geared toward new beginnings. A number of graduates were nominated for Senior of the Year — an honor recognizing a senior's persistence and determination on the path to exceptional achievement. During the event, students also received words of encouragement from administration, partners, and support staff, along with information about supports available in MPS College and Career Centers during the summer.

MPS's Annual Big Reveal

Milwaukee Public Schools announced a record high in scholarship offerings on June 15 at the District's annual Big Reveal. The class of 2023 received an astounding $121,000,000 in scholarship offerings earned by 902 of the Class of 2023's graduates, 96 more students than those in the previous school year. Much of the students' successes is attributed to the College and Career Centers and an updated graduation policy requiring all students to complete the Free Application for Federal Student Aid (FAFSA) form.

During the 2017-18 school year, 20 College and Career Centers were established for MPS high-school students. The Centers were designed to offer free resources to support students in grades 6–12 and to provide a critical component in helping them to acquire scholarship offers. Currently, there are 21 College and Career Centers serving all MPS high schools, including our alternative locations. Throughout the 21 centers, 6,415 students were seen a total of 22,647 times during the 2022-23 school year.

With the support of the College and Career Centers throughout the year, the class of 2023 will be heading out to more than 119 colleges and universities, both in and out of state, private and public, and with dozens of majors in mind. We are proud of all of our graduates and congratulate this year's scholarship recipients.

Response to Intervention (RtI)

In an annual report issued by the Wisconsin Response to Intervention (RtI) Center, 132 MPS schools were recognized for achievement in reading, math, and behavior and were ranked bronze, silver, gold, or platinum for the number of years in which they met standards. We are proud to announce that Reagan High School reached platinum recognition for demonstrating full implementation in all three levels and areas with evidence of improvement for a minimum of three years. Honorable mentions went to Fairview, Emerson, and Honey Creek schools for reaching gold status in all three areas.

The Wisconsin RtI Center assists Wisconsin's educational systems in building capacity, in adopting and implementing high-quality practices, in making informed decisions, and in ensuring sustainability of efforts and increased success for all students. The Center's goal is to develop and to sustain an equitable multi-level system of support to ensure success for all students. At the classroom level, RtI practices identify students who need additional support and then respond to students with individualized plans to help them succeed. The full list of the recognized MPS schools follows:

	Awards		
	Behavior	Reading	Mathematics
Acad of Acc Learning	Gold	Silver	Gold
ALBA	Silver		
Alcott Elem	Silver	Silver	Silver
Allen-Field Elem	Silver		
Alliance	Silver		
Andrew S Douglas MS	Bronze		
Audubon Tech/Comm	Bronze		
Auer Ave. Elem	Silver		
Banner Prep	Silver		
Barbee Elem	Silver		
Barton Elem	Bronze	Bronze	Bronze
Bay View HS	Silver		
Bay View Montessori	Bronze		
Bethune Academy	Silver		
Bradley Tech	Bronze		
Brown St. Academy	Silver	Silver	Silver
Browning Elem	Bronze	Bronze	Bronze
Bruce Elem	Silver	Bronze	Bronze
Bryant Elem	Silver	Bronze	Bronze
Burbank Elem	Silver	Bronze	Bronze
Burdick Elem	Silver		Bronze
Carson Academy	Bronze		
Carver Academy	Bronze	Bronze	Bronze
Cass St. Elem	Silver		
Clarke St. Elem	Bronze		
Clemens Elem	Silver	Bronze	Bronze

	Awards		
	Behavior	Reading	Mathematics
Clement Ave. Elem	Silver		
Congress Elem	Bronze		
Cooper Elem	Silver		
Craig Mont. School	Silver		
Curtin Elem	Silver		
Doerfler Elem	Silver		
Eighty-first St. Elem	Silver		
Elm Creative Arts	Silver	Bronze	Bronze
Emerson Elem	Gold	Gold	Gold
Engleburg Elem	Silver	Silver	Silver
Fairview Elem	Gold	Gold	Gold
Fernwood Mont.	Silver	Silver	Silver
Fifty-third St. Elem	Silver	Bronze	
Forest Home Elem	Silver	Silver	Silver
Franklin Elem	Bronze	Bronze	Bronze
Garland Elem	Silver		
Fratney Elem	Silver		
Golda Meir School	Silver		
Goodrich Elem	Silver		
Grant Elem	Silver		
Grantosa Drive Elem	Bronze		
Green Tree Prep	Bronze		
Greenfield Bilingual	Silver		
Groppi HS	Bronze		
Hamilton HS	Silver		Bronze
Hampton Elem	Bronze	Bronze	Bronze

	Awards		
	Behavior	Reading	Mathematics
Hartford Ave. Elem	Bronze		
Hawley Environmental	Bronze		
Hawthorne Elem	Bronze	Silver	Silver
Hayes Bilingual	Silver		
Hi-Mount Elem	Bronze		
Holmes Elem	Silver	Bronze	Bronze
Honey Creek Elem	Gold	Gold	Gold
Hopkins Lloyd Comm.	Silver	Bronze	Bronze
Humboldt Park Elem	Silver	Silver	Silver
IDEAL	Silver		
Jackson Elem	Silver		
JJMAC	Bronze		
Kagel Elem	Silver		
Keefe Ave. Elem	Silver		
Kilbourn Elem	Silver	Bronze	Bronze
King International	Bronze		
King IB MS	Bronze		
King, Jr., Elem	Silver		
Kluge Elem	Silver		
LaFollette Elem	Silver		
Lancaster Elem	Bronze	Bronze	Bronze
Lincoln Ave. Elem	Silver		
Lincoln MS	Silver		
Longfellow Elem	Silver	Bronze	Bronze
Lowell Interna'l Elem	Silver		
MacDowell Mont.	Silver	Bronze	Bronze
Manitoba Elem	Silver	Silver	Silver
Maple Tree Elem	Bronze		
Marshall HS	Silver	Bronze	Bronze
Maryland Mont.	Silver	Silver	Silver
Metcalfe Elem	Silver		
MACL	Bronze		
Milw German Imm.	Gold	Gold	Silver
Milw HS/Arts	Silver	Bronze	Bronze
Milw French Imm.	Silver		
Milw Parkside School	Silver	Bronze	Bronze
Milw School of Lang	Bronze		
Milw Sign Lang Elem	Bronze		
Milw Spanish Imm.	Silver	Silver	Silver
Mitchell Elem	Silver	Bronze	Bronze
Morgandale Elem	Silver	Silver	Silver
Morse MS	Bronze		
Neeskara Elem	Silver		
Ninety-fifth St. Elem	Silver	Bronze	Bronze
North Division HS	Bronze		
Obama SCTE	Silver		
Parkview Elem	Silver		
Pratt Elem	Silver		
Project STAY	Bronze	Bronze	Bronze
Pulaski HS	Bronze		
Reagan College Prep	Platinum	Platinum	Platinum
Riley Dual Lang Mont.	Bronze		
River Trail Elem	Bronze		
Riverside HS	Bronze	Bronze	Bronze
Riverwest Elem	Silver		
Rogers St. Academy	Bronze		
Roosevelt MS	Bronze		Bronze
Sherman Elem	Bronze		
Siefert Elem	Silver		
South Division HS	Bronze	Bronze	Bronze
Starms Discovery	Bronze		
Starms EC	Bronze		
Story Elem	Bronze		
Stuart Elem	Silver		
Thoreau Elem	Silver		
Thurston Woods Elem	Bronze		
Townsend St. Elem	Bronze	Silver	Bronze
Transition HS	Silver		
Trowbridge St. School	Silver	Bronze	Bronze
Victory Elem	Silver		
Vieau Elem	Silver		
Vincent HS	Bronze	Bronze	Bronze
Washington HS	Bronze		
Wedgewood Park	Bronze		
Westside Academy	Silver		
Whitman Elem	Silver	Silver	Silver
Whittier Elem	Silver	Silver	Silver
WCLL	Bronze		
Zablocki Elem	Silver	Bronze	Bronze

Free Summer Meals

Milwaukee Public Schools offers free summer meals for children under the age of eighteen. No application or registration is needed to receive a meal — children simply visit one of the designated food sites during meal time and receive a meal. The MPS 2023 Summer Food Service program sites are:

Host Site	Address	Program	Dates	Times			No-service Days
				Breakfast	Lunch	Dinner	
ALBA	1712 S 32nd St	CLC	6/20/2023-7/28/2023	7:30-9:00	12:00-12:30	3-3:30	7/4
Allen Field	730 W Lapham Blvd	Summer School	6/26/2023-7/28/2023	7:45-8:15	11:45-12:15	—	7/3 and 7/4
Allen-Field	730 W Lapham Blvd	CLC	6/20/2023-7/28/2023	7:30-8:00	11:30-12:00	3-3:30	7/4
Audubon	3300 S 39th St	CLC	6/20/2023-7/28/2023	—	11:30-12:00	4:00-4:30	7/4
Audubon	3300 S 39th St	Summer School Specialty Course	6/6/2023-6/22/2023	8:00-8:30	12:30-1:00	—	6/19

Host Site	Address	Program	Dates	Times			No-service Days
				Breakfast	Lunch	Dinner	
Bay View	2751 S Lenox St	CLC	6/20/2023-7/28/2023	—	11:30-12:00	5:30-6:00	7/4
Bay View	2751 S Lenox St	Twilight Program	06/06/2023-08/11/2023	—	—	6:30-7:30	6/19, 7/3, and 7/4
Bethune	1535 N 35th St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Bethune	1535 N 35th St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Bradley Tech	700 S 4th St	CLC	6/20/2023-7/28/2023	—	11:30-12	5:00-5:30	7/4
Bradley Tech	700 S 4th St	Summer School	6/26/2023-7/28/2023	7:30-8:00	11:00-11:30	—	7/3 and 7/4
Brown Street	2029 N 20th St, 53205	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Browning	5440 N 64th St	Safe Place	6/20/2023-7/28/2023	7:30-9:00	11:30-12:30	3-3:30	7/4
Browning	5440 N 64th St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Carmen Northwest	5496 N 72nd St	Summer School	6/22/2023-7/14/2023	7:45-7:55	11:05-11:30	—	7/3 and 7/4
Carmen Southeast	2500 W Oklahoma Ave	Summer School	6/22/2023-7/14/2023	7:45-7:55	11:05-11:30	—	7/3 and 7/4
Carmen South	1712 S 32nd St	Summer School	6/22/2023-7/14/2023	7:45-7:55	11:05-11:30	—	7/3 and 7/4
Carson	4920 W Capitol Dr	CLC	6/20/2023-7/28/2023	8:30-9:00	12:00-12:30	3-3:30	7/4
Cass St.	1647 N Cass St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Cass St.	1647 N Cass St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Clarke St.	2816 W Clarke St	CLC	6/20/2023-7/28/2023	8:00-8:30	12:00-12:30	3-3:30	7/4
Clemens	3600 W Hope Ave	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Doerfler	3014 W Scott St	CLC	6/20/2023-7/28/2023	8:30-9:00	12:00-12:30	3-3:30	7/4
Douglas	3620 N 18th St, 53206	Twilight Program	06/06/2023-08/11/2023	—	—	6:30-7:30	6/19, 7/3, and 7/4
Eighty-first St.	2964 N. 81st St.	CLC	6/20/2023-07/28/23	8:30-9	12:00-12:30	3-3:30	on 7/4
Fernwood Montessori	3239 S Pennsylvania Ave	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Fifty-third St.	3618 N 53rd St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Forest Home Ave.	1516 W Forest Home Ave	Safe Place	6/20/2023-07/28/23	7:30-9:00	11:30-12:30	3-3:30	7/4
Grantosa	4850 N 82nd St	CLC	6/20/2023-07/28/23	7:30-8:00	12:00-12:30	3-3:30	7/4
Grantosa	4850 N 82nd St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Greenfield-	1711 S 35th St	CLC	6/20/2023-7/28/2023	8:30-9:00	12:00-12:30	3-3:30	7/4
HAPA	4601 N 84th St	Summer School-Session 1	6/26/2023-6/30/2023	8:00-8:30	12:00-12:30	—	7/4

Host Site	Address	Program	Dates	Times			No-service Days
				Breakfast	Lunch	Dinner	
HAPA	4601 N 84th St	Summer School-Session 2	7/10/2023-7/28/2023	8:00-8:30	12:00-12:30	—	7/4
Hayes Bilingual	971 W Windlake Ave	CLC	6/20/2023-07/28/23	8:30-9	12:00-12:30	3-3:30	7/4
Humboldt Park-NSLP Snack	3230 S Adams Ave	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Kagel	1210 W Mineral St	Safe Place	6/20/2023-7/28/2023	7:30-9:00	11:30-12:30	3-3:30	7/4
King IB Mid	121 E Hadley St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
King Jr El NSLP Snack	3275 N 3rd St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Kluge	5760 N. 67th St.	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
LaCausa	1643 S 2nd St	Summer School	6/26/2023-7/28/2023	7:45-8:00	12:00-12:30	—	7/4
Lincoln Ave.	1817 W Lincoln Ave	CLC	6/20/2023-7/28/2023	8:30-9:00	12:00-12:30	3-3:30	7/4
Lincoln Center of the Art	820 E Knapp St	CLC	6/20/2023-7/28/2023	—	11:30-12:00	4:30-5:00	7/4
Longfellow	1021 S 21st St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Manitoba	4040 W Forest Home Ave	Summer School	6/26/2023-7/28/2023	7:30-8:00	11:00-11:30	—	7/3 and 7/4
Maple Tree	6644 N 107th St	CLC	6/20/2023-07/28/23	7:30-8:00	12:00-12:30	3-3:30	7/4
Maple Tree	6644 N 107th St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Maryland	2418 N Maryland Ave	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
MSOL	8400 W Burleigh St	Summer School	6/26/2023-7/27/2023	7:30-8:00	11:00-11:30	—	7/3 and 7/4
North Division	1011 W Center St, 53206	CLC	6/20/2023-7/28/2023	8:00-8:30	12:00-12:30	3-3:30	7/4
North Division	1011 W Center St, 53206	Twilight Program	06/06/2023-08/11/2023	—	—	7:00-8:00 PM	6/19+7/3 + 7/4
Obama	5075 N Sherman Blvd,	Twilight Program	06/06/2023-08/11/2023*	—	—	7:00-8:00 PM	6/19, 7/3, and 7/4
Pulaski	2500 W Oklahoma Ave	Twilight Program	06/06/2023-08/11/2023	—	—	7:00-8:00 PM	6/19, 7/3 and 7/4
Rogers Street	2430 W Rogers St	CLC	6/20/2023-8/25/2023	8:30-9:00	12:00-12:30	3-3:30	7/4
Rogers Street	2430 W Rogers St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Sherman Multicultural Arts	5110 W Locust St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Sherman Multicultural Arts	5110 W Locust St	Summer School	6/26/2023-7/28/2023	7:30-8:00	12:00-12:30	—	7/3 and 7/4
Starms Discovery Learning	2035 N 25th St.	CLC	6/20/2023-7/28/2023	9:00-9:30	12:00-12:30	3-3:30	7/4
Story	3815 W Kilbourn Ave	Safe Place	6/20/2023-7/28/2023	7:30-9:00	11:30-12:30	3-3:30	7/4
Townsend	3360 N Sherman Blvd	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4

Host Site	Address	Program	Dates	Times			No-service Days
				Breakfast	Lunch	Dinner	
Vieau	823 S 4th St	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4
Vincent	7501 N Granville Rd	School-to-Work- Ship-out Location	06/06/2023-6/27/2023	8:30-9:30 AM	11:00-12:00 PM		7/3 and 7/4
WCLL	1017 N 12th St, 53233	Summer School (Session I)	6/6/2023-6/22/2023	7:30-8:00	11:00-11:30	—	6/19
WCLL	1017 N 12th St, 53233	Summer School (Session II)	6/26/2023-7/27/2023	7:30-8:00	11:00-11:30	—	7/3 and 7/4
Zablocki	1016 W Oklahoma Ave	CLC	6/20/2023-7/28/2023	7:30-8:00	12:00-12:30	3-3:30	7/4

* Monday, Wednesday, Friday program only

Summer Recreational and Academic Opportunities

Summer recreational opportunities are still 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, see the Summer Recreation Guide.

Summer learning is available through the MPS Summer Academy. More information is available in the Summer Academy Enrollment Guide. If you have questions about Summer Academy, please contact the Extended Learning Office at elo@milwaukee.k12.wi.us.

Milwaukee Public Schools Is Hiring

Become a member of the Milwaukee Public Schools family! Do you want to make a difference in the lives of our students? MPS is seeking exceptional educators and support staff to join our team, along with building-service workers and food-service workers.

MPS offers great benefits for full-time employees (30 hours or more per week):

- health insurance
- dental insurance
- life insurance
- vision insurance
- flexible health savings account
- flexible dependent care savings account
- generous vacation and sick leave
- pension
- 403b participation (voluntary)
- tuition reimbursement.

The next hiring fair is July 12, from 5:00 p.m. to 7:00 p.m., at the Central Administration Building located at 5225 West Vliet Street. District personnel will share information about the hiring process, full-time and part-time openings, license requirements, and competitive pay and benefits. Residency in Milwaukee is not required.

View open positions, read more about benefits, and apply at mpsmke.com/careers.

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(Item 2) Action on a Request to Approve a Memorandum of Understanding with the Friends of Jimmy Banks for a Mural of Jimmy Banks at the Obama School of Career and Technical Education's Stadium

This item was withdrawn at the request of the Administration.

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

(Item 1) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

The Board's Legislative Policy Specialist presented the monthly update on legislative activities affecting MPS.

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

NA

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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 monthly report of the Office of Accountability and Efficiency (OAE) 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.

The following report includes activities from late May through mid-June.

Report to the Milwaukee Board of School Directors

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.

June is the last month of the OAE's fiscal year 2023 (FY23) Work Plan, a copy of which has been provided under separate cover. A final report on work completed as part of the FY23 Work Plan will be transmitted to the Board subsequently to the close of FY23 on June 30, 2023. Implementation of the FY24 Work Plan will begin on July 1, 2023.

Accountability and Efficiency Services

Between May 13, 2023, and June 17, 2023, Accountability and Efficiency Services fulfilled 16 requests for information/research, three constituent inquiries, and five special projects. Accountability and Efficiency Services also fulfilled two requests for the assignment of an impartial hearing officer.

Accountability and Efficiency Services began its collaboration with the Office of Finance to improve the efficiency of various financial activities by leveraging data models that are used in the OAE. This will reduce the amount of time and effort required by Finance's staff to obtain and to query financial data from the financial system.

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 the reporting period, Contract Compliance Services (CCS) staff members focused on HUB and student-engagement programming.

CCS, in collaboration with the Department of Procurement, is piloting an RFB/RFP training session that will provide instructions to potential contractors and vendors on how to successfully complete proposals. Additionally, the session is designed to attract more contractors/vendors who are interested in conducting business with Milwaukee Public Schools and to eliminate any confusion around completing required documentation related to responses to proposals. CCS will use the opportunity to educate potential new vendors with detailed steps on completing all mandatory forms and schedules.

Lastly, CCS plans to maximize our student-internship opportunities to the fullest extent during summer break. This summer, we will provide paid internships for more than 70 MPS high-school students. CCS is sponsoring paid internships for 46 students in various career industries with our mission-aligned partner, Lead2Change. The internships will provide students exposure to industries from administrative services to construction. In addition to partnering with Lead2Change, 25 students were interviewed for internships in actuarial services, construction, human resources, technology, transportation, and tutoring services. 10 students were successfully placed.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

(Item 1) Action on the Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)

The Board Clerk presented 11 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

June 6, 2023, at 9:00 a.m., 10:00 a.m., 11:30 a.m., 1:00 p.m., and 2:00 p.m.;
June 7, 2023, at 9:00 a.m., 10:30 a.m., and 12:00 p.m.;
June 8, 2023, at 9:00 a.m.;
June 15, 2023, at 9:00 a.m.; and
June 21, 2023, at 9:00 a.m.

Also presented under separate cover for the Board's information were the monthly expulsion summaries.

Director Garcia moved to accept the reports of the Independent Hearing Officers of June 6, 7, 8, 15, and 21, 2023.

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

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, Zombor, and President Herndon — 5.
Noes — None.

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the Report of the Committee on Accountability, Finance and Personnel, Item 5, Action on Recommended FY24 Plan of Audits and Report on District Risk-

assessment Plan, which had been set aside because it had been forwarded to the Board without recommendation.

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

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, Zombor, and President Herndon — 5.
Noes — None.

REPORT OF THE 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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Robin Finney	Building Service Helper I	$19.08/hr.	05/22/2023
2	Terence Members	Building Service Helper I	$15.90/hr.	05/22/2023
2	Troy Moore	Building Service Helper I	$15.90/hr.	05/08/2023
2	Angelo Newman	Building Service Helper I	$15.90/hr.	05/22/2023
2	Shericka Nelson	Children's Health Assistant	$20,827.00	05/01/2023
2	Deyonto Southern	Food Service Assistant	$15.90/hr.	05/29/2023
2	Marion Combs	Paraprofessional	$19,758.00	05/01/2023
4	Nivario Grice	Paraprofessional	$19,758.00	05/09/2023
4	Magaly Gutierrez Lopez	Paraprofessional	$21,699.00	05/03/2023
4	Elizabeth Pagan Cruz	Paraprofessional	$19,758.00	05/03/2023
2	Monet Walker	Paraprofessional	$22,418.00	05/24/2023
4	Cailia Arroyo	School Secretary I — 10-month	$26,329.00	05/02/2023
2	Leslie Hill	School Kitchen Manager I	$29,022.00	05/08/2023
2	Dontasia Stewart	School Kitchen Manager Trainee	$18.18/hr.	03/28/2023
2	Deajaha Brown Trotter	Youth Apprentice	$13.50/hr.	04/02/2023
2	Tanaya Craig	Youth Apprentice	$13.50/hr.	04/02/2023
2	Joseph Franklin	Youth Apprentice	$13.50/hr.	05/02/2023
2	Antwania Hayes	Youth Apprentice	$13.50/hr.	04/03/2023
2	James Malone	Youth Apprentice	$13.50/hr.	04/02/2023
2	Desmond Mann	Youth Apprentice	$13.50/hr.	04/03/2023
2	James Mathews	Youth Apprentice	$13.50/hr.	04/03/2023
2	Ashley Stewart	Youth Apprentice	$13.50/hr.	04/02/2023
2	Aarron Whitlock	Youth Apprentice	$13.50/hr.	04/02/2023
Promotions				
2	Mya Simmons Ward	Paraprofessional	$23,147.00	05/02/2023
2	Kenturah Edwards	School Engineer II	$57,582.00	05/28/2023
2	Marlena Gladney	School Engineer II	$60,131.00	05/28/2023
2	Andre Howard	School Engineer II	$63,956.00	05/28/2023
2	Michael Nash	School Engineer II	$65,231.00	05/28/2023
7	Craig Ninham Jr	School Engineer II	$58,857.00	05/28/2023
2	Avery Robinson	School Engineer II	$61,407.00	05/28/2023
5	Shannon Witkowski	School Engineer II	$61,407.00	05/28/2023
2	Betty Ross	School Engineer III	$67,494.00	05/28/2023
2	Nathan Wade	School Engineer IV	$76,170.00	05/28/2023

Code	Name	Position	Salary	Date
4	Orlando Gonzalez Rivera	School Kitchen Manager II	$30,835.00	05/15/2023
2	Tasha Cruse	School Kitchen Manager Trainee	$16.75/hr.	05/15/2023
4	Susana Flores Baez	School Kitchen Manager Trainee	$16.27/hr.	05/15/2023
2	Phyllis Howard	School Kitchen Manager Trainee	$21.04/hr.	05/15/2023
Rehires				
2	Lamont Clark	Building Service Helper I	$16.96/hr.	05/22/2023
2	Antonia Buford	Food Service Assistant	$16.85/hr.	05/11/2023
4	Mariana Molina	Food Service Assistant	$15.90/hr.	05/04/2023
2	LaQueesha Blockton	Paraprofessional	$23,876.00	05/08/2023
7	Genesis Gaytan Garcia	School Secretary I — 10-month	$28,332.00	05/15/2023

Codes:

1 Native American
2 African American
3 Asian/Oriental/Pacific Islander
4 Hispanic
5 White
6 Other
7 Two or more ethnic codes

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
School Counselor					
2, nr	Ford, Shawanda	Guidance	01/MA	$74,765.00	5/18/2023
Permit Teacher					
5, r	Plucheck, Haley	SAGE	XX/4W2	$46,144.00	8/8/2022

Codes		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0		
2	African American	0	0	0	1	1
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	0	0	0	0	0
5	White	1	0	0	0	1
6	Other	0	0	0	0	0
7	Two or more ethnic codes	0	0	0	0	0
	Male	0	0	0	0	0
	Female	1	0	0	1	2
r	Resident					
nr	Non-resident					

Levels

B, BA Bachelor's Level (Teachers)
C, MA Master's Level (Teachers)

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, April 2023		
Marieva Holt	Congress School	April 25, 2023
Personal Leave, May 2023		
Greg Domanico	Bradley Tech High School	May 18, 2023

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Other Dist	7.3	5	Spencer Anhalt	Teacher	MHSA	05/24/2023
Other Dist	3.3	2	Jaela Ashley	Teacher	Roosevelt	05/24/2023
Other Dist	6.7	2	DaNisha Avery	Teacher	Carver	06/16/2023
Personal	1.9	5	Jenna Brown	Teacher	Curtin	06/16/2023
Retire	9.8	5	Lynnette Buzzell	Teacher	81st Street	06/16/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	1.9	5	Katie Carlson	Teacher	Meir	05/24/2023
Retire	34.7	5	James Chucks	Mentor Tchr	North Division	06/01/2023
Personal	8.7	4	Rebeca Cobian	Teacher	Hayes	06/16/2023
Retire	37.7	5	Jane Connell	Teacher	Audubon HS	06/02/2023
Retire	33.4	2	Carolyn Davis	Teacher	Kluge	06/16/2023
Other Dist	6.4	5	Renee Feltz	Teacher	Thurston Woods	08/15/2023
Personal	1.8	5	Stephanie Forster	Teacher	Metcalfe	05/24/2023
Retire*	10.8	5	Michael Foti	Teacher	Central Svcs	08/31/2023
Other Work	9.9	5	Anthony Frank	AP	Hamilton	05/31/2023
Personal	0.9	5	Hope Goes	Teacher	Parkside	05/31/2023
Retire	31.9	2	Indyria Graham Wilson	Principal	Congress	06/30/2023
Retire	29.0	2	Lolita Harden	Principal	Pulaski	07/31/2023
Retire	28.8	4	John Hegelmeyer	Teacher	MSL	05/31/2023
Other Dist	1.9	5	Rachel Hegreberg	Teacher	LaFollette	07/01/2023
Retire	23.9	5	Kelly Heigl	SST	Alcott	06/16/2023
Other Dist	2.8	5	Erin Hemze	Teacher	Goodrich	06/17/2023
Retire	31.3	5	Daniel Hennessey	Manager III	Central Svcs	06/30/2023
Personal	0.5	5	Kailey Hoffmann	Teacher	Lincoln MS	05/24/2023
Personal	17.1	2	Rhonda Holmes	Teacher	Marshall	05/24/2023
Personal	4.8	5	Aliza Jens	Teacher	Longfellow	06/16/2023
Retire	23.9	2	Diane Johnson	Teacher	Congress	05/24/2023
Retire	21.9	5	Laura Jorgensen	Teacher	Maple Tree	06/16/2023
Retire	26.8	5	Kathleen Kelley	Teacher	Whitman	06/16/2023
Personal	14.9	5	Steven Krull	Principal	Garland	06/30/2023
Personal	10.2	5	Renee LaCroix	Teacher	Fairview	06/16/2023
Retire	25.7	2	Melinda Laster	Teacher	Carver	06/18/2023
Personal	1.3	5	Daniel Leedy	Teacher	Central Svcs	05/22/2023
Other Dist	10.6	5	Megan Lehman	Teacher	Pulaski	05/24/2023
Other Dist	9.6	5	Kristina Lent	Teacher	Spanish Imm	06/16/2023
Retire	31.5	5	Kathryn Lerner	Teacher	MSL	06/16/2023
Personal	1.7	5	Maria Linares	Teacher	Hayes	06/16/2023
Personal	7.8	7	Jessica Lowery	Tchr Ldr	Technology	06/01/2023
Other Dist	2.8	4	Anthony Macadaeg	Teacher	Hampton	06/16/2023
Retire	23.9	5	Lynn Maholias	Teacher	Pratt	05/23/2023
Retire	1.9	5	Diane Mantei	Nurse	Bradley Tech	06/01/2023
Retire	15.0	4	Erkies Marin Ortiz	Teacher	Greenfield	06/15/2023
Personal	4.8	5	Jessica Martin	Teacher	Riley	06/16/2023
Other Dist	4.0	2	TreQuan Martin	Teacher	Lancaster	06/16/2023
Personal	2.3	4	Amapola Martinez Anez	Teacher	Riley	06/16/2023
Personal	1.9	5	Nicole McGillicuddy	SLP	Longfellow	06/16/2023
Personal	8.9	5	Susan Meyer	Psych	Central Svcs	06/01/2023
Other Dist	5.8	5	Emma Milek	Psych	Browning	06/22/2023
Personal	0.4	5	Madelyn Morgen	Teacher	Lincoln MS	05/24/2023
Personal	6.4	7	Angela Mosby	Counselor	Riverside	05/26/2023
Personal	0.9	5	Gerrit Mulder	Teacher	Rufus King MS	05/24/2023
Other Dist	2.9	5	Emily Oates	Teacher	Meir	05/24/2023
Personal	7.8	4	Samaria Ortiz Colon	SSW	Allen Field	06/22/2023
Personal	0.4	5	Randi Pankoff	Rec Assoc II	Central Svcs	06/12/2023
Other Dist	3.9	5	Alison Patton	Teacher	Jackson	06/30/2023
Other Work	0.9	5	Kayla Paul	Teacher	Clement Ave	06/16/2023
Retire	34.7	2	Cynthia Peppers	Teacher	Thurston Woods	06/16/2023
Retire	30.3	2	Christine Qualls	Teacher	Carver	06/16/2023
Retire	24.9	5	Tracy Quarino	Teacher	Lincoln MS	05/24/2023
Personal	2.1	4	Ana Quezada	Teacher	Whitman	06/16/2023
Personal	3.9	5	Lauren Racey	Teacher	Jackson	06/16/2023
Personal	2.8	2	Shameka Redd	SSW	Barton	06/22/2023
Retire	25.5	4	Miguelina Ricardo	Teacher	Greenfield	06/16/2023
Personal	6.8	5	Emily Rivera	Teacher	Bradley Tech	05/24/2023
Personal	0.9	1	Leyla Salomon Saba	Teacher	Kagel	06/30/2023
Retire	31.3	5	Christine Santos	Teacher	Clement Ave	06/16/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	24.9	5	Amy Schultz	Teacher	AAL	06/16/2023
Other Dist	1.9	5	Karen Spiewak	Teacher	Washington HS	05/24/2023
Personal	6.8	5	Christopher Stancato	Psych	Brown Street	06/22/2023
Retire	7.9	5	Linda Steffens	Teacher	MSoL	06/22/2023
Retire	17.5	5	Nancy Sterling	Teacher	Central Svcs	06/16/2023
Retire	34.7	4	Wanda Varela Katz	Principal	Siefert	06/23/2023
Personal	0.3	2	William Vasquez	Teacher	WCLL	05/24/2023
Personal	5.1	5	Rebecca Vonesh	Teacher	MSL	05/24/2023
Personal	10.8	5	Vanessa Weber	Teacher	MSL	05/24/2023
Personal	26.7	3	George Weinman	Teacher	Browning	06/16/2023
Other Dist	1.8	2	LaQuashia Williamson	Teacher	Roosevelt	05/24/2023
Personal	0.9	5	Sophia Woychik	Teacher	MACL	06/16/2023
Classified Retirements						
Retire	33.7	5	Lucia Armiros	Interpreter	Central Svcs	05/25/2023
Retire	31.2	2	Sherman Dixon	CHA	Riverside	06/02/2023
Retire	24.1	5	Michael Eheler	Electrician	Elec Shop	06/02/2023
Retire	3.6	4	Genevieve Gutierrez	Para	Greenfield	05/19/2023
Retire	14.7	5	William Harvill	Para	MSL	05/25/2023
Retire	25.4	5	Lynne Malsack	Para	WCLL	05/25/2023
Retire	27.2	4	Ana Montanez	SWA II	Ronald Reagan	05/26/2023
Retire	25.4	2	Gwendolyn Perry	CHA	Central Svcs	06/01/2023
Retire	33.1	2	Terry Roby	CHA	Obama SCTE	06/01/2023
Retire	42.4	5	Linda Tate	Para	Hamilton	05/25/2023
Retire	21.5	3	Lyvong Vang	Para	JMAC	05/27/2023
Retire	25.1	5	Linda Wrench	Secretary	Bay View HS	06/02/2023

*Change in effective date only

Summary

Other District.....15
Other Work 3
Personal 33
Retirement.....39 (12 Classified & 27 Certificated)

Codes:

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White		
3	Asian/Oriental/Pacific Islander	6	Other		

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for May 2023 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed, 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 60 Days

Recommended Appointments

Your Committee recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, nr	Stephen Wildbruber	Manager I, Civil Engineer	Office of the Chief of Operations	03	11A	$115,490
2, r	Derrick Jenkins	Principal I, K-8, Hi-Mount Elementary	Office of the Chief of School Administration	03	13T	$111,467
2, r	Kasongo Kalumbula	Principal II, Bethune Academy	Office of the Chief of School Administration	03	14T	$107,844
5, r	Roosevelt Stewart	Assistant Principal III, MacDowell Montessori	Office of the Chief of School Administration	03	12C	$105,231
5, r	Larry Cote	Director II, Employment Relations	Office of the Chief of Human Resources	03	15A	$101,757
1, nr	Kelly Riviera	Budget Analyst III	Office of the Chief of Finance	03	07A	$93,563
5, r	Audrey Olscheske	Assistant Principal III, Hamilton High School	Office of the Chief of School Administration	03	12C	$80,820
1, r	Milissa Hamley	Assistant Principal III, Milwaukee School of Languages	Office of the Chief of School Administration	03	12C	$79,764
5, nr	Dakota Berg	Assistant Principal III, MHSA	Office of the Chief of School Administration	03	12C	$78,188
5, nr	Brenda Seekins	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	$78,681
2, r	Caroline Robbins	Assistant Principal I, Maryland Ave Montessori	Office of the Chief of School Administration	03	10C	$76,956
2, r	Clarice Robinson	Budget Analyst III	Office of the Chief of Finance	03	07A	$74,116
1, nr	Robert Borchardt	Associate III, Design & Marketing	Office of the Chief of Communications & School Performance	03	05A	$73,516
2, r	Jacquay Eichelberger	Analyst I, Senior Programmer Student Information Systems	Office of the Chief of Communications & School Performance	03	05A	$60,746
3, r	Maivang Xiong	Budget Analyst I	Office of the Chief of Finance	03	05A	$59,885
2, r	TreQuan Martin	Dean of Students, Lincoln Center of the Arts	Office of the Chief of School Administration	03	06C	$58,027
5, r	Lisa Sheffield	Transportation Associate II	Office of the Chief of School Administration	03	04A	$55,749
2, r	Latasha Lewis	Benefits Associate I	Office of the Chief of Human Resources	03	03A	$53,508

Recommended Salary Increases

Your Committee recommends that the following individuals' salaries be increased as indicated, to be effective upon approval by the Board.

Codes	Name	Position	Assignment	Salary Sched	Salary Range	Salary Amount
5, r	Matthew Chason	Sr. Director, Accountability & Efficiency	Office of Accountability & Efficiency	03	16A	$137,679
5, r	Eric Steimel	Accountant II	The Office of the Chief of Finance	03	04A	$80,000

Recommended Limited-term Employment (LTE) Contracts Exceeding 60 Days

Your Committee recommends that the Board approve the following limited-term employment (LTE) contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Annie Kubes	Department of Recreation and Community Services	Office of the Chief of Operations	$40.00	06/01/23-12/01/23

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Christina Flood	Education Pathway	Office of the Chief of Academics	$40.00	10/04/23-12/31/23
2, r	Erika Brown	College and Career Readiness	Office of the Chief of Academics	$40.00	06/01/23-11/30/23
2, r	Sara Deida	Bilingual Multicultural Education	Office of the Chief of Academics	$35.00	06/17/23-01/17/24
5, r	Todd Siefert	Summer/Fall Warehouse Support	Office of the Chief of Communications & School Performance	$30.00	06/01/23-11/30/23
2, nr	Heather Harper	College and Career Readiness	Office of the Chief of Academics	$30.00	06/01/23-11/30/23
2, r	Tiffany Hill	College and Career Readiness	Office of the Chief of Academics	$30.00	06/01/23-11/30/23
2, r	Teshonda Marion	College and Career Readiness	Office of the Chief of Academics	$30.00	06/01/23-11/30/23
2, r	Venice Grayson	College and Career Readiness	Office of the Chief of Academics	$24.00	06/01/23-11/30/23
5, nr	Mariella Kuehn	School Bookkeeper	Office of the Chief of Finance	$30.00	07/01/23-12/31/23
5, r	Kris Imobersteg	SSIMS Support	Office of the Chief of Academics	$30.00	05/29/23-11/13/23
5, r	Melanie Zurheide	Evaluation Teams Building Coordinator	Office of the Chief of Academics	$30.00	05/25/23-11/23/23
5, nr	Devin Lazo	Planning Assistant II	Office of the Chief of Academics	$30.00	06/01/23-12/01/23
5, r	Malin Ehrsam	Law Clerk	Office of the Chief of Human Resources	$20.00	06/06/23-12/06/23
5, r	John Babington	Law Clerk	Office of the Chief of Human Resources	$20.00	06/01/23-12/01/23

Codes:

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White		
3	Asian/Oriental/Pacific Islander	6	Other		
r	Resident	nr	Non-resident		

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

* * * * *

(Item 3) Action on a Negotiated Collective-bargaining Agreement 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
- MTEA — Bookkeepers/Accountants
- MTEA — Educational Assistants
- MTEA — Teachers

Each agreement has a term of one year (July 1, 2023, through June 30, 2024) and provides for a base-wage increase of 8.0% to be implemented on July 1, 2023.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 6.20, Contracts, Employee Benefits, and Compensation Plans

Fiscal Impact Statement

The funding for the base wage increases will be incorporated into the FY24 budget.

Implementation and Assessment Plan

Upon approval of the Board, the base-wage increases will be implemented on July 1, 2023.

Committee's Recommendation

Your Committee recommends that the Board approve the collective-bargaining agreements as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 4) Action on Approval of the 2023-24 Salary Schedules

Background

On May 25, 2023, the Board approved salary increases across the board, to be effective July 1, 2023. Below are the salary schedules for 2023-24.

Salary Schedules

Administrators & Supervisors

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: A = 260; C & D = 200; T = 220.

		Salary		
Grade	Job Title	Min	Mid	Max
00A	Assistant	$41,845	$47,037	$52,231
01A	Assistant I	$51,949	$60,758	$69,568
02A	Assistant II, Paralegal	$53,897	$64,330	$74,762
02C	Assistant II	$46,642	$55,638	$64,636
03A	Assistant III, Associate I, Technician I, Accountant I	$55,993	$68,184	$80,376
04A	Associate II, Technician II, Accountant II, Performance Auditor I	$60,209	$73,340	$86,470
05A	Associate III, Analyst I, Accountant III	$64,676	$78,866	$93,057
05D	Associate III, Analyst I, Accountant III	$53,128	$68,748	$84,368
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	$72,584	$88,563	$104,543
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	$62,669	$76,405	$90,141
07A	Coordinator II, Analyst III	$76,038	$92,801	$109,565
07C	Coordinator II, Analyst III	$65,626	$80,033	$94,441
08A	Coordinator III, Specialist I	$79,679	$97,269	$114,859
08C	Coordinator III, Specialist I	$68,761	$83,871	$98,981
09A	Supervisor I, Specialist II	$83,557	$101,976	$120,395
09C	Supervisor I, Specialist II	$72,023	$87,872	$103,723
10A	Supervisor II, Specialist III	$87,497	$106,851	$126,204
10C	AP I - Elem, Supervisor II, Specialist III	$75,448	$92,070	$108,692
11A	Manager I, Specialist IV	$91,693	$111,998	$132,303
11C	AP II - MS, Manager I, Specialist IV	$79,043	$96,481	$113,917
12A	Manager II	$96,106	$117,408	$138,712
12C	Manager II, AP III-HS	$82,787	$101,075	$119,364
13A	Manager III	$100,732	$123,084	$145,437
13T	Principal I, K-6; Principal I, K-8	$95,424	$116,562	$137,698
14A	Director I; Principal I, 9-12; Principal I, K-12	$105,597	$129,048	$152,500
14T	Principal I, 6-8; Principal II, K-8	$99,312	$121,830	$144,347

Grade	Job Title	Salary Min	Mid	Max
15A	Director II; Comptroller; Principal II, 9-12; Principal II, K-12	$110,695	$135,304	$159,913
16A	Sr. Director, Regional Superintendent	$116,056	$141,878	$167,698
18A	Chief	$163,807	$179,895	$195,983

Teachers' Unit

Steps	Bachelor's, 191 days	Master's, 191 days	Physical Therapist, 191 days	Occupational Therapist, 191 days	Speech Language Pathologist, 191 days	Nurses, 200 days	School Social Worker, 200 days	Traveling Music Teacher, 191 days
99	$50,737	$54,233	$58,388	$54,391	$57,105	$58,269	$63,689	$25.48
1	$52,601	$56,273	$60,428	$56,429	$59,143	$60,309	$65,728	$26.54
2	$54,467	$58,312	$62,467	$58,469	$61,183	$62,347	$67,768	$27.60
3	$56,331	$60,353	$64,506	$60,509	$63,222	$64,387	$69,806	$28.66
4	$58,196	$62,391	$66,546	$62,548	$65,262	$66,426	$71,846	$29.72
5	$60,060	$64,431	$68,585	$64,588	$67,300	$68,467	$73,885	$30.78
6	$61,925	$66,471	$70,626	$66,626	$69,340	$70,507	$75,925	$31.84
7	$63,789	$68,510	$72,665	$68,666	$71,380	$72,545	$77,965	$32.90
8	$65,654	$70,549	$74,704	$70,707	$73,419	$74,585	$80,003	$33.96
9	$67,518	$72,588	$76,744	$72,746	$75,459	$76,624	$82,043	$35.02
10	$69,384	$74,628	$78,783	$74,785	$77,498	$78,664	$84,082	$36.08
11	$71,248	$76,668	$80,822	$76,824	$79,538	$80,703	$86,122	$37.15
12	$73,113	$78,706	$82,862	$78,864	$81,578	$82,742	$88,161	$38.21
13	$74,977	$80,746	$84,901	$80,904	$83,617	$84,782	$90,201	$39.27
14	$76,842	$82,785	$86,941	$82,942	$85,656	$86,821	$92,241	$40.33
15	$78,706	$84,825	$88,979	$84,982	$87,695	$88,860	$94,280	$41.39
16	$80,571	$86,865	$91,019	$87,021	$89,735	$90,900	$96,320	$42.45
17	—	$88,903	$93,058	$89,061	$91,775	$92,939	$98,359	—
18	—	$90,944	$95,098	$91,100	$93,813	$94,980	$100,398	—
19	—	$92,983	$97,138	$93,139	$95,853	$97,019	$102,438	—
20	—	$95,023	$99,176	$95,179	$97,892	$99,058	$104,477	—

	Bachelor's					Master's				
Steps	1C, 191 days	1D, 200 days	1E, 260 days	1G, 191 days	2F, 200 days	1C, 191 days	1D, 200 days	1E, 260 days	1G, 191 days	2F, 200 days
99	$55,938	$58,574	$62,405	$53,274	$53,128	$59,792	$62,610	$66,705	$56,945	$56,789
1	$57,993	$60,726	$64,697	$55,232	$55,080	$62,041	$64,965	$69,213	$59,087	$58,925
2	$60,049	$62,879	$66,990	$57,190	$57,034	$64,289	$67,319	$71,721	$61,228	$61,060
3	$62,105	$65,031	$69,284	$59,147	$58,986	$66,538	$69,674	$74,229	$63,369	$63,196
4	$64,160	$67,184	$71,578	$61,106	$60,938	$68,786	$72,027	$76,738	$65,511	$65,330
5	$66,217	$69,337	$73,871	$63,063	$62,891	$71,034	$74,382	$79,246	$67,652	$67,467
6	$68,273	$71,491	$76,165	$65,021	$64,843	$73,283	$76,736	$81,755	$69,794	$69,603
7	$70,329	$73,643	$78,458	$66,979	$66,795	$75,531	$79,091	$84,263	$71,936	$71,738
8	$72,384	$75,795	$80,751	$68,936	$68,748	$77,780	$81,446	$86,772	$74,076	$73,874
9	$74,440	$77,948	$83,046	$70,896	$70,701	$80,028	$83,799	$89,280	$76,218	$76,008
10	$76,496	$80,100	$85,338	$72,852	$72,653	$82,277	$86,155	$91,788	$78,359	$78,144
11	$78,552	$82,253	$87,631	$74,812	$74,605	$84,525	$88,508	$94,296	$80,501	$80,280
12	$80,607	$84,405	$89,925	$76,769	$76,558	$86,775	$90,864	$96,806	$82,642	$82,416
13	$82,663	$86,558	$92,218	$78,727	$78,511	$89,022	$93,217	$99,314	$84,783	$84,551
14	$84,719	$88,711	$94,511	$80,685	$80,462	$91,272	$95,572	$101,821	$86,925	$86,686
15	$86,775	$90,864	$96,806	$82,642	$82,416	$93,520	$97,926	$104,331	$89,067	$88,822
16	$88,830	$93,016	$99,099	$84,600	$84,369	$95,769	$100,281	$106,839	$91,207	$90,958
17	—	—	—	—	—	$98,017	$102,636	$109,347	$93,349	$93,093
18	—	—	—	—	—	$100,264	$104,989	$111,856	$95,490	$95,228
19	—	—	—	—	—	$102,514	$107,344	$114,364	$97,632	$97,364
20	—	—	—	—	—	$104,762	$109,698	$116,872	$99,774	$99,500

1C includes Emp Training Specialist, Teacher-Verizon

1D includes District Mentor, Library Coach, Innovation Coach, PBIS Coach, Literacy/Math Leader, Math/Science Spec, Teacher Leader, Climate Justice Coach, Teacher-Restorative Practices

1E includes 12-month Teacher

1G includes O&M Teacher
2F includes Library Media Spec, Teacher Trauma Coach
*Substitute teachers are paid $27.00/hr,
**Substitute teachers with benefits are paid $30.50/hr.
***Substitute teachers' long-term pay adjustment will be an additional $3.50 per hour, starting the 20th day in the same assignment.
****Part-time teachers are paid $35.00-45.00/hr., depending on experience.
*****Part-time nurses are paid$32.00-$55.00/hr., depending on experience.

Permit/Intern Teachers, 191 days

Steps	Salary
98*	$49,836.00
99	$50,737.00
1*	$52,601.00

*New permit/intern professionals start at step 98. After one full year in that role, they will move to step 99.
**Upon approved DPI licensure, with one full year of completed service, will move to step 1.

Psychologists, 200 days

Steps	Salary
99	$65,408
1	$68,127
2	$70,847
3	$73,565
4	$76,286
5	$79,004
6	$81,723
7	$84,443
8	$87,161
9	$89,881
10	$92,600
11	$95,320
12	$98,038
13	$100,759
14	$103,477
15	$106,195

Psychometric Assistant=$36.72/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	$41,953	$47,781	$53,608	$59,435	$65,262	$69,923	$75,750
1	$43,258	$49,052	$54,902	$60,811	$66,788	$71,386	$77,053
2	$44,563	$50,324	$56,197	$62,188	$68,314	$72,848	$78,356
3	$45,867	$51,597	$57,490	$63,566	$69,840	$74,311	$79,659
4	$47,172	$52,868	$58,784	$64,942	$71,367	$75,774	$80,961
5	$48,477	$54,140	$60,078	$66,319	$72,893	$77,237	$82,264
6	$49,781	$55,412	$61,372	$67,696	$74,419	$78,700	$83,567
7	$51,085	$56,684	$62,667	$69,072	$75,945	$80,162	$84,869
8	$52,390	$57,955	$63,960	$70,450	$77,472	$81,625	$86,172
9	$53,694	$59,227	$65,255	$71,827	$78,998	$83,087	$87,476
10	$54,999	$60,499	$66,549	$73,203	$80,524	$84,550	$88,778
11	$56,304	$61,771	$67,842	$74,579	$82,049	$86,014	$90,081

Building Service Helper (BSH) I and II, 260 Days

	BSH I (Hourly)		BSH II (Salaried)	
Step	Hourly, Grade GEN E9	Annual	Hourly	Annual, Grade GEN E1
99	$17.17	$ 35,718.00	$19.34	$40,233
1	$17.74	$ 36,908.00	$19.94	$41,469
2	$18.32	$ 38,099.00	$20.53	$42,704
3	$18.89	$ 39,290.00	$21.14	$43,962
4	$19.46	$ 40,480.00	$21.73	$45,198
5	$20.03	$ 41,671.00	$22.32	$46,433
6	$20.61	$ 42,861.00	$22.92	$47,669

	BSH I (Hourly)		BSH II (Salaried)	
Step	Hourly, Grade GEN E9	Annual	Hourly	Annual, Grade GEN E1
7	$21.18	$ 44,052.00	$23.51	$48,904
8	$21.75	$ 45,242.00	$24.11	$50,140
9	$22.32	$ 46,433.00	$24.70	$51,375
10	$22.90	$ 47,624.00	$25.29	$52,611
11	$23.47	$ 48,814.00	$25.89	$53,846

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	Groundskeeper, 260 days	Instrument Spec, Small-engine Mechanic, 260 days	Instrument Specialist, 10M, 187 days	Information Specialist, 260 days	Kitchen Driver, 260 days
99	$58,022	$59,471	$19,668	$54,120	$52,317	$47,285	$36,130	$43,376	$26.64
1	$59,172	$60,651	$20,241	$55,195	$53,356	$48,231	$36,853	$44,807	$27.14
2	$60,322	$61,830	$20,814	$56,269	$54,394	$49,177	$37,575	$46,239	$27.63
3	$61,473	$63,008	$21,386	$57,342	$55,433	$50,123	$38,299	$47,671	$28.11
4	$62,623	$64,188	$21,958	$58,416	$56,472	$51,069	$39,020	$49,102	$28.61
5	$63,773	$65,366	$22,532	$59,490	$57,510	$52,014	$39,743	$50,534	$29.10
6	$64,923	$66,545	$23,104	$60,565	$58,550	$52,960	$40,467	$51,965	$29.59
7	$66,073	$67,723	$23,676	$61,639	$59,589	$53,906	$41,189	$53,397	$30.08
8	$67,223	$68,903	$24,249	$62,712	$60,627	$54,851	$41,910	$54,828	$30.57
9	$68,373	$70,081	$24,821	$63,786	$61,666	$55,797	$42,634	$56,259	$31.06
10	$69,524	$71,260	$25,393	$64,860	$62,705	$56,743	$43,357	$57,690	$31.55
11	$70,675	$72,440	$25,966	$65,935	$63,744	$57,688	$44,079	$59,122	$32.04

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	$34,819	$27,644	$19.16	$49,136	$55,543	$61,097
1	$35,718	$28,402	$19.54	$50,602	$57,197	$62,917
2	$36,616	$29,159	$19.93	$52,068	$58,853	$64,738
3	$37,515	$29,917	$20.31	$53,534	$60,508	$66,558
4	$38,413	$30,674	$20.69	$55,000	$62,162	$68,378
5	$39,312	$31,432	$21.08	$56,467	$63,818	$70,199
6	$40,211	$32,189	$21.46	$57,932	$65,472	$72,019
7	$41,109	$32,948	$21.84	$59,399	$67,128	$73,840
8	$42,008	$33,705	$22.23	$60,864	$68,782	$75,660
9	$42,906	$34,463	$22.61	$62,331	$70,437	$77,481
10	$43,805	$35,220	$22.99	$63,796	$72,093	$79,301
11	$44,703	$35,977	$23.38	$65,262	$73,748	$81,122

1053 — Clerical Staff (non-ASC)

	22C	A3B	A3E	A3A		A4E	
Step	Hourly	10-month, Annual, 200 days	11-month, Annual, 220 days	Hourly	Annual, 260 days	Hourly	Annual, 260 days
99	$17.77	$28,435	$31,279	$17.17	$35,714	$19.03	$39,585
1	$18.45	$29,517	$32,469	$17.85	$37,133	$19.80	$41,191
2	$19.12	$30,598	$33,658	$18.53	$38,548	$20.58	$42,798
3	$19.80	$31,679	$34,848	$19.21	$39,963	$21.35	$44,405
4	$20.48	$32,762	$36,037	$19.89	$41,379	$22.12	$46,013
5	$21.15	$33,843	$37,227	$20.57	$42,794	$22.89	$47,620
6	$21.83	$34,925	$38,416	$21.25	$44,209	$23.67	$49,227
7	$22.50	$36,006	$39,606	$21.93	$45,624	$24.44	$50,833
8	$23.18	$37,088	$40,796	$22.62	$47,040	$25.21	$52,441
9	$23.86	$38,169	$41,985	$23.30	$48,455	$25.98	$54,048
10	$24.53	$39,250	$43,176	$23.98	$49,870	$26.76	$55,655
11	$25.21	$40,339	$44,373	$24.66	$51,285	$27.53	$57,273
	This group includes Sch Secretary (Hourly), 10-month; Sch Secretary I, 10-month; and Sch Secretary I, 11-month			This group includes: Sch Secretary I, 12-month; Dupl Equip Operator I; Telephone Operator		This group includes: Secretary II; Dupl Equip Operator II; Print Prod Designer	

	AF3		AF5		AF7	
Step	Hourly	Annual, 260 days	Hourly	Annual, 260 days	Hourly	Annual, 260 days
99	$18.37	$38,203	$21.22	$44,141	$25.67	$53,401
1	$19.01	$39,540	$21.96	$45,685	$26.36	$54,819
2	$19.65	$40,878	$22.71	$47,230	$27.04	$56,237
3	$20.30	$42,217	$23.45	$48,773	$27.72	$57,655
4	$20.94	$43,555	$24.19	$50,318	$28.40	$59,073
5	$21.58	$44,892	$24.93	$51,861	$29.08	$60,491
6	$22.23	$46,231	$25.68	$53,406	$29.76	$61,909
7	$22.87	$47,569	$26.42	$54,949	$30.45	$63,327
8	$23.51	$48,907	$27.16	$56,494	$31.13	$64,745
9	$24.16	$50,245	$27.90	$58,037	$31.81	$66,163
10	$24.80	$51,583	$28.65	$59,582	$32.49	$67,581
11	$25.45	$52,931	$29.39	$61,132	$33.17	$68,996
	This group includes Accounting Asst I; HR Services Asst; Payroll Asst I		This group includes 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	$17.17	$17.46	$17.57	$18.31	$27,985
1	$17.69	$17.97	$18.09	$18.86	$28,824
2	$18.20	$18.49	$18.60	$19.41	$29,664
3	$18.72	$19.00	$19.12	$19.96	$30,503
4	$19.23	$19.52	$19.63	$20.51	$31,344
5	$19.75	$20.03	$20.15	$21.06	$32,183
6	$20.26	$20.55	$20.66	$21.61	$33,023
7	$20.78	$21.06	$21.18	$22.16	$33,862
8	$21.29	$21.58	$21.69	$22.71	$34,702
9	$21.81	$22.09	$22.21	$23.26	$35,541
10	$22.32	$22.61	$22.72	$23.81	$36,380
11	$22.84	$23.12	$23.24	$24.36	$37,220

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	$19.46	$29,734	$20.60	$31,483	$22.32	$34,106
1	$20.04	$30,626	$21.23	$32,445	$22.98	$35,107
2	$20.63	$31,518	$21.86	$33,407	$23.63	$36,107
3	$21.21	$32,410	$22.49	$34,369	$24.29	$37,108
4	$21.79	$33,302	$23.12	$35,331	$24.94	$38,109
5	$22.38	$34,194	$23.75	$36,293	$25.59	$39,108
6	$22.96	$35,086	$24.38	$37,255	$26.25	$40,109
7	$23.55	$35,979	$25.01	$38,216	$26.90	$41,110
8	$24.13	$36,870	$25.64	$39,179	$27.56	$42,111
9	$24.71	$37,762	$26.27	$40,141	$28.21	$43,110
10	$25.30	$38,654	$26.90	$41,103	$28.87	$44,111
11	$25.88	$39,546	$27.53	$42,065	$29.52	$45,112

Children's Health Assistant, 189 days

		Annual			
Step	Hourly	6-hour, Grade MM B9A	6.5-hour Grade MM B9C	7-hour Grade MM B9B	8-hour Grade MM B9
99	$18.09	$20,511	$22,219	$23,929	$27,347
1	$18.67	$21,171	$22,935	$24,699	$28,228
2	$19.25	$21,832	$23,651	$25,470	$29,109
3	$19.83	$22,493	$24,367	$26,242	$29,990
4	$20.42	$23,153	$25,083	$27,013	$30,871
5	$21.00	$23,814	$25,798	$27,784	$31,753
6	$21.58	$24,475	$26,515	$28,554	$32,634
7	$22.17	$25,136	$27,231	$29,325	$33,515
8	$22.75	$25,797	$27,947	$30,096	$34,395
9	$23.33	$26,458	$28,663	$30,867	$35,276
10	$23.91	$27,118	$29,378	$31,638	$36,157
11	$24.50	$27,779	$30,094	$32,409	$37,039

School Nursing Associate, 189 days

Step	Hourly	7.5 Hours, Annual, Grade MM B1A
99	$26.82	$38,012
1	$27.69	$39,252
2	$28.57	$40,492
3	$29.44	$41,732
4	$30.32	$42,972
5	$31.19	$44,212
6	$32.05	$45,437
7	$32.93	$46,677
8	$33.80	$47,917
9	$34.68	$49,157
10	$35.55	$50,397
11	$36.43	$51,637

*Part Time SNA $24-31.00/hr., depending on experience

Paraprofessional, 187 days

		Annual				
Steps	Hourly, Grade GEN 04E	6-hour, Grade GEN 4A1	6.5-hour Grade GEN 4A2	7-hour, Grade GEN 4A3	7.5-hour, Grade GEN 4A8	8-hour, Grade GEN 4A4
99	$19.02	$21,339	$23,117	$24,896	$26,674	$28,452
1	$19.48	$21,860	$23,682	$25,504	$27,325	$29,147
2	$20.19	$22,648	$24,535	$26,422	$28,310	$30,197
3	$20.89	$23,435	$25,388	$27,341	$29,294	$31,247
4	$21.58	$24,211	$26,229	$28,246	$30,264	$32,281
5	$22.28	$24,999	$27,082	$29,165	$31,248	$33,331
6	$22.98	$25,786	$27,935	$30,084	$32,233	$34,382
7	$23.68	$26,574	$28,788	$31,003	$33,217	$35,432
8	$24.38	$27,349	$29,629	$31,908	$34,187	$36,466
9	$25.08	$28,137	$30,482	$32,827	$35,171	$37,516
10	$25.78	$28,925	$31,335	$33,745	$36,156	$38,566
11	$26.48	$29,712	$32,188	$34,664	$37,140	$39,616

Gen Ed Asst: $17.16/hr.; Childcare Worker: $17.16/hr.

Interpreter, 187 days

		Annual	
Steps	Hourly	7-hour	8-hour
99	$28.49	$37,294	$42,622
1	$29.65	$38,807	$44,350
2	$30.80	$40,319	$46,079
3	$31.96	$41,832	$47,808
4	$33.12	$43,359	$49,553
5	$34.28	$44,871	$51,282
6	$35.43	$46,384	$53,010
7	$36.59	$47,897	$54,739
8	$37.75	$49,410	$56,468
9	$38.90	$50,922	$58,197
10	$40.07	$52,449	$59,942
11	$41.22	$53,962	$61,671
12	$42.38	$55,474	$63,399
13	$43.53	$56,987	$65,128

Safety Assistant, 187 days

Step	Hourly	Annual, Grade MM Q3
99	$17.78	$26,594
1	$18.22	$27,257
2	$18.89	$28,258
3	$19.57	$29,276
4	$20.24	$30,278
5	$20.92	$31,296
6	$21.60	$32,314
7	$22.27	$33,315
8	$22.95	$34,333
9	$23.62	$35,335
10	$24.30	$36,353
11	$24.98	$37,371

Safety Asst II=$33,326-$43,324

School Bookkeeper

	10-month		12-month	
		Annual		Annual
Step	Hourly	Grade FLT 44, 200 days	Hourly	Grade FLT 43, 260 days
99	$22.87	$36,599.00	$21.11	$43,917.00
1	$23.61	$37,774.00	$21.79	$45,332.00
2	$24.33	$38,932.00	$22.45	$46,703.00
3	$25.07	$40,107.00	$23.13	$48,118.00
4	$25.79	$41,265.00	$23.81	$49,533.00
5	$26.52	$42,440.00	$24.47	$50,903.00
6	$27.25	$43,597.00	$25.15	$52,319.00
7	$27.98	$44,772.00	$25.82	$53,711.00
8	$28.71	$45,930.00	$26.50	$55,127.00
9	$29.44	$47,105.00	$27.16	$56,497.00
10	$30.16	$48,263.00	$27.84	$57,912.00
11	$30.89	$49,421.00	$28.52	$59,327.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY24 budget.

Implementation and Assessment Plan

This item aligns the salary schedules to the Board's action.

Committee's Recommendation

Your Committee recommends approval of the 2023-24 Salary Schedules as presented above.

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

* * * * *

(Item 5) Action on Recommended FY24 Plan of Audits and Report on District Risk-assessment Plan

Background

Annually, the Milwaukee Board of School Directors adopts a yearly Plan of Audits which identifies audit activities that the Office of Board Governance-Audit Services is to conduct during the ensuing fiscal year.

After the initiated and required audits have been determined, the next step in developing the annual audit plan involves using the results of the District Risk Assessment. Audit Services staff also reviews the 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.

The proposed FY24 Annual Plan of Audits and the District Risk Assessment have been completed and are being 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.

The proposed FY24 Annual Plan of Audits includes audit activities for the board-approved Audit Services areas, including external audit assistance, departmental and program audits, fraud investigations, and other reviews, including external audit reviews, and school audits with corresponding days. This year's FY24 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, and IT security, among others. Other program evaluations could include reviews of the District's background-screening processes, student-enrollment and attendance systems, bilingual programs, FMS billing processes, and a follow-up review of district building lease recommendations.

In accordance with 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 Board Clerk/Chief Officer of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

Report on FY24 District Risk Assessment

In October 2015, the Milwaukee Board of School Directors approved the District's risk-assessment project as part of the Annual Plan of Audits for the fiscal year 2016. Audit Services worked in collaboration with the Association of Local Government Auditors (ALGA) to develop a risk-assessment tool and a risk-assessment questionnaire which was distributed to key district leaders and administrators. During this six-month process, the Assistant Chief Auditor with the Miami-Dade County Public Schools served as the technical advisor for this project and provided valuable insights and feedback. The entire MPS Audit Services team also participated in the design and evaluation process. This district risk-assessment tool since has been updated annually to continue to assist Audit Services in identifying risks and prioritizing audit resources.

Audit Services has completed the FY24 risk assessment 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 FY23 Annual Audit Plan. Of the 66 risk-assessment questionnaires distributed to 66 office directors, managers, and key personnel in 38 departments, 65 (99%) were completed and returned. A comparison of the 65 responses received and the prior year's results found:

- 64 (98%) were aware of MPS's fraud-reporting tools, a decrease from 100% in the prior year;
- 15 (23%) reported obstacles that would have prevented their departments from performing work tasks, a decrease from 30% in the prior year;
- staff turnover continued to be a concern, with 29 (44%) reporting changes in key personnel, a decrease from 50% reported in the prior year;
- 6 (9%) reported technological upgrades or other operational changes, a decrease from 17% in the prior year; increasing stability in operations;
- 9 (14%) indicated that they did not have written standard operating procedures (SOPs) or that the SOPs were still being developed for staff to follow, an improvement from 20% reported in the prior year;
- 4 (6%) reported theft, fraud, waste, or abuse, a decrease from 8% in the prior year;

Audit Services has reviewed the responses and performed an analysis of year-over-year budget and staffing changes in assigning risk levels to six specific categories — People, Fraud, Operations, Technology and Systems, Legal, and Financial — to arrive at overall risk-and-audit priorities of high, moderate or low. Of the 38 auditable departments analyzed, 12 (32%) are high-risk, seven (18%) are moderate- risk, and 19 (50%) are low-risk.

In addition to the the risk assessment's results, other factors affecting prioritization include requests from the Board of School Directors, audit resources, prior audit results, 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 score 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 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) Office of Communications and School Performance, and the Office of Human Resources (People). Audit resource days have been included in the FY24 Annual Plan of Audits in the higher-risk areas of district operations.

Annual Plan of Audits — Fiscal Year 2024

Financial Audit

A) Audit: Basic Financial Statements

MPS is required to have an annual examination of MPS's basic financial statements. The Office of Board Governance, which has overall responsibility for the annual year-end examination, contracts with a certified public accounting firm to perform the audit. The accounting firm conducts the audit in accordance with government auditing standards to form an opinion on the basic financial statements. The audit includes audits of the two early-retirement pension plans, a Report on Internal Control, and a Status Report on the Prior Year's Internal Controls. In addition to the financial statement audits, the District is also required to have a Report on Federal and State Awards (Single Audit), Student Membership (general, summer school, and integration transfer program) Audits, and a Parent Consent Audit.

- The Single Audit satisfies the audit requirements of both the state and federal governments for all state and federal funds received by MPS.
- The Student Membership Audits and Parent Consent for Transportation Audit satisfy the audit requirements mandated by the Wisconsin Statutes and the Wisconsin Department of Public Instruction.
- The Report on Internal Control details areas in which internal accounting controls need to be enhanced. A separate report is also provided which reports on prior-year management comments and management's progress in implementing those recommendations.

In addition to coordinating and monitoring the year-end audit activities, Office of Board Governance-Audit Services is responsible for completing various segments of the year-end audit.

Estimated Resource Allocation — Internal ..... *80 days*
Estimated Resource Allocation — External ..... *228 days*
Estimated Start Date ..... *July 2023*
Estimated Completion Date ..... *December 2023*

Departmental and Program Audits-(Cyclic)

B) Cyclic Audits: Accounts Payable Audit

This review will address the implementation of the three-way matching process, i.e., does the quantity ordered and negotiated price match the quantity received and the price paid. Along with assessing controls over the three-way matching process, controls related to wire transfers, ACH payments, creation of vendor controls, system access, and procedure documentation will be reviewed. Other planned cyclic audit areas may include financial reporting-grants management, IT security and disaster recovery, procurement, and selected areas of operations for individual offices, such as Office of Human Resources, Office of Academics, Office of Finance, and the Office of Operations. These cyclic reviews would be scheduled on a recurring basis to ensure that areas of district operations deemed as higher-risk/higher-impact are reviewed on a periodic basis.

Estimated Resource Allocation ..... *60 days*
Estimated Start Date ..... *December 2023*
Estimated Completion Date ..... *June 2024*

C) Audit: Follow-up on Previously Issued Audit Reports

In order to ensure that all audit recommendations have been properly implemented, Audit Services tracks and follows up on the audit recommendations to determine the status of district administration's corrective actions. Follow-up reviews are planned for one previously issued report, Building Lease.

Estimated Resource Allocation.....*40 days*
Estimated Start Date..... *July 2023*
Estimated Completion Date ..... *October 2023*

D) Non-cyclic Program Evaluations

These reviews will focus on one or two higher-risk operational areas and may include various financial transaction reviews, use and oversight of district-wide accounts, Infinite Campus's data controls, and areas of operations that have not been reviewed or approved by the Board.

Review of FMS Billing and AIM system controls

This review will focus on a review of AIM system controls related to separation of duties; access controls, including levels of review and approval; and interface with BusinessPlus, along with a review of FMS's processes related to invoice processing, accounting, and journal-entry documentation.

Retiree Health and Life Insurance Audit (Carried Over)

Estimated Resource Allocation.....*93 days*
Estimated Start Date..... *July 2023*
Estimated Completion Date .....*March 2024*

Other areas of review that may be considered on a non-recurring basis include Early Childhood, M^3, IB programs, Montessori programs, bilingual programs, and other evaluations of district operations such as building use and capacity and transportation services.

Fraud Investigations and Other Reviews

E) Audit: Special Audits and Projects

The Office of Board Governance-Audit Services has the responsibility for special audits, fraud investigations, and other projects, including reviews of external charter schools' audit reports for Contracted School Services. Requests for analysis, investigations, and specific information can be made by the Board, the Superintendent, the management of Accountability and Efficiency, and the Chief Officer of the Office of Board Governance.

In addition, The Office of Board Governance operates the Fraud Hotline. Upon receipt, complaints are reviewed and, if deemed appropriate based on criteria from policy, investigated. A fraud, waste, and abuse annual report summarizing the results of fraud complaints and tips received is issued to the Board and to the Superintendent. Enhancements to fraud-reporting tools — including the 2017 approval of the reporting requirements of Administrative Policy and Procedure 6.38, Theft, Fraud, Waste, Abuse, Illegal, or Unethical Behavior — have led to an increase in tips received.

Special projects within higher-risk operational areas may include a review of the District's exit-interview process, reviews of schools with overspent budgets, updating the District's Annual Risk Assessment, student-enrollment processes, and a cost-benefit analysis of fleet maintenance and replacement schedules. In addition, principal trainings and support are offered throughout the school year.

Estimated Resource Allocation.....*321 days*
Estimated Start Date..... *Ongoing*
Estimated Completion Date ..... *Ongoing*

School Audits

F) Audit: Alternative/Early Childhood Partnership Schools

The District contracts with schools to provide alternative education and early childhood education to MPS students. The audits will review the operations of these schools to determine the extent to which the schools comply with administrative policy and contract provisions and appropriately use the financial

resources provided by MPS. Schools are selected for review on a rotating basis. One partnership program and a related management letter are to be completed in FY24.

Estimated Resource Allocation.....*17 days*
Estimated Start Date..... *December 2023*
Estimated Completion Date .....*June 2024*

G & H) Audit: Charter School Financial and Performance Audits

Charter schools are required by their charter school contracts to contract for financial audits and annual performance-and-compliance audits. The audits are conducted in accordance with government auditing standards.

One of the objectives of the financial/compliance audit of MPS's instrumentality charter schools is to express an opinion on the fairness of the schedule of revenues and expenditures. The objective of the performance/compliance audit is to report on the charter school's compliance with the performance, administrative, and fiscal provisions of the contract.

The charter school has the option to contract with Audit Services or with an independent certified public accountant to perform the audits for FY24 activity. Five charter schools have contracted with Audit Services.

Estimated Resource Allocation.....*63 days*
Estimated Start Date..... *July 2023*
Estimated Completion Date .....*March 2024*

I) Audit: School Audits

The Board, in recognition of the school's authority to make key decisions regarding the operations of the school, has directed Audit Services to initiate a continuous program of individual school audits. Schools presently have control over a significant portion of their local school budgets. In addition, schools are expected to achieve accountability standards, to meet the Board's strategic objectives for student achievement and equity, and to comply with fiscal and administrative guidelines. The program continues the cyclical audits of MPS schools. Fifteen schools will be selected for audit during FY24.

The purpose of the review is to assess whether the existing internal controls over the schools' financial activities can be relied upon to ensure that student-activity-fund, fixed-asset, and payroll- exception-reporting financial transactions are properly authorized, recorded, documented, and safeguarded. Compliance with fire drill and student attendance procedures is also reviewed.

Estimated Resource Allocation.....*135 days*
Estimated Start Date..... *July 2023*
Estimated Completion Date .....*June 2024*

J) Audit: School Audits — New-principal, Follow-up, Carryover, and School-Closing

Newly assigned principals may request audits to assist them in determining the financial and other conditions at their schools. The review conducted is identical to the continuous program of school audits. Follow-up reviews may be conducted for those schools where prior audits have determined that internal controls were significantly deficient. School-closing audits with a focus on financial transactions are conducted to assist the Administration with close-out activities at these schools.

Eleven new-principal audits are scheduled.

Estimated Resource Allocation.....*99 days*
Estimated Start Date..... *July 2023*
Estimated Completion Date .....*June 2024*

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 3.07, Fiscal Audits

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

Your Committee has forwarded this item to the Board without recommendation.

Director Gokalgandhi moved to consider this item at the Board's regular meeting in July 2023.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, and President Herndon — 5.
Noes — None.

* * * * *

(Item 6) 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; and Acceptance of Donations

Purchases

——— Authorization to Issue a Purchase Order to Imagine Learning, Inc., for Instructional Materials

The Administration is requesting authorization to issue a purchase order to Imagine Learning, Inc., for high-quality instructional materials, including Illustrative Mathematics (IM) materials for grades 6, 7, and 8. The IM curriculum is rigorous, problem-based, and fully aligned with the standards. The materials feature embedded formative practices and resources to aid teachers in monitoring progress and in addressing the needs of all learners in a timely fashion. This will provide proven high-quality instructional materials as a bridge to our future mathematics adoption. This product has been piloted in the district and is requested as a continuation of services for Wedgewood.

This purchase is made under the TIPS Cooperative Contract #230105.

Budget Code: ACD-0-0-AAC-EO-ESUP (Instructional Materials)..... $69,900.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

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 Milwaukee Public Schools

The Administration is requesting authorization to extend into a second-year blanket purchase order with East Side Jersey Dairy, DBA Prairie Farms Dairy, for the 2023-24 school year, with the option to extend for up to one additional one-year period. This blanket purchase order will provide the direct distribution of specific milk products 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 lowest complying bidder for the award.

The second-year term of the blanket purchase order will run from September 1, 2023, through August 31, 2024, with the option of one additional one-year term. The total cost for Year 2 will not exceed $3,000,00.00

Budget Code: LNC-0-0-LNH-XX-EFOD (Nutrition)..... $3,000,00.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	400	10

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

The Administration requests authorization to extend into a second-year blanket purchase order with Nextera Packaging of four types of tray-wrapping film for 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 complying bidder for the award.

The second-year term of the blanket purchase order will run from September 1, 2023, through August 31, 2024, with the option of one additional one-year term. The total cost for Year 2 will not exceed $75,000.

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

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Purchase Enterprise Licensing and Maintenance Fees from Various Vendors

The Administration is requesting authorization to make purchases of enterprise licensing and maintenance fees from various vendors with fiscal year 2023-24 funds. 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.

These purchases, which may involve annual, quarterly, or monthly payments, will be made via purchase orders issued to these vendors. The total cost of purchases will not exceed $8,270,967.38.

The chart below provides budget codes, requisitioning departments, vendors, applications or products, and cost.

Department	Vendor/Product	Budget Code	Fee
Human Resources	Peoplesoft/Oracle	SFS-0-0-TLN-DW-EMTC	$1,437,218.44
	Frontline (ASEOP)	SFS-0-0-TLN-DW-EMTC	$78.790.81
		Total	$1,516,009.25
Student Services	Infinite Campus	SSV-0-0-TLN-DW-EMTC	$656,954.44
	School Messenger Notifications	SSV-0-0-TLN-DW-EMTC	$212,892.00
		Total	$869,846.44
Board Governance	Intercom Network	ADT-0-0-TLN-DW-EMTC	$5,700.00
Specialized Services	FileMaker (inc. Rec) 100	SSU-0-0-TLN-DW-EMTC	$7,700.00
	MJ Care	SSU-0-0-TLN-DW-EMTC	$110,904.00
		Total	$118,604.00
Facilities & Maintenance	AssetWorks	BLD-0-0-TLN-DW-EMTC	$162,030.21
	Honeywell ProWatch	BLD-0-0-TLN-DW-EMTC	$21,802.00
		Total	$183,832.21
Research, Assessment and Data	Data Warehouse (PowerSchool)	SYS-0-0-TLN-DW-EMTC	$96,770.81
Finance	IFAS/Business Plus	FSC-0-0-TLN-DW-EMTC	$162,447.17
	Bonfire	FSC-0-0-TLN-DW-EMTC	$25,666.20
	CGCS ActPoint KPI	FSC-0-0-TLN-DW-EMTC	$7,116.00
	DocuSign	FSC-0-0-TLN-DW-EMTC	$51,886.58
		Total	$247,115.95
College and Career Readiness	Parchment	CDV-0-0-TLN-DW-EMTC	$51,582.00

Department	Vendor/Product	Budget Code	Fee
Strategy and Enterprise Initiatives	Smartsheet	SPT-0-0-TLN-DW-EMTC	$45,600.00
Nutrition Services	Horizon	FSV-0-0-TLN-DW-EMTC	$172,523.64
Accountability and Efficiency	B2Gnow	ADT-0-0-TLN-DW-EMTC	$9.900.00
Business Services	Trapeze (MapNet)	DBS-0-0-TLN-DW-EMTC	$81,596.44
	VEO Now (Tablets)	DBS-0-0-TLN-DW-EMTC	$78,480.00
	Bus Conduct	DBS-0-0-TLN-DW-EMTC	$5,000.00
		Total	$165,076.44
Recreation	Cayen Afterschool 21	000-0-0-CMP-RC-EMTC	$57,876.00
	Rectrac/Vermont Systems	CSV-0-0-PRC-RC-EMTC	$25,891.11
	Timeclock Plus	CSV-0-0-PRC-RC-EMTC	$48,978.00
	rSchool Today: HS Sports	OSD-0-0-TLN-DW-EMTC	$46,271.00
	rSchool Today: Youth Sports	CSV-0-0-PRC-RC-EMTC	$24,800.00
	PowerDMS	CPA-0-0-PRC-RC-EMTC	$7,728.27
	Survey Monkey — Arts/Humanities	CSV-0-0-ART-RC-EMTC	$8,100.00
		Total	$219,644.38
Communications and School Performance	Titan	INF-0-0-TLN-DW-EMTC	$20,000.00
	Northwoods	INF-0-0-TLN-DW-EMTC	$48,000.00
		Total	$68,000.00
Organizational Development	Infor LMS	SDV-0-0-TLN-DW-EMTC	$115,000.00
Technology	ADAudit Plus	TSV-0-0-TLN-DW-EMTC	$36,630.00
	Airtame Digital Signage	TSV-0-0-TLN-DW-EMTC	$6,000.00
	Adobe Creative Cloud	TSV-0-0-TLN-DW-EMTC	$17,500.00
	Alfresco	TSV-0-0-TLN-DW-EMTC	$72,761.44
	Amplified IT (Lil SIS)	TSV-0-0-TLN-DW-EMTC	$15,138.00
	ARIN	TSV-0-0-TLN-DW-EMTC	$150.00
	Articulate 360	TSV-0-0-TLN-DW-EMTC	$6,640.50
	Cherwell	TSV-0-0-TLN-DW-EMTC	$53,373.50
	Cloudcard (Staff IDs)	TSV-0-0-TLN-DW-EMTC	$3,000.00
	Cisco Duo MFA	TSV-0-0-TLN-DW-EMTC	$151,726.00
	Dell Vxrail Maintenance	TSV-0-0-TLN-DW-EMTC	$23,378.21
	Emerson (UPS)	TSV-0-0-TLN-DW-EMTC	$56,925.00
	Ephesoft	TSV-0-0-TLN-DW-EMTC	$34,100.00
	ESRI (GIS)	TSV-0-0-TLN-DW-EMTC	$10,000.00
	GoGuardian	TSV-0-0-TLN-DW-EMTC	$283,790.00
	Google Classroom/Meet	TSV-0-0-TLN-DW-EMTC	$328,296.25
	Gynzy	TSV-0-0-TLN-DW-EMTC	$23,809.00
	HP Enterprise (Microfocus)	TSV-0-0-TLN-DW-EMTC	$7,870.01
	InfoSec IQ	TSV-0-0-TLN-DW-EMTC	$27,200.00
	JCI/Avigilion	TSV-0-0-TLN-DW-EMTC	$100,000.00
	Kemp	TSV-0-0-TLN-DW-EMTC	$4,860.00
	Lansweeper	TSV-0-0-TLN-DW-EMTC	$104,260.00
	Mediasite	TSV-0-0-TLN-DW-EMTC	$14,909.65
	Microsoft Campus/Server	TSV-0-0-TLN-DW-EMTC	$1,081,335.18
	Mitel Software Assurance	PIN-0-0-TLN-DW-ETEL	$140,000.00
	Paessler PRTG	TSV-0-0-TLN-DW-EMTC	$3,294.00
	Palo Alto	TSV-0-0-TLN-DW-EMTC	$630,949.20
	Qualstar (Backup.com)	TSV-0-0-TLN-DW-EMTC	$6,121.00
	Rise Vision Digital Signage	TSV-0-0-TLN-DW-EMTC	$31,428.00
	Raptor VMS	TSV-0-0-TLN-DW-EMTC	$1,700.00
	Recast Patch Management	TSV-0-0-TLN-DW-EMTC	$36,860.00
	Remind	TSV-0-0-TLN-DW-EMTC	$71,221.50
	Screencastify	TSV-0-0-TLN-DW-EMTC	$5,700.00
	Securly	TSV-0-0-TLN-DW-EMTC	$139.920.00
	Service Express	TSV-0-0-TLN-DW-EMTC	$68,172.91
	Seesaw	ITS-0-S-9Q3-AQ-ETRS	$195,000.00
	SmartNet (CISCO)	TSV-0-0-TLN-DW-EMTC	$391,400.00
	Tidal Scheduler	TSV-0-0-TLN-DW-EMTC	$21,040.40
	Titan SFTP Server	TSV-0-0-TLN-DW-EMTC	$1,250.00
	Tools4Ever	TSV-0-0-TLN-DW-EMTC	$21,331.53

Department	Vendor/Product	Budget Code	Fee
	PowerSchool (Data Warehouse)	TSV-0-0-TLN-DW-EMTC	$23,040.00
	VMware	TSV-0-0-TLN-DW-EMTC	$82,184.32
	WeVideo	TSV-0-0-TLN-DW-EMTC	$15,496.66
	Zoom Meetings	TSV-0-0-TLN-DW-EMTC	$36,000.00
		Total	$4,385,762.26
Grand Total			$8,270,967.38

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	0	0

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.

C031095/B0001532 Robert Half International, Inc.

Original Contract Amount $500,000.00
RCC 2/21/2023.....$350,000.00
RCC 4/4/2023 .....$500,000.00
Ending amount $1,350,000.00

On November 18, 2022, the Milwaukee Board of School Directors and Robert Half International, Inc., entered into Professional Services Contract number C031095, with a term of November 28, 2022, through November 27, 2025, for temporary account and human-resources staffing personnel. This contract was updated to reflect a blanket contract B0001532 due to more than one department using the services. On February 21, 2023, a Request to Change Contract (RCC) was approved for additional funds of $350,000 to meet the additional staffing needs in these departments. On April 4, 2023, additional funds were added to cover staffing needs until positions are filled.

C029472 Baker Tilly US, LLP

Original Contract Amount $949,590.00
RCC 11/14/2020..... $49,000.00
RCC 10/1/2022..... $34,000.00
RCC 2/27/2023.....$220,840.00
RCC 4/3/2023 .....$150,000.00
Ending Amount $1,403,430.00

On April 1, 2020, the Milwaukee Board of School Directors and Baker Tilly Virchow Krause, LLP, entered into Professional Services Contract number C029472, with a term of June 1, 2020, through June 30, 2023, to provide audit services, with the option to extend for two one- year terms. On November 14, 2020, a Request to Change Contract (RCC) was submitted to add additional funds for the review of WRS, ERS, teacher, and admin OPEB/Pension and OPEB in general. At that time, the vendor also changed its name to Baker Tilly US, LLP. On October 1, 2022, an RCC was submitted to increase compensation by $34,000 for the June 30, 2022, audit. On February 27, 2023, an RCC was submitted to extend the term through June 30, 2024, and to increase compensation. An RCC was submitted on April 3, 2023, to increase funds for additional work required for the audit.

C030026 All City Communications, Inc.

Contract Amount $20,000.00
RCC 4/6/2022 ..... $30,000.00
RCC 4/4/2023 ..... $36,000.00
Ending Amount $86,000.00

On June 17, 2021, the Milwaukee Board of School Directors and All City Communications, Inc., entered into Professional Services Contract number C030026, with a term of July 1, 2021, through June 30, 2022, for after-hours answering services for district inquiries and information. On April 6, 2022, a Request to Change Contract (RCC) was approved to extend the contract for a second year and to increase funds by $30,000. An RCC was approved on April 4, 2023, to extend the contract through June 30, 2024, and to add compensation of $36,000.

C031461 Camp for All Kids

Original Contract Amount $42,500.00
RCC 4/17/2023..... $85,000.00
Ending Amount $127,500.00

On March 23, 2023, the Milwaukee Board of School Directors and Camp for All Kids entered into Professional Services Contract number C031461, with a term of April 10, 2023, through September 30, 2023, for overnight camp experiences for MPS students in grades 4-8. On April 17, 2023, a Request to Change Contract (RCC) was submitted to increase compensation by $85,000 due to high demand from parents and guardians for these services.

C029579 Callan LLC

Original Contract Amount $30,000.00
RCC 4/20/2023..... $30,000.00
Ending Amount $60,000.00

On July 1, 2020, the Milwaukee Board of School Directors and Callan LLC entered into Professional Services Contract number C029579, with a term of July 1, 2020, through June 30, 2022, for consulting services on the GASB 40 and GASB 67 disclosures for the Milwaukee Board of School Directors (MBSD) Supplemental Early Retirement Plan for Teachers and MBSD Early Retirement Supplement and Benefit Improvement Plan. On May 18, 2022, a Request to Change Contract (RCC) was submitted to extend the contract through June 30, 2023. On April 20, 2023, an RCC was submitted to extend the contract through June 30, 2024, and to add funds of $30,000.

C029657 New Teacher Center

Original Contract Amount $46,000.00
RCC 6/10/2021..... $48,000.00
RCC 2/1/2022 ..... −$500.00
RCC 4/20/2023..... $49,000.00
Ending amount $142,500.00

On August 6, 2020, the Milwaukee Board of School Directors and New Teacher Center entered into Professional Services Contract number C029657, with a term of July 1, 2020, through June 30, 2021, to provide new-teacher induction. On June 10, 2021, a Request to Change Contract (RCC) was submitted to extend the contract through June 30, 2022, with compensation of $48,000. On February 1, 2022, an RCC was submitted to modify the scope and to adjust total compensation to $47,500. The contract was extended through June 30, 2023. On April 20, 2023, an RCC was submitted to extend the contract through June 30, 2024, with compensation not to exceed $49,000.

Routine Monthly Reports

The report on revenues and expenses, the 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 to the minutes of your Committee's meeting. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Elvia Hernandez-Larese	$1,000.00	General Classroom Supplies
Bay View Montessori School	Bay View Montessori PTO	$176.51	General Classroom Supplies
Cass Street School	Brady Inc.	$1,690.00	Athletics Program
Clara Barton School	Nadine G. Siegman	$45.00	Math T-Shirts
Clara Barton School	Angela Daniels	$83.79	Math T-Shirts
Clement Avenue School	Green Bay Packers, Inc.	$100.00	Tundra Tales Reading Program
Goodrich School	Marianne O'Connor	$402.50	Bus for Field Trip to Mequon Nature Preserve
Green Tree Perp	Julia D'Amato	$1,000.00	Prom
Hamilton High School	Velverlorn Julius	$25.00	Track
Hawthorne School	Bettye J Washington	$1,500.00	General Classroom Supplies
King High School	Anonymous	$31.00	General Classroom Supplies
King High School	Kathleen J Dreyer	$500.00	Boys Baseball Team
King High School	Rufus King High School Staff (Five Indivduals)	$550.00	Go with The Flow Account
King High School	Jason J Parry	$650.00	Boys Baseball Team
North Division High School	KidsGardening.org	$500.00	2023 Gromoregood Grassroots
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Leo and Kayla Buser	$25.00	MPS Mitten Tree Drive
Parkside School	Need From Joan	$81.00	Class Room 224
Parkside School	Wendy Reed Bosworth	$765.00	For teachers to attend Teacher of the Year gala
Recreation and Community Services	Jeanne Dawson	$3,000.00	Memorial Bench
Ronald Reagan High School	Anonymous	$168.00	General Classroom Supplies
	Total Monetary Donations	*$12,292.80*	
Non-monetary Donations			
Burdick School	DonorsChoose	$583.16	JOY in early Math
Story School	DonorsChoose	$263.72	Crunching the Numbers
Story School	DonorsChoose	$607.84	Lab Equipment
Doerfler School	DonorsChoose	$241.41	"Unhidden Figures"
Doerfler School	DonorsChoose	$375.08	1-2-3 Smile
Doerfler School	DonorsChoose	$755.17	"Another Mouse in the House"
Bradley Trade & Tech	DonorsChoose	$244.37	Rewards for PBIS
Browning School	DonorsChoose	$587.22	Math: Go Figure
Kilbourn School	DonorsChoose	$334.46	Write on in Kindergarten
Pulaski High School	DonorsChoose	$231.08	Food, Clothing & Hygiene
Dr. B Carson Academy of Science	DonorsChoose	$144.66	Securing Our Financial Future
Dr. B Carson Academy of Science	DonorsChoose	$146.24	Black Excellence on Every Page
Dr. B Carson Academy of Science	DonorsChoose	$146.69	Young Writers
Dr. B Carson Academy of Science	DonorsChoose	$220.78	Listening to Learn
Carver Academy	DonorsChoose	$491.95	Computers & Tablets
Frances Brock Starms Early Childhood Center	DonorsChoose	$250.14	Fraction Fun

Location	Donor	Amount	Gift or Purpose
Frances Brock Starms Early Childhood Center	DonorsChoose	$487.37	Classroom Supply Refresh
Gaenslen School	DonorsChoose	$291.40	PBIS School Store
Grant Gordon Learning Center	DonorsChoose	$286.84	Preschool Book Bonanza
Grantosa Drive School	DonorsChoose	$287.53	Food, Clothing & Hygiene
Gwen T. Jackson School	DonorsChoose	$498.56	Books
Hayes Bilingual School	DonorsChoose	$313.37	Hearing Quietly
Hayes Bilingual School	DonorsChoose	$436.00	Instructional Technology
Hi-Mount School	DonorsChoose	$131.50	Instructional Technology
Hi-Mount School	DonorsChoose	$237.99	Food, Clothing & Hygiene
Hi-Mount School	DonorsChoose	$249.83	Reading and Refreshments
Hi-Mount School	DonorsChoose	$339.70	Board Games and Snacks Galore
Hopkins Street School	DonorsChoose	$193.94	Lost In The Books
Hopkins Street School	Lori Hayes	$1,500.00	100 Christmas Gifts
James Fenimore Cooper School	DonorsChoose	$1,019.87	Emotions, Big and Little
Keefe Avenue School	DonorsChoose	$370.85	P'Awesome Girls Club
Goodrich School	DonorsChoose	$173.35	Dramatic Play - Doctor
Goodrich School	DonorsChoose	$208.36	Girls on the Run
Goodrich School	DonorsChoose	$233.26	Just DOJO
Goodrich School	DonorsChoose	$258.60	Light Up Our Learning
Goodrich School	DonorsChoose	$327.51	L is for Laminator
Goodrich School	DonorsChoose	$362.72	Educational Kits & Games
Goodrich School	DonorsChoose	$430.36	LiveUp Our Reading Skillz
Goodrich School	DonorsChoose	$474.48	Mastering Math
MacDowell Montessori	DonorsChoose	$204.91	Aquarium Supplies
MacDowell Montessori	DonorsChoose	$258.96	Personal Projects
MacDowell Montessori	DonorsChoose	$495.88	A Home for Our Books
Maple Tree School	DonorsChoose	$286.26	Keep the Germs Away
Marvin Pratt	DonorsChoose	$697.41	Shooting to Succeed
Milwaukee High School of the Arts	DonorsChoose	$339.22	Life At M.H.S.A
Milwaukee Sign Language School	DonorsChoose	$231.49	Lighting Up Learning
Milwaukee Sign Language School	DonorsChoose	$244.61	Supplies for Success
Milwaukee Sign Language School	DonorsChoose	$388.19	Gardening is Learning
Spanish Immersion School	DonorsChoose	$334.44	Arriba La Lectura
Hawthorne School	DonorsChoose	$232.94	Strong Hands For The Win
Ninety-Fifth Street School	DonorsChoose	$190.01	Oh, Snap
Ninety-Fifth Street School	DonorsChoose	$239.94	Mindfulness Mandala Stone
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Soup Market	$35.00	Coupons for MPS Volunteer Awards
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Starbucks	$250.00	MPS Most Valuable Volunteer Award Donation
Holmes School	DonorsChoose	$263.35	Flexible Seating
Holmes School	DonorsChoose	$404.49	Legos + STEM = Fun
Holmes School	DonorsChoose	$436.08	Manga Mania in the Library
Holmes School	DonorsChoose	$456.34	New Books? Holy Moly
Parkview School	DonorsChoose	$515.23	Writing for the Win
Emerson School	DonorsChoose	$246.04	Speech Is Fun

Location	Donor	Amount	Gift or Purpose
Emerson School	DonorsChoose	$1,150.45	End-of-Year Extravaganza
Ronald Reagan High School	Anonymous	$300.00	Books
Kluge School	DonorsChoose	$163.93	Making Words — Hands-on Fun
Riverside High School	DonorsChoose	$356.40	New Students Need a New Table
Riverside High School	DonorsChoose	$418.89	Second Semester Blues Busters
Riverwest Elementary	DonorsChoose	$486.02	Books & Books & Books
Roosevelt Middle School	DonorsChoose	$531.53	Food, Clothing & Hygiene
King High School	DonorsChoose	$396.80	Instructional Technology
King High School	DonorsChoose	$498.80	Molding Reading Minds
Siefert School	DonorsChoose	$149.24	Super Spellers
Siefert School	DonorsChoose	$152.04	Ready to Read
Siefert School	DonorsChoose	$157.10	Help Me Learn to Read
Siefert School	DonorsChoose	$191.38	Delightful Dictionaries
Siefert School	DonorsChoose	$194.13	Rowdy Readers
Siefert School	DonorsChoose	$249.49	Magnificent Magnetic Letters
The Success Center at Green Bay Ave Public School	DonorsChoose	$474.89	Multiplication Boot Camp
Thurston Woods	DonorsChoose	$187.48	Calm down kit
Vieau School	DonorsChoose	$146.78	Mid-Year Re-Stock Part 2
Vieau School	DonorsChoose	$206.32	Food, Clothing & Hygiene
Vieau School	DonorsChoose	$277.64	Let's Play, People
Vieau School	DonorsChoose	$333.89	Just Living the Theme
Wisconsin Conservatory	DonorsChoose	$274.86	A Classroom Properly Prepared
	Total Non-monetary Donations	*$28,786.21*	
Total Value of Donations		$41,079.01	

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases; and
2. accept the donations as listed, 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 Exception-to-bid Contracts

——— Action on a Request to Issue a Purchase Order to Big Systems LLC for Printers to Enhance Students' Digital Design Skills

The Administration is requesting authorization to make a purchase from Big Systems LLC for four HP Latex 315 Print and Cut 54" plus cutters, four Epson SureColor garment printers, and one Xante X16 18" X 24" UV flatbed printer, to include installation and a one-time implementation training for each printer. The printers will be installed and used at Audubon Technology & Communication School, Dr. George Washington Carver Academy of Mathematics and Science, Wedgewood Park International School, and Hayes Bilingual Elementary School.

The integration of a latex print-and-cut printer, a garment printer, and a flatbed printer into the GE Innovation Labs' printing infrastructure would revolutionize how students learn and engage with educational materials. This aligns with our GE Innovation Lab mission to foster a collaborative innovation atmosphere to aid in

community building through fun, engaging, project-based lessons, community partnerships, and programming for all learners of all ages.

These printers offer the ability to produce vibrant and high-quality visuals, enabling teachers and students to create visually appealing learning aids, educational posters, and instructional materials. With their superior color accuracy and print resolution, these printers would enhance the overall learning experience for students, making academic content more visually captivating and stimulating. Also, administrators can save time and money by having this capability within the school district, eliminating the need to outsource printing jobs to external vendors. In addition, the work would be done by students in the GE Innovation Labs who have learned these skills.

The integration of these printers would align with the increasing demand for digital design skills in today's job market. By providing students with hands-on experience using industry-standard printing equipment, the school district would equip them with valuable skills that are highly sought after in various creative industries, making them more marketable and prepared for the workforce.

The exception from the requirement of the competitive procurement process for this purchase has been made based on continuity. (Administrative Policy 3.09(7)(E)(1)(b)(l)).

The total cost for this purchase will not exceed $143,803.69.

Budget Code: TTC-0-I-9B4-EO-ETHD $143,803.69

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to enter into a Contract and Memoranda of Understanding with Cooperative Educational Service Agency (CESA) #1 for Title IA, Title ID, Title IIA, and Title IVA services at Milwaukee Academy, 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 at Milwaukee Academy; Title IA, Title ID, Title IIA, and Title IVA services at St. Charles Youth and Family Center, Focus Program; and 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)).

This contract will run from July 1, 2023, through June 30, 2024. The updated total cost of the agreement in this extension year will not exceed $130,419.31. This agreement provides for two one-year options to extend.

Budget Codes:

Estimated Allocation for CESA Service Fees:
SCF-0-0-CTG-DW-ECTS — The Basic CESA Membership Fee $12,500.00
SCF-0-0-CTG-DW-ECTS — a Basic Service Flat Fee $900.00
Subtotal $13,400.00
Estimated Allocation for CESA Services at Milwaukee Academy
GOE-0-I-9A4-KY-ECTS — Title ID $34,770.40
GOE-0-I-1N4-1S-ECTV — Title IA $21,502.47
MSS-0-S-T24-1S-ECTS — Title IIA $1,725.00
MSS-0-S-4B4-1S-ECTS — Title IVA $1,355.08
Subtotal $59,352.95

Estimated Allocation for CESA Services at St. Charles Youth & Family Services
GOE-0-I-9A4-25-ECTS — Title ID..... $24,629.03
GOE-0-I-1N4-1S-ECTV — Title IA..... $14,958.24
MSS-0-S-T24-1S-ECTS — Title IIA..... $ 1,200.00
MSS-0-S-4B4-1S-ECTS — Title IVA..... $ 942.66
Subtotal..... $41,729.93
Estimated Allocation for CESA Services at Bakari Center
GOE-0-I-9A4-5A-ECTS — Title ID..... $15,936.43
Subtotal..... $15,936.43
Total, not to exceed..... $130,419.31

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Enter into a Memorandum of Understanding with Milwaukee County Youth Education Center for Title ID Services

The Administration requests authorization to enter into a Memorandum of Understanding with Milwaukee County Youth Education Center (MCYEC) for Title I, Part D, Subpart 2 services. This school is an MPS school that provides instruction and continuity of services for a population of the Milwaukee County Jail's inmates ages 12-20. MPS, as the Local Education Agency for MCYEC, is obligated to provide these Title ID services for students who are continuing to learn while incarcerated. 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, 2023, through June 30, 2024. The total cost of the agreement in this term will not exceed $11,590.13. This agreement provides for two one-year options to extend.

Budget Codes: OPI-0-I-9A4-MY-ECTS..... $11,590.13

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Contract with City Year, Inc., to Serve as a Core Site for Whole School, Whole Child Support

The Administration is requesting authorization to extend a contract with City Year, Inc., ("City Year") for partnering with Milwaukee Public Schools and specifically selected schools to implement City Year's research-based "Whole School, Whole Child" (WSWC) service model. Contractor recruits, prepares, and leads diverse AmeriCorps members ages 17 to 24 years for ten months of full-time service in schools as near-peer tutors, mentors, and role models to help students stay on track to graduation. Corps members will be working in 11 MPS schools to serve in conjunction with school staff and members of the school community to help improve students' attendance, behavior, and coursework through academic support, attendance monitoring and incentives, positive behavior support, extended day programming, and school-wide programs and events.

In partnership with MPS, City Year will continue to deliver services agreed upon with school partners to support the following outcomes that research proves are indicators of increased likelihood of high-school graduation at the following schools:

- Alexander Mitchell
- Bay View High School
- Rogers Street Academy
- South Division High School
- Hopkins Lloyd Community
- G.W. Carver Academy
- Obama
- Clarke Street
- James Madison Academic High School
- Pulaski High School
- Vincent High School

The exception to bid was granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The initial term of the contract ran from July 1, 2022, through June 30, 2023, and provided for two additional one-year extensions upon mutual written consent of the parties and in consideration of the performance metrics listed therein. Based on the contractor's achievement of those performance metrics, the contract is being extended for an additional two years, from July 1, 2023, through June 30, 2025, and will not exceed $3,710,000.

Budget Code: OSC-0-S-1T4-LS-ECTS..... $3,710,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Contract with Discovery World Ltd for Summer Camps and Community Field Trips for MPS Students

The Administration is requesting authorization to enter into a contract with Discovery World Ltd to allow MPS students to attend all-expense-paid summer camps in July and August 2023 and community field trips throughout 2024. Discovery World's summer camps will provide hands-on learning and enrichment opportunities that align with MPS's summer-school curriculum and strengthen core academic competencies. In addition, the Community Field Trip Days will also immerse families in experiences such as Kohl's Design It! Lab, Great Lake Future, Power On, and more. More than 7,500 students and families will engage in many Discovery World experiences that align with MPS's Summer Academy and allow participants to make real-world connections while encouraging family involvement in the learning experience.

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 July 1, 2023, through June 30, 2024. The total cost of the contract will not exceed $125,447.69.

Budget Code: GEN-H-I-9Y4-EO-ECTS $125,447.69

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Issue a Purchase Order to ExploreLearning LLC for Software Subscriptions for Interactive Online Simulations in Science

The Administration is requesting authorization to purchase with ExploreLearning LLC for software subscriptions. Contractor will be used to deliver interactive virtual NGSS-aligned science simulations for all students in science courses in grades six through twelve across all MPS schools.

ExploreLearning LLC provides students with virtual science and math simulations that include NGSS standards-aligned lessons, possess variables that can be manipulated to allow for inquiry explorations, and integrate data visualization and analysis.

The exception to bid was granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The purchase will not exceed $109,020.00.

Budget Code: ITS-0-S-9Q4-AQ-ETRS (Curriculum and Instruction — Contracted Services) $109,020.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Contract with Home2 Suites Milwaukee for Temporary Housing for International Teachers

The Administration is requesting authorization to enter into a contract with Home2 Suites Milwaukee to provide temporary housing for new international teachers' arrival in July and August. Home2 Suites Milwaukee will be used to provide temporary housing with amenities, including daily living appliances, and laundry.

The Office of Human Resources has recruited international candidates to join our team in MPS to begin career opportunities for Fall 2023. The temporary housing will allow these employees an opportunity to arrive, to take care of required paperwork, and to complete the remaining pre-employment processes before starting on the first day of school for staff. With the closing of Cardinal Stritch, MPS is not able to use its dormitory, as it has in the past, to house our recruits from abroad.

The exception to bid was granted on the basis of delivery date. (Administrative Policy 3.09(7)(E)(1)(b)(vi)).

The contract will run from July 19, 2023, through August 28, 2023, and will not exceed $150,000.

Budget Code: SDV-0-S-9C3-HR-ECTS $150,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Enter into a Contract with Literacy Services of Wisconsin, Inc., for Adult Learning Lab Services

The Administration is requesting authorization to enter into a contract with Literacy Services of Wisconsin, Inc., for adult learning lab services. This contractor will manage and staff the adult learning labs at North Division and South Division High Schools. In Year 2 of the Contract, the contractor will expand English Language Learning (ELL) programming to include four additional schools to be chosen by MPS.

The adult learning labs will be open to all Milwaukee adults. Participants will receive a comprehensive assessment of their adult learning needs and receive tailored adult education services based on those needs, including adult basic education, adult secondary education, English-language learning, civics and citizenship education, and computer literacy training. The contractor and MPS have agreed upon the service-delivery format, which may consist of a combination of face-to-face and virtual learning options, as appropriate. Virtual learning will primarily be synchronous, occurring in one-on-one or group environments online. Asynchronous learning will be used primarily in a supplemental capacity.

The exception to bid was granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The original contract had a term of July 1, 2022, through June 30, 2023. The contract extension for Year 2 will run from July 1, 2023, through September 30, 2024, and will not exceed $214,447.

Budget Code: ESL-0-I-9Q4-BI-ECTS (English as a Second Language — Contract Services) $214,447.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	200	10

——— Authorization to Contract with Milwaukee Area Technical College to Provide College Courses Leading to Transferrable College Credits for MPS High-school Students Through the M^3 College Connections Program

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College to serve the MPS juniors and seniors through provision of college courses leading to transferrable college credits for MPS high-school students through M^3 College Connections, an innovative dual-enrollment program among 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 up to 21 college credits from both MATC and UWM. This contract is for students to take 15 of those credits at Milwaukee Area Technical College during their senior year of high school.

Up to 140 MPS students will attend classes at the MATC Downtown Campus four times a week (Monday through Thursday) and will be working to earn up to seven college credits in the first semester and another eight in the second semester. The students will be taking classes in core subject areas such as English and math.

Additionally, up to 64 MPS students (juniors and seniors) will attend classes at MATC and will be working toward gaining a CNA certification and nursing license (LPN), earning up to 16 college credits in the 2022-23 school year.

Transportation (M-card bus passes) and meal cards for $5/day will be provided.

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 first contract extension will run from July 1, 2023, through June 30, 2024, and will not exceed $631,469.80

Budget Code: GN4-0-I-9Y4-EO-ECTS (Contract Services — College & Career Readiness)..... $631,469.80

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Contract with Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee for College Courses Leading to Transferrable College Credits for MPS High-school Students through the M^3 College Connections Program

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee to serve the MPS seniors through provision of college courses leading to transferrable college credits for MPS high-school students through M^3 College Connections, an innovative dual-enrollment program among 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 up to 21 college credits from both MATC and UWM. This contract is for students to take up to seven of those credits at the University of Wisconsin Milwaukee during their senior year of high school.

Up to 140 MPS students will attend classes at the UWM Campus once a week. There will be up to seven sections of each class. Ethnic studies is taken in Fall, and educational psychology is taken in Spring. In Fall, UWM instructors will also provide a one credit educational psychology support course on the MATC campus.

M-Passes will be provided to students for transportation, as needed.

Each student, up to 140 students, will receive a meal card per each semester.

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 extension (Year 2) will run from July 1, 2023, through June 30, 2024, and will not exceed $231,391.62

Budget Code: GN4-0-I-9YX-EO-ECTS (Contract Services — College & Career Readiness)..... $ 231,391.62

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Enter into a Contract with the State of Wisconsin's Department of Health Services for Project RISE

The Administration is requesting authorization to enter into a contract with the State of Wisconsin's Department of Health Services for Project RISE (Resilience in School Environments) grant support. The 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 collaborating with the state education agency and the RISE administrative team.

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. Families living in poverty also often have reduced access to resources to mitigate the impacts of those risk factors. MPS serves approximately 90% of students of color. These students and their families experience racial trauma, including overt racism, as well as the impacts of systemic racism over time. The three main goals of this grant are as follows:

1. promote mental wellness through the creation of safe, equitable, and engaging schools where staff is equipped with the knowledge and resources to support students' wellbeing;
2. improve and increase mental health services to students through a process of continuous improvement and expansion of community mental health services within project schools to better meet the mental health needs of students; and
3. increase the capacity of the local school district to recognize students in need of a continuum of mental health services and to provide those services in a timely fashion.

The exception to bid has been granted on the basis of a Grant: This vendor is required to be used for these services, pursuant to an existing grant. (Administrative Policy 3.09(7)(E)(1)(b)(vii)).

The Contract will run from July 1, 2023, through December 30, 2025, and the total cost will not exceed $162,000.

Budget Code: CDV-0-S-DX4-DE-ECTS (Ex Ed/Supportive Services)..... $162,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Contract with Teachers on Call, a Kelly Education Company, to Provide Substitute Teachers

The Administration is requesting authorization to enter into a contract with Teachers on Call, a Kelly Education Company, to provide substitute teachers for identified high-demand schools for the FY24 school year. The Office of Human Resources is looking to ensure that we have any vacancies covered by either district substitutes or contracted substitutes to ensure that schools are ready to welcome students on day one. The Office of Human Resources will continue to recruit for these positions. Currently, 16 schools have been identified with vacancies. The following schools will participate:

- Douglas Middle School
- James Madison Academic Campus
- Marshall High School
- Grantosa
- Sherman
- Clarke
- Craig Montessori
- Bradley Tech
- LaFollette
- Spanish Immersion, Upper and Lower
- Vieau
- Rogers
- Carson
- Thoreau
- Lancaster
- Thurston Woods

MPS will have the option to remove and to add additional schools based on staffing needs.

The exception to bid has been granted on the basis of emergency purchase (Administrative Policy 3.09(14)): This vendor is needed to fill vacancies while the Department of Human Resources fills the positions.

The contract will run from July 7, 2023, through July 30, 2024. The total cost of the contract will not exceed $200,000.00.

Budget Code: DTI-0-S-9Y4-HR-ECTS (Human Resources Contracted Services)..... $200,000.00.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— 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 for non-executive classified positions. Positions include, but are not limited, to secretarial/clerical, food service, building service, paraprofessionals, and children's' health assistants. 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 is based on delivery date, as Summit was 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. This contract extension will run from July 1, 2023, through June 30, 2024. The total cost of the contract extension will not exceed $530,000.

Budget Code: GEN-0-I-BDL-DW-ECTS (Contract Services)..... $400,000.00
BLD-0-0-BOP-DW-ECTS (Contract Services). $130,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Enter into a Contract with Past Present Future Consulting & Media LLC for Consulting Services

The Administration is requesting authorization to enter into a contract with Past Present Future Consulting & Media LLC (Katy Swalwell) for consulting services. The contractor will be used to deliver a curriculum review and teacher toolkit to all MPS schools aligned to grade-level social studies resources.

With the approval of the March 2022 social studies textbook adoption, the Milwaukee Board of School Directors directed that a consultant be hired to analyze textbooks and to create additional documents that address aspects of history that are missing from social studies books in grades 3-12. The consultant reviews textbooks' content and language to identify omissions, inaccuracies, and Euro-centric bias in the resource. By June 30, 2023 the review and toolkit for grades 3-6 will be complete. The extension will cover the additional five textbooks that will need to be completed.

The exception to bid has been approved on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from July 1, 2023, through June 30, 2025. The total cost of the contract will not exceed $100,000.00.

Budget Code: SSC-0-I-9B4-CI-ECTS (Curriculum & Instruction) $100,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— 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 2023-24 fiscal year. The US Postmaster's 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 will run from July 1, 2023, through June 30, 2024.

The total cost of goods purchased from the US Postmaster will not exceed $400,000.

Budget Code: MAL-00-MAL-MM-EPST (Mailroom — Postage)..... $400,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— 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 2023-24 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, 2023, through June 30, 2024.

The total cost of goods purchased from USPS will not exceed $221,000.

Budget Code: MAL-00-MAL-MM-EPST (Mailroom — Postage)..... $221,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following exception-to-bid contracts:

- Big Systems LLC for printers to enhance students' digital design skills,
  TTC-0-I-9B3-EO-ETHD..... $143,803.69
- Cooperative Education Service Agency (CESA) #1, for Title IA, Title ID, Title IIA, and Title IVA membership fees and services,
  SCF-0-0-CTG-DW-ECTS..... $12,500.00
  SCF-0-0-CTG-DW-ECTS..... $900.00
  GOE-0-I-9A4-KY-ECTS..... $34,770.40
  GOE-0-I-1N4-1S-ECTV..... $21,502.47
  MSS-0-S-T24-1S-ECTS..... $1,725.00
  MSS-0-S-4B4-1S-ECTS..... $1,355.08
  GOE-0-I-9A4-25-ECTS..... $24,629.03
  GOE-0-I-1N4-1S-ECTV..... $14,958.24
  MSS-0-S-T24-1S-ECTS..... $1,200.00
  MSS-0-S-4B4-1S-ECTS..... $942.66
  GOE-0-I-9A4-5A-ECTS..... $15,936.43
- Milwaukee County Youth Education Center, for Title ID Services, ID
  OPI-0-I-9A4-MY-EIST..... $11,590.13
- City Year, Inc., to serve as a core site for Whole School, Whole Child support,
  OSC-0-S-1T4-LS-ECTS..... $3,710,000.00
- Discovery World, Ltd., for summer camps and community field trips for MPS Students,
  GEN-H-I-9Y4-EO-ECTS..... $125,447.69
- ExploreLearning LLC, for software subscriptions for interactive online simulations in science,
  ITS-0-S-9Q4-AQ-ETRS..... $109,020.00
- Home2 Suites Milwaukee for temporary housing for international teachers,
  SDV-0-S-9C4-HR-ECTS..... $150,000.00
- Literacy Services of Wisconsin, Inc., for adult learning lab services,
  ESL-0-I-9Q4-BI-ECTS..... $214,447.00
- Milwaukee Area Technical College, to provide college courses leading to transferrable college credits for MPS high-school students through the M^3 college connections program,
  GN4-0-I-9Y4-EO-ECTS..... $631,469.80
- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee, for college courses leading to transferrable college credits for MPS high-school students through the M^3 college connections program,
  GN4-0-I-9Y4-EO-ECTS..... $231,391.62
- State of Wisconsin-Department of Health Services, for Project RISE,
  CDV-0-S-DX4-DE-ECTS..... $162,000.00
- Teachers on Call, a Kelly Education Company, to provide substitute teachers,
  DTI-0-S-9Y4-HR-ECTS..... $200,000.00

- Summit Clinical Laboratories LLC, for temporary staffing services,
  GEN-0-I-BDL-DW-ECTS $400,000.00
  BLD-0-0-BOP-DW-ECTS $130,000.00
- Past Present Future Consulting & Media LLC, for consulting services,
  SSC-0-I-9B4-CI-ECTS ..... $100,000.00.
- US Postmaster, for meter postage,
  MAL-00-MAL-MM-EPST $400,000.00
- US Postal Service, for meter postage,
  MAL-00-MAL-MM-EPST $221,000.00

Total $7,070,589.24

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to the minutes of your Committee's meeting.

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

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(Item 8) Action on the Award of Professional Services Contracts

RFP 1041 Authorization to Extend a Contract with Rehab Solutions, LLC, and The Stepping Stones Group, LLC, for Speech-language Pathology Services

The Administration is requesting authorization to extend the contracts with Rehab Solutions, LLC, and The Stepping Stones Group, LLC, for speech language pathology services. (Cumberland Therapy Services, LLC, merged with EBS Healthcare Staffing Services, Inc., becoming The Stepping Stones Group, LLC). 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.

The contractors were chosen pursuant to RFP 1041, which closed on March 22, 2021. The original contract provided for two one-year options to extend if certain performance metrics were met. The original contract ran from July 1, 2021, through June 30, 2022, and was subsequently extended for a one-year term (Year 2), with a term of July 1, 2022, through June 30, 2023.

The Stepping Stones Group, LLC, and Rehab Solutions, LLC, have met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the Contract (Year 3). The contract extensions will run from July 1, 2023, through June 30, 2024.

The contract with Stepping Stones Group, LLC, in the extension year will not exceed $1,500,000. The contract with Rehab Solutions, LLC, in the extension year will not exceed $300,000.

Budget Code: SPL-0-I-EEN-DW-ECTS .(Speech Pathology — Contract Services) $1,800,000

The Stepping Stones Group

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
3,279	1.601	1,348	No	10%	10%	TBD	NA	400	10

Rehab Solutions LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
18	3	19	Yes	10%	100%	TBD	NA	400	10

RFP 1048 Authorization to Extend a Contract with Gemino Healthcare, FBO MJ Care, for Physical and Occupational Therapy Services

The Administration is requesting authorization to extend the contract with Gemino Healthcare, FBO MJ Care, for physical and occupational therapy services. This 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.

In a typical school year, 2-3 leave coverages of 12 weeks or more occur. OTs and PTs provided through this RFP may be engaged for a period of weeks up to an entire school year. Assignments, such as those vacancies created by leaves, may be short-term and district enrollment fluctuations.

The contractor was chosen pursuant to RFP 1048. The original contract provided for two one-year options to extend if certain performance metrics were met. Gemino Healthcare, FBO MJ Care, has met the performance metrics codified in the contract; therefore, MPS is exercising the final option year for the contract. The contract extension will run from August 1, 2023, through July 31, 2024, ("Year 3") and will not exceed $100,000.

Budget Code: OTS-0-0-SES-DE-ECTS (Specialized Services — Contracted Services) $100,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
428	18	387	No	5%	5%	TBD	NA	300	10

RFP 1071 Authorization to Enter into Contracts with Common Ground, Inc.; HeyTutor, Inc; One on One Learning Corp.; Proximity Learning, Inc.; Studentnest, Inc., dba Studentnest.com; and University Instructors, LLC, for Tutoring Services

The Administration is requesting authorization to enter into contracts with ommon Ground, Inc.; HeyTutor, Inc; One on One Learning Corp.; Proximity Learning, Inc.; Studentnest, Inc., dba Studentnest.com; and University Instructors, LLC, for tutoring services. These contractors will be used to provide tutoring services for in-person one-on-one or small-group tutoring for reading grades K through 3, mathematics for grades 9 through 12, and virtual one-on-one tutoring for all subjects, grades K through 12.

Contractors were chosen pursuant to RFP 1071, which closed on April 1, 2022. The initial contracts ran from July 1, 2022, through June 30, 2023, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met. MPS is exercising the first option to extend, with the contracts having terms of July 1, 2023, through June 30, 2024. The total contracts in the initial term will not exceed $3,876,200, as follows:

Common Ground, Inc. $826,200
HeyTutor. Inc. $550,000
One on One Learning Corp. $1,100,000
Proximity Learning, Inc. $400,000
Studentnest, Inc,. dba Studentnest.com $200,000
University Instructors, LLC $800,000

Budget Code: DTI-A-S-9Y4-EO-ECTS (College and Career Readiness/572 — Contract Services) $3,876,200

Please see the minutes of your Committee's meeting for information regarding HUB participation and student engagement.

RFP 1098 Authorization to Enter into Contracts with Catapult Learning West, LLC; Learning Exchange; and Mainstream Development Educational Group for Title 1A 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 and Professional Development Services to Non-public Schools' Personnel

The Administration is requesting authorization to enter into contracts with Catapult Learning West, LLC; Learning Exchange; and Mainstream Development Educational Group for Title 1A 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 and professional development services to non-public schools' personnel.

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 non-public schools and professional development services for non-public school personnel.

These vendors were chosen pursuant to RFP 1098. The contracts will run from July 1, 2023, through June 30, 2024, and may be extended for two additional one-year terms. The contracts' 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 amounts for non-public school services are not to exceed $27,134,449.18 and are available through the following budget codes for the following third-party providers:

Budget Codes:

Catapult Learning West LLC
GOE-0-I-1N4-1S-ECTV0000 (Instructional Services — Title IA)..... $4,586,438.78
PRT-0-S-1N4-1S-ECTS0000 (Family-engagement Services — Title IA)..... $48,791.88
MSS-0-S-1N4-1S-ECTV0000 (Professional Development — Title IA)..... $243,959.42
MSS-0-S-T24-1S-ECTS0000 (Contract Services — Title IIA)..... $471,676.00
GOE-0-I-T34-1S-ECTS0000 (Contract Services — Title IIIA) $298,712.92
MSS-0-S-4B4-1S-ECTS0000 (Contract Services — Title IVA) $370,466.93
Subtotal..... $6,020,045.93

Mainstream Development Educational Group
GOE-0-I-1N4-1S-ECTV0000 (Instructional Services — Title IA)..... $3,364,911.69
PRT-0-S-1N4-1S-ECTS0000 (Family-engagement Services — Title IA)..... $35,796.92
MSS-0-S-1N4-1SECTV (Professional Development —)..... $178,984.60
MSS-0-S-T24-1S-ECTS0000 (Contract Services — Title IIA)..... $265,844.00
GOE-0-I-T34-1S-ECTS0000 (Contract Services — Title IIIA) $77,759.26
MSS-0-S-4B4-1S-ECTS0000 (Contract Services — Title IVA) $208,800.06
Subtotal..... $4,132,096.53

Learning Exchange
GOE-0-I-1N4-1S-ECTV0000 (Instructional Services — Title IA)..... $13,279,493.47
PRT-0-S-1N4-1S-ECTS0000 (Family-engagement Services — Title IA)..... $141,271.16
MSS-0-S-1N4-1S-ECTV0000 (Title I Professional Development — Title IA)..... $706,355.79
MSS-0-S-T24-1S-ECTS0000 (Contract Services — Title IIA)..... $1,311,284.00
GOE-0-I-T34-1S-ECTS0000 (Contract Services — Title IIIA) $513,983.03
MSS-0-S-4B4-1S-ECTS0000 (Contract Services — Title IVA) $1,029,919.27
Subtotal..... $16,982,306.72
Total $27,134,449.18

Each Contract:

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	20%	NA	NA	NA	600	10

RFP 1105 Authorization to Contract with Career Tech Solutions, LLC, for Career-and-technical-education STEM Consultant Services

The Administration is requesting authorization to enter into a contract with Career Tech Solutions, LLC, for career-and-technical-education STEM consultant services. This contractor will be used to deliver training to staff on how to properly use and maintain a variety of equipment, such as 3D printers, laser engravers, CNC routers, vinyl cutters, heat press machines, and other devices/equipment in Fab Labs and to provide professional development and ongoing support for curriculum integration using the Fab Labs' equipment.

For MPS to be successful, we require well-trained professionals/teachers who understand the technical skills and pedagogical framework that leverage high-tech skills to transform how students engage in the learning process. Our goal is to interlock students in the practices of mathematicians, scientists, and engineers to demonstrate their understanding of the natural and designed worlds and to prepare them for success in college, careers, and citizenship within the global marketplaces.

The contractor was chosen pursuant to RFP 1105, which closed on March 10, 2023. The contract will run from July 1, 2023, through June 30, 2024, (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 $85,000.

Budget Code: SDV-H-S-S9Y-EO-ECTS (Career and Tech Education)..... $85,000

Career Tech Solutions LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1	1	0	No	0	NA	NA	NA	*See below**	10

*Expenditure Range	Hours
$0-$49,999	0
$50,000-$74,999	100
$75,000-$199,999	200

*Expenditure Range	Hours
$200,000-$399,999	300
$400,000-$599,999	400
$600,000-$799,999	600

*Expenditure Range	Hours
$800,000-$999,999	800
>$1,000,000	900

RFP 1111 Authorization to Enter into a Contract with Lingua Pros, LLC, for Translation Services

The Administration is requesting authorization to enter into one 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 multi-cultural, multi-lingual 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 languages in which they are most comfortable reading.

This vendor was chosen pursuant to RFP 1111, which closed on April 21, 2023. This contract will extend from July 1, 2023, through June 30, 2024. The total cost of the contract will not exceed $300,00.00.

Budget Code: 000-0-0-000-BL-ECTS (Translation and Interpretation — Contract Services)..... $300,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
6	3	4	Yes	20%	20%	NA	NA	400	10

RFP 1111 Authorization to Enter into Two Contracts with Lakeside Ventures, Inc., dba International Languages, for Translation and Interpretation Services

The Administration is requesting authorization to enter into 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 multi-cultural, multi-lingual school district. The services provided by Lakeside provide the 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 languages in which they are most comfortable reading and speaking. The interpretation services provided ensure that important District events are as inclusive as possible.

This vendor was chosen pursuant to RFP 1111, which closed on April 21, 2023. These contracts will run from July 1, 2023, through June 30, 2024. The total cost of the translation services contract in this initial term year will not exceed $300,000. The total cost of the interpretation services contract in this initial term will not exceed $200,000.

Budget Code: 000-0-0-000-BL-ECTS (Translation and Interpretation — Contract Services) $500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
59	56	19	Yes	20%	20%	NA	NA	400	10

——— Authorization to Extend a Purchase Order with Language Line Services, Inc., for Language-interpretation and Video-interpreting Services

The Administration is requesting authorization to extend a purchase order 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. This contractor was chosen pursuant to the cooperative purchasing agreement with the OMNIA Partners, Contract Number R180703.

The benefits afforded under this cooperative agreement allow the District to receive discounted pricing for services from this state contractor. This contractor offers over-the-phone interpretation services in more than 200 languages and remote video-interpreting services in 85 languages. In addition, the District uses these services constantly in special education settings to offer American Sign Language (ASL) interpreters who comply with our state's requirements. MPS is a multi-cultural, multi-lingual school district which actively uses this system to communicate in 77 languages.

This contract will run from July 1, 2023, through June 30, 2024, ("Year 3") and will not exceed $75,000.

Budget Code: OGA-0-0-SSF-CI-ECTS (Language Services) $80,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	NA	NA	NA	NA	0	0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following professional services contracts:

- Rehab Solutions LLC, for speech language pathology services,
  SPL-0-I-EEN-DW-ECTS..... $300,000.00
- The Stepping Stones Group LLC, for speech language pathology services,
  SPL-0-I-EEN-DW-ECTS..... $1,500,000.00
- Gemino Healthcare FBO MJ Care, for physical and occupational therapy services,
  OTS-0-0-SES-DE-ECTS..... $100,000.00
- Common Ground, Inc., for tutoring services,
  DTI-A-S-9Y4-EO-ECTS $826,200.00
- HeyTutor, Inc., for tutoring services,
  DTI-A-S-9Y4-EO-ECTS $550,000.00
- One on One Learning Corp., for tutoring services,
  DTI-A-S-9Y4-EO-ECTS $1,100,000.00
- Proximity Learning., Inc., for tutoring services,
  DTI-A-S-9Y4-EO-ECTS $400,000.00
- Studentnest, Inc., dba Studentnest.com, for tutoring services,
  DTI-A-S-9Y4-EO-ECTS $200,000.00
- University Instructors LLC, for tutoring services,
  DTI-A-S-9Y4-EO-ECTS $800,000.00
- Catapult Learning West, LLC, for Title 1A 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 and professional development services for non-public schools personnel,
  GOE-0-I-1N4-1S-ECTV0000 ..... $4,586,438.78
  PRT-0-S-1N4-1S-ECTS0000..... $48,791.88
  MSS-0-S-1N4-1S-ECTV0000..... $243,959.42
  MSS-0-S-T24-1S-ECTS0000..... $471,676.00
  GOE-0-I-T34-1S-ECTS0000 ..... $298,712.92
  MSS-0-S-4B4-1S-ECTS0000..... $370,466.93
- Learning Exchange, for Title 1A 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 and professional development services for non-public schools personnel,
  GOE-0-I-1N4-1S-ECTV0000 ..... $13,279,493.47
  PRT-0-S-1N4-1S-ECTS0000..... $141,271.16
  MSS-0-S-1N4-1S-ECTV0000..... $706,355.79
  MSS-0-S-T24-1S-ECTS0000..... $1,311,284.00
  GOE-0-I-T34-1S-ECTS0000 ..... $513,983.03
  MSS-0-S-4B4-1S-ECTS0000..... $1,029,919.00
- Mainstream Development Educational Group, 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 and professional development services for non-public schools personnel,
  GOE-0-I-1N4-1S-ECTV0000 ..... $3,364,911.69
  PRT-0-S-1N4-1S-ECTS0000..... $35,796.92
  MSS-0-S-1N4-1SECTV..... $178,984.60
  MSS-0-S-T24-1S-ECTS0000..... $265,844.00

GOE-0-I-T34-1S-ECTS0000 ..... $77,759.26
MSS-0-S-4B4-1S-ECTS0000..... $208,800.06

- Career Tech Solutions LLC, for career and technical education STEM consultant services,
  SDV-H-S-S9Y-EO-ECTS..... $85,000
- Lingua Pros, LLC, for translation services,
  000-0-0-000-BL-ECTS..... $300,000.00
- Lakeside Ventures, Inc., dba International Languages, for translation and interpretation Services,
  000-0-0-000-BL-ECTS..... $500,000.00
- Language Line Services, Inc., for language interpretation and video interpreting services,
  OGA-0-0-SSF-CI-ECTS..... $80,000.00

Total..... $20,596,155.44

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments to the minutes of your Committee's meeting..

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to the minutes of your Committee's meeting..

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

* * * * *

(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend the Professional Services Contract with Marquette University for Therapeutic Services

Background

The Administration is requesting authorization to extend a contract with Marquette University for therapeutic services for students at the MPS Success Center. The contractor will service students who exhibit behaviors that have caused them to experience limited success with response to interventions and have been disruptive to their educational process in traditional school settings. Through structures provided in this program, it is expected students will acquire the necessary skills to be successful in a traditional school setting. Services are developed and provided in a daily, center-based therapeutic and educational environment at the MPS Success Center for students in grades 4 through 12. The anticipated length for full-time services provided for each student shall be a minimum of nine weeks. The Contractor will work with MPS to develop each individual student's daily schedule based on therapeutic needs.

The contractor will provide continuum of services to students upon their return to their previous or subsequent schools of record. Such services will include, but not be limited to, family therapy, collaboration with other community organizations' services being provided to the student, and ongoing follow-up with the students as needed, as determined by students' support plans.

As part of the contract extension, additional services for early-year grade levels will be phased in, beginning with grade 3 in the 2023-24 school year, grades 1 and 2 beginning with the 2024-25 school year, and grades K4 and K5 in the 2025-26 school year.

The waiver is being requested for a four-year term to ensure continuity and cost savings to the District, given the implementation timeline and service-delivery infrastructure.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity and because the services under this contract are continuing therapeutic services provided to the District's students and families. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The original contract had a term of August 1, 2022, through July 31, 2023. The contract extension will run from August 1, 2023, through July 31, 2026, and will not exceed $4,583,049.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: ORC-0-0-ALS-DW-ECTS (Other Curriculum — Contract Services)..... $4,583,049

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
2,926	532	1,574	No	15%	15%	TBD	NA	300	10

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the request to waive Administrative Policy 3.09(9)(e) and authorize the professional service contract as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Issue a Lease Agreement with Enterprise FM Trust for 20 Vehicles for the District's Pilot Van Operation

Background

The Administration is requesting authorization to issue a contract to Enterprise FM Trust for the leasing of 20 vehicles for the District's pilot van operation. Establishing an in-house human-service vehicle operation pilot of 20 vehicles will allow the District to further provide emergency transportation services for families experiencing homelessness — specifically tailoring operations to hard-to-procure arrangements such as high-cost, cross-district, and exceptionally high-mobility student demographic.

This pilot van operation also stimulates a clean-energy initiative in Milwaukee Public Schools: the leasing of these vehicles is intentionally designed to incorporate hybrid vehicles into the District's fleet, thereby reducing emissions and the District's carbon footprint for MPS and Milwaukee.

This contract is being entered into pursuant to the cooperative-agreement Sourcewell Contract 030122-EFM.

The American Rescue Plan Act (ARPA) grant allocates grant funds to be used for activities related to homeless children. These ARPA funds have been allocated for this project, and any costs to continue after exhausting ARPA funding will be covered by existing contracted dollars allocated.

The waiver is being requested for a five-year term to ensure continuity and cost savings to the District, given the implementation timeline and delivery of the vehicles.

The contract will run from July 1, 2023, through June 30, 2028. The total cost of the contract will not exceed $1,305,000. By using the Sourcewell Contract 030122-EFM, should the District choose to terminate the leases early, there will be no additional fees incurred to do so.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: HLT-0-0-TRS-DW-EPPT..... $1,305,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments to the minutes of your Committee's meeting.

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 the minutes of your Committee's meeting.

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

* * * * *

(Item 11) Action on the Department of Recreation and Community Services' 2023-28 Strategic Plan Refresh

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 97 full-time staff — 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.

In 2021, the Department achieved agency accreditation through the Commission for the Accreditation of Park and Recreation Agencies (CAPRA), the only national accreditation of park and recreation agencies. Such accreditation is a valuable measure of an agency's overall quality of operation, management, and service to the community.

The Department's desire to stay relevant and sound in its delivery of services, coupled with the CAPRA's accreditation requirements, has led to the updating of its Strategic Plan. The strategies and initiatives identified in this Plan provide a tangible method by which to bring the vision of the Department — to be the leading provider of high-quality and affordable recreation services in the Milwaukee community — to reality.

Overview of Milwaukee Recreation's 2023-2028 Strategic Plan

Overview of the Recreation Department

Programs and services for City of Milwaukee residents:

- After-school programs
- Playgrounds, community centers, and MPS C.A.R.E.S. (Community and Recreation Engaging Students)
- Elementary-, middle-, and high-school sports

- Citywide programs
- Recreation operations

97 full-time staff/ 1,600+ part-time staff

Agency Accreditation — Moving from Good to Great!

The Commission for Accreditation of Park and Recreation Agencies (CAPRA) recognizes agencies for excellence in operations and services. Accreditation improves operations, resulting in a more enjoyable workplace and better service to users.

Milwaukee Recreation attained accreditation in 2021, the first school board-governed recreation program in the nation to be accredited. Milwaukee Recreation was granted re-accreditation in 2026.

Currently, 193 departments and agencies in the U.S., less than 10%, are accredited. Only two — Milwaukee Recreation and Waukesha — are in Wisconsin.

Recreation Strategic Plan

Purpose

To align the Department to a common vision, to reinforce the culture, and to create action towards accomplishment.

Highlights

- Updated mission, vision, and value statements
- Four Strategic Themes
  - Exceeding Customer Expectations
  - Financial Sustainability
  - Organizational Excellence
  - Staff Empowerment
- Re-established four goals and eight objectives and developed 12 initiatives and 33 tactics

Next Steps

- Plan's implementation work continues
- CAPRA re-accreditation in Spring, 2026

Ongoing

- Updating and revising of Plan
- Maintenance of accreditation

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

This item does not authorize any expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the 2023-28 Recreation Strategic Plan will be fully implemented by the Department of Recreation and Community Services.

Committee's Recommendation

Your Committee recommends that the Board approve the Department of Recreation and Community Services' 2023-28 Strategic Plan Refresh as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 12) Action on Monthly Facilities Matters: FMS Award of Construction and Professional Services Contracts and Report with Possible Action Regarding Air Quality

Construction Contract

Chiller Plant Installation

Golda Meir High School

Prime Contractor
Butters-Fetting Co.
1669 South 1st Street,
Milwaukee, WI 53204

Low Bidder, base bid of..... $1,744,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
240	11	10	No	20%	25%	$436,000.00	15%	600	10

Funds are available for the chiller plant replacement project from account code MBM 0A 8M3 FM ECNC (Project No 7276). The project's contracted start date is scheduled for June 30, 2023, and the completion date is May 1, 2024.

Summary

Total construction contract dollars awarded..... $1,744,000.00
Total dollars HUB participation $436,000.00
% of HUB participation 25%
% Minority employees within company 5%
% Women employees within company.....4%

Professional Services Contracts

RFP #22-010 Environmental Database Management System (EDMS) at Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to develop an environmental database-management system (EDMS) at various MPS sites.

The Administration is requesting authorization to waive the three-year term limits of Administrative Police 3.09(9)(3) and to enter into a contract with Le Mans Tech, LLC, for the EDMS for five years. The term of the agreement will allow for the development of the database as well as provide consistency for the District with the administration of the database.

Requested expenditure authority is not to exceed $328,000.00 over the five-year term, June 30, 2023-June 29, 2028.

Budget Codes: Various $328,000.00

RFP #23-001 Recycling and Trash Disposal at Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide recycling and trash disposal at various MPS sites. The selected firm is Waste Management of Wisconsin, Inc. The contract amount will be $4,000,000.00 for a contract period of July 1, 2023-June 30, 2026.

Budget Code: BLD 00 UTL DW ESRD..... $4,000,000.00

RFP #23-005 Design Services for the Northside Community Center at 76th Street School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the Northside Community Center at 76th Street School. The selected firm is Quorum Architects, Inc. The contract amount will be $2,394,400.00 for the contract period of June 30, 2023-February 28, 2026.

Budget Code: CSV 00 RFI RC ECNC $2,394,400.00

RFP #23-007 Woodchip & Landscape Mulch Supply and Installation Services at Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide woodchip and landscape mulch supply and installation services at various MPS sites. The selected firm is Natural Solutions LLC. The contract amount will be $400,000.00 over the three-year term contract period of August 30, 2023-August 29, 2026,

Budget Code: Various $400,000.00

RFP #23-008 Window-treatment Services at Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide window-treatment services at Various MPS Sites. The selected firms are The Julien Shade Shop, Inc., and Morris Designer Blinds, LLC. The requested expenditure authority is not to exceed $150,000.00 for the contract period of June 30, 2023-June 29, 2026.

Budget Code: Various $150,000.00

Report on Air Quality

The Department of Facilities and Maintenance Services (DFMS) continues to monitor mechanical systems throughout the district and to perform any necessary repairs to make sure MPS's buildings are safe and clean. The Administration will continue to pursue measures in ensuring good air quality in MPS's buildings and report to the Board monthly. The report will include updates on procuring consultants and on the status of findings during the site investigations as part of their scope and steps toward procuring contractors to perform testing and balancing and will identify any deficiencies in mechanical systems and then evaluate potential deficiencies and establish a remediation plan if necessary. This defined process equates to performing a ventilation audit. DFMS is continually working with the Integrated Project Delivery contractors, along with the contracted Owner's Representative, in finalizing scopes at each school building.

Below is a report of the project's activities through May of 2023.

Summary of Project Activities through May 2023

Project Design Status

Since the last project status update in February of 2023, MPS, the Owner's Representative, and the Integrated Project Delivery (IPD) teams continued meeting regularly, on a weekly basis, in project-status-update meetings and with school staff as necessary to coordinate specific items of work identified to be completed in the near term, as well as longer-term planning. Additionally, school-specific meetings have been ongoing to keep the principals and engineering staff informed on construction schedules and the details of the remaining Esser II work anticipated to be completed by September 2023. Those meetings continue to provide the IPDs and the MPS team opportunities to raise issues or questions, to address critical items, and to resolve any outstanding scope-related action items. In conjunction with the ongoing team meetings, each of the IPD teams has finished bid documents and plan sheets for each of the scope's phases.

In addition to general project oversight, MPS design-related activities in 2023 have focused primarily on abatement planning and design. The Team continues to coordinate with the City of Milwaukee on the zoning and code-language impacts that will affect the Esser II scopes of work and other projects that are targeted for City Plan Review and permitting submissions. The team has also been working to assist the IPD teams in shortening permit timelines where they are able to, by continuing to coordinate with the staff of the City of Milwaukee's Department of Neighborhood Services (DNS) monthly in order to identify any plan-review and permitting concerns that arise on individual projects that can be addressed in advance to streamline system-wide applications more efficiently.

The MPS Environmental team and Owner's Representative continue to coordinate with the IPD teams to identify project-specific abatement needs, locations, and quantities and have been coordinating with schools for completion of identified work and scheduling move-management services. The goal of this process has been to ensure that the identified abatement work required to facilitate the flooring-replacement and capital projects is bid out and completed in advance of the IPD teams proceeding on schedule with their planned work to avoid any avoidable delays in completion of the Esser II construction scopes.

The Owner's Representative team, led by the Concord Group (CG), alongside MPS Department of Facilities & Maintenance Services (DFMS) personnel, is providing review and oversight of the IPD teams' plan sets and continues to work with those teams through the process of completion of bid packages and the release of those scopes of work to the subcontractor market. With the exception of a couple of minor scopes of work, the bidding process has largely been completed.

Each of the teams has approached the timing of the completion of various design phases — which include the bottle-filling stations, outdoor classrooms, capital-project HVAC upgrades, unit ventilators and temperature-control systems, window and security-screen replacements, carpeting and flooring — in a slightly different sequence. Each of the teams has been progressing towards the completion of drawing sets and scope specifications for inclusion in bid packages for release to bidding by subcontractors.

The outdoor-classroom design process has been completed, with the exception of a couple of schools, with the submission historical-district-related documentation needs required at the state, federal, or local municipal levels. City of Milwaukee's staff are currently reviewing plan-review submissions from the IPD teams in advance of obtaining building permits and initiating construction of these spaces across the district.

Project Procurement Status

The procurement process of bottle-filling stations was completed in the first quarter of 2023, with the final orders having been placed with Ferguson by MPS, and the outdoor-classroom-structure orders have also been completed, with 100% of the procured structures having been delivered to the IPD teams. Procurement packages for major HVAC equipment replacements have been issued with the goal of reducing the impact that long-lead-time items have on the projects' completion.

The IPD teams continue to finalize bid-package scoping and award of subcontracts for materials, equipment, and labor, wrapping up nearly 100% of the projects' procurements, with the goal being to complete all remaining construction by September 2023.

Project Construction Update

MPS continues to coordinate abatement-removal activities across the district in advance of and, where necessary, in parallel with the carpet/flooring-replacement and capital HVAC-improvement projects. This effort should be completed by early August 2023. To date, 151,951 square feet of flooring have been removed and abated in advance of replacement flooring being installed. This is broadly the equivalent to an area that would encompass just over 2.64 football fields in size. The abatement team has additionally removed approximately 2.9 miles of pipe wrap in advance of HVAC valve and equipment replacements. This is roughly the walking distance from the MPS Administration Building to American Family Field and halfway back again.

The IPD teams' construction activities ongoing throughout the district involve the replacement of outdated water fountains with new water-bottle-filling stations. That continues to be scheduled to take place during the school year, with a goal of being as minimally intrusive as possible to school staff and students. To date, 393 bottle-fillings stations have been replaced with new units, with an additional 152 in progress. Flooring-replacement activities also continue throughout the district, and, to date, 428,552 square feet of new flooring have been completed, in many locations in parallel with the removal of carpeting that had finished its lifespan. This completed work is the equivalent to the area of approximately 7.5 football fields, or just over a third of the entire square footage of American Family Field.

As construction progresses through the summer, it is anticipated that all ESSER II scope related to air quality will be completed on time, including scheduled HVAC testing and balancing, capital improvements for mechanical systems, replacement of identified water-bottle stations, installation of missing bug screens, removal of existing outdated carpeting, and completion of outdoor-classroom construction.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Listed below are the contracts recommended for the Board's approval at this meeting:

Construction Contract

- Butters-Fetting Co. for the Chiller Plant Installation at Golda Meir High School;
  Code: MBM 0A 8M3 FM ECNC $1,744,000.00

Professional Services Contracts

- Le Mans Tech, LLC, for the Environmental Database Management System Project at various sites;
  Code: Various, not to Exceed $328,000.00
- Waste Management of Wisconsin, Inc., for Recycling and Trash Disposal at various sites;
  Code: BLD 00 UTL DW ESRD $4,000,000.00
- Quorum Architects, Inc., for design services for the Northside Community Center at 76th Street School;
  Code: CSV 00 RFI RC ECNC $2,394,400.00
- Natural Solutions, LLC, for Woodchip and Landscape Mulch Supply and Installation Services at various sites;
  Code: Various (over three years) $400,000.00
- The Julien Shade Shop, Inc., for Window Treatment Services at various sites;
  Code: Various, not to exceed per contract year $150,000.00
- Morris Designer Blinds, LLC, for Window Treatment Services at various sites;
  Code: Various, not to exceed per contract year $150,000.00

Total not to exceed $7,272,400.00

Implementation and Assessment Plan

Upon the Board's Approval, the construction contract and professional services contracts, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the construction contract and professional services contracts, as attached to the minutes of your Committee's meeting,.

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

* * * * *

(Item 13) Action on a Request to Approve the Second Amendment to the Lease Agreement with Lit'l Scholars Day Care at the Thurston Woods Campus Located at 3320 West Wren Avenue

Background

The Administration is asking that the Board approve the Second Amendment to the Lease Agreement with Lit'l Scholars Day Care at the Thurston Woods Campus Located at 3320 West Wren Avenue. Milwaukee Pubic Schools and Lit'l Scholars Day Care have a long-standing relationship: MPS began leasing space to Lit'l Scholars Day Care in May 1996. Lit'l Scholars Day Care serves children from six weeks to 12 years of age. Current enrollment at the daycare is approximately 25 children.

Th revenue to MPS from the lease, which will run from September 1, 2023, through August 31, 2024,will be $43,030.00.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication 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 $43,030.

Implementation and Assessment Plan

Upon the Board's approval, the Second Amendment to the Lease Agreement with Lit'l Scholars Day Care for the Thurston Woods Campus Property Located at 3320 West Wren Avenue, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Second Amendment to the Lease Agreement with Lit'l Scholars Day Care at the Thurston Woods Campus Located at 3320 West Wren Avenue, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 14) Report with Possible Action on Resolution 2223R-019 Regarding the Green Revolving Fund

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

Background

At its meeting on March 17, 2020, the Board adopted Resolution 1920R-016, which directed that climate-justice curriculum and sustainability practices be integrated into all aspects of district work and functions. 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. In response to the Board's action, the Administration has provided regular quarterly reports relative to implementing the resolution.

In addition, in adopting Resolution 2223R-007 (July 2022), the Milwaukee Public Schools joined Milwaukee County and the City of Milwaukee in adopting international climate-reduction targets. At its meeting of March 2023, the Board referred Resolution 2223R-019, by Director Peterson, on establishing a Green Revolving Fund, to the Committee on Accountability, Finance, and Personnel. At its regular meeting of April 2023, the Board adopted Resolution 2223R-019. Milwaukee Public Schools is working to establish a framework for a Green Revolving Fund and to encourage sustainability efforts like other schools and universities are making across the nation.

The Administration is providing an update to the Board on the status of the framework.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

There are no expenditures associated with this item.

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(Item 15) Report with Possible Action on MPS School Nutrition Program

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

Background

School Nutrition Services remained focused on serving students with healthful, nutritious meals throughout the 2022-23 school year. Approximately 11.4 million meals have been served during the 2022-23 fiscal year.

School Nutrition Services proudly participates in the USDA's Fresh Fruit and Vegetable Program (FFVP). During the 2022-23 school year, 81 MPS schools were awarded this grant, totaling $2,020,152.

School Nutrition Services is participating in the Food Justice Task Force to develop plans to address community concerns. A social media campaign is being developed in collaboration with the Food Justice Task Force, School Nutrition Services, Human Resources, and Communications and Marketing to expand the recruitment of nutrition staff. School Nutrition Services has implemented a new menu-writing process involving a team approach with students' feedback. Five new recipes were incorporated into the menus after taste testing with students.

During the 2022-23 school year, 10 schools were transitioned from a pre-pack to a production-model kitchen, increasing the total number of production kitchens to 31.

School Nutrition Services has contracted with a kitchen consultant to develop a report that prioritizes immediate equipment-replacement needs and provides a long-term equipment-replacement plan.

Nutrition Services Report

2022-23 School-year Meal Count

	Summer Program,	School-year Meal Count, August 15-May 31	
	July 1-Sept. 30	2021-22	2022-23
Breakfast	46,350	3,622,328	4,257,256
Lunch	73,076	6,149,508	6,681,719
Snack	1,396	387,578	365,063
Dinner	20,913	12,411	110,844
Total	141,735	10,171,825	11,414,822

Fresh Fruit and Vegetable Program (FFVP)

MPS proudly participates in the USDA's Fresh Fruit and Vegetable Program. In 2022-23, 81 schools received this grant.

FFVP Allocations	Grant Award
Allocation A	$344,159
Allocation B	$1,675,993
Total Award Amount	$2,020,152

We have submitted grant applications for the 2023-24 school year.

Food Justice Task Force

- Defining a "full production kitchen" and making recommendations for the expansion of such kitchens in our schools
- Providing recommendations for opportunities to attract and to retain kitchen staff
- Making recommendations for professional development opportunities for food-service workers to learn about the various dietary needs of the student populations which they serve
- Recommending specific improvements to the quality and delivery of food to students
- Determining recommendations on how to maximize the use of local food sources

- Recommending menu options that meet the dietary needs of our diverse student population

Menu Improvements

In the last five months, our chef, Chef Freddy, has tested 21 recipes at four different high schools. Five recipes were incorporated into our menus. More food choices, including vegetarian options, were offered at both elementary and high schools during the 2022-23 school year. All-new menus are being written for the 2023-24 school year with students' feedback in mind. New recipes will be tested every month for student feedback

Chef Freddie has conducted safety training for kitchen managers

Production Kitchens

In school food service, production kitchens are defined as semi-full-production sites where food is ordered, delivered, and prepared and served on-site using a combination of processed products, fresh products, and from-scratch cooking.

Number of MPS production kitchens:

- At the end of 2021-22 21
- YTD in 2022-23 31

There will be 10 additional production kitchens for early-start schools by August 2023 and 10 additional production kitchens for traditional-start schools by September 2023.

Equipment and Staffing

We contracted with a kitchen consultant to review equipment inventory and condition. We are prioritizing equipment-replacement needs and drafting a long-term equipment replacement plan based on the kitchen consultant's report

During the 2022-23 school year, 124 of 302 applicants interviewed were hired.

As of May 31, 2023, we have 202 vacancies — 38 managers and164 assistants. We are planning a social-media campaign to help recruit staff.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

N/A

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REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Herndon 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 Policies 8.23, Weapons in the Schools; 8.28, Student Discipline; and 8.31, Student Suspension

Background

Revisions to Administrative Policy 8.23, Weapons in the Schools, reflect changes in the Student Code of Conduct's definitions. The proposed revisions to Administrative Policy 8.28, Student Discipline, codify

prior board action as part of Resolution 2021R-007, adopted in September 2020, regarding suspensions of students below sixth grade. Revisions to Administrative Policy 8.31, Student Suspension, clearly articulate due-process requirements for suspensions.

Administrative Policy 8.23, Weapons in the Schools (and Criminal Offenses)

Section (2) of the policy was revised as follows:

(2) Other Criminal Offenses
(a) Criminal Offenses Other Than Weapons Possession or Use
1. Disciplinary action shall also be taken against students involved in criminal offenses other than weapons possession and use. Conduct that violates this section includes serious gang activity, battery, extortion, robbery, sexual assault, arson, bomb threats, possession or ownership and use of illegal drugs or alcohol, possession with intent to distribute illegal drugs or alcohol, and hazing.
2. An expulsion recommendation shall be made for the following verified offenses:
a. Battery — unprovoked~~/unanswered~~ intentional physical contact without consent causing bodily harm;
b. ~~Assault -~~Attempted Battery — a physical attempt to cause bodily harm to another person without making physical contact~~, where there is a show of force that causes reasonable fear or apprehension of immediate bodily harm~~;
c. Sexual Assault — intentional bodily contact of a sexual nature that occurs without ~~the~~ explicit consent ~~of the recipient~~;
d. Possession/Possession with Intent to Distribute Illegal Drugs or Alcohol — ~~Selling, giving away, or otherwise transferring to another person any controlled substance or alcohol, including any transfer of a prescription drug or any substance alleged to be a drug, regardless of its actual content~~ Possessing, possessing with intent to distribute, selling, giving away, transferring, having under one's control, or using any alcoholic beverages, controlled substances, THC in any format, or intoxicants.
3. The length of the expulsion period shall be recommended by the Administration.

Administrative Policy 8.28, Student Discipline

Revisions to Policy 8.28 include:

- reference to how parents may obtain the Parent and Student Handbook on Rights, Responsibilities and Discipline;
- removal of language that previously allowed a student to be removed from the classroom for violations of the Code of Conduct; and
- language that clarifies when a student may be removed from the classroom.

A draft of the revised policy may be found in the minutes of your Committee's meeting.

Administrative Policy 8.31, Student Suspension

Revisions to Policy 8.31 also include additional specificity around due process for suspensions. A draft of the revised policy may be found in the attachments to your Committee's meeting.

Student Code of Conduct

The Student Code of Conduct was revised to update and to add clarity to definitions of terms that concern conduct and disciplinary matters. The proposed revisions, which are attached to the minutes of your Committee's meeting, are expected to be included in the publication of the 2023-24 edition of the Parent/Student Handbook on Rights, Responsibilities, and Discipline.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 8.28, Student Discipline
Administrative Policy 8.28, Student Discipline
Administrative Policy 8.31, Student Suspension

Code of School Classroom Conduct

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will update the policies.

Committee's Recommendation

Your Committee recommends that:

1. the Board approve the revisions to Administrative Policies 8.23, Weapons in the Schools; 8.28, Student Discipline; and 8.31, Student Suspension, as presented in the attachments to the minutes of your Committee's meeting; and
2. Administrative Policy 8.31, Student Suspension, be brought back to the Board with an accompanying procedure and a kindergarten disciplinary policy.

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 Revisions to Administrative Procedure 7.37, Graduation Requirements

Background

The proposed revision to Administrative Procedure 7.37, Graduation Requirements, as attached to the minutes of your Committee's meeting, adds a statement regarding recommended courses and course sequencing and aligns GED Option #2 requirements to district and state graduation requirements.

Section (1)(b) was modified to require an additional listing of "recommended courses and course sequences."

Section (3)(b)(2)(d), Requirements for General Education Develop Option (GEDO) #3 Program, was modified to strike social studies (world courses and U.S. history) as a requirement, and Section (3)(b)(2)(e) was modified remove the civics exam requirement and increase to three units the social studies requirement (state and local government).

Fiscal Impact Statement

This item does not authorized any expenditures.

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 7.37, Graduation Requirements

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make the updates to Administrative Procedure 7.37, Graduation Requirements.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Procedure 7.37, Graduation Requirements, as attached to the minutes of your Committee's meeting.

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

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Carr 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 the District's Multi-tiered System of Supports and Interventions

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

Background

This work is aligned with the Five Priorities for Success with the vision of creating a positive school climate for all students. Schools employ proactive strategies and interventions within a multi-tiered system of support to support all students. School teams and administration use data to identify best practice strategies within Tier 1 supports, focusing on those students who demonstrate a need for additional intervention.

The June 2023 report and presentation follows.

Multi-tiered System of Supports and Interventions

The following report is an update of activities to support proactive approaches through a Multi-tiered System of Supports (MTSS) in alignment with the Five Priorities of Success. The June report will summarize activities throughout the 2022-23 school year.

Proactive Supports & Interventions

PBIS coaches met with school-based PBIS Tier 1 teams and Building Intervention Teams (BITs) regarding schools' data, support, and schools' improvement plans' goals and action steps. PBIS Coaches provided ongoing coaching support for identified staff members in need of coaching regarding classroom climate. Below are the numbers of Tier 2 and Tier 3 interventions provided year-to-date for the 2022-23 school year.

	Students
Check-in/Check-out (CICO)	2,386
Individualized CICO	616
Social Academic Instructional Group (SAIG)	1,887
Behavior Assessment/Intervention Plan (BAIP)	166
FBA/BIP	272
Educational Wraparound and RENEW (Rehabilitation for Empowerment, Natural Supports, Education, and Work)	169
Total Interventions	5,496

The Department of Specialized Services' program-support teachers (PSTs) provided professional development opportunities to all staff throughout the year on various topics that positively impacted the culture and climate in schools. These sessions included Autism 101, Autism and Behavior, Autism and the Sensory System, Unlocking the Secrets of Behavior I, Unlocking the Secrets of Behavior II, and Pyramid Model — Promoting Mental Health in Young Children. Additional sessions facilitated in collaboration across departments included Navigating the Escalation Cycle, Crisis Prevention Intervention (CPI) Foundations, CPI Refresher, Functional Behavior Assessment and Behavior Interventions Plans (FBA/BIP). The PSTs provided professional development upon request at the school or department level. These training sessions are customized to meet the specific need that is requested to support staff and students.

The PSTs provided teacher and student support, including consultation with staff, student observations, feedback, and implementation strategies to meet the needs for students. In addition, PSTs provided ongoing support throughout the year to staff and students within their assigned regions.

The MPS School Community Partnership for Mental Health (SCPMH) provides on-site mental health clinicians from six partner agencies in 39 schools. As of May 1, 2023, morethan 550 students have received school-based therapy services through the partnership, with the goal of increasing mental wellness and reducing individual barriers to learning.

The Trauma Support Team has been providing support at each of the eight schools in the 53206 ZIP code as part of the 53206 Promise Partnership. These schools are Auer Avenue, Hopkins/Lloyd, Keefe

Avenue, Gwen T Jackson, Lafollette, Ben Franklin, Andrew S. Douglas, and North Division High School. A trauma-support specialist works full time in each building, collaborating with building support staff, including school psychologists, school social workers, and school counselors. Trauma-informed care is an approach that is grounded in an understanding of and responsiveness to the impact of trauma and is strengths-based and prioritizes the physical, psychological, and emotional safety for survivors of trauma as well as caretakers, including staff and families. The 53206 Promise Partnership Schools also sponsored the 53206 Our Lights are On, a community event to engage families and to share what is offered in the area.

Primary areas of focus included attendance, conflict resolution, one-on-one or group counseling, emotional support, facilitating focus groups, self-regulation for students and staff, crisis intervention, community building and repairing harm from a restorative practices' lens, assisting with students' re-entry, PBIS work, SCPMH and BIT Team, staff supports and staff groups, professional development, and coaching. Team members also supported community focus groups relating to families and needs in the 53206 ZIP code. The trauma-support specialists worked primarily at the Tier 1 level in supporting classrooms and small groups. The 53206 mobile team worked at the Tier 2 and Tier 3 levels. Their work was driven by data collected through the Wisconsin Trauma-sensitive Schools Fidelity Toolkit, a DPI evaluative tool for schools. Data were collected three times throughout the year to identify needs in the building and to develope plans for support.

The Violence Prevention Program's (VPP) team supports district-wide and school-level implementation of school-climate work related to mental wellness, social and emotional learning, trauma-sensitive schools, mindfulness, and bullying prevention. The team helped transition 104 schools to a new, digital version of the curriculum, including for training more 2,300 staff to support the transition. The nationally standardized, norm- referenced, strength-based measure, Devereux Student Strengths Assessment (DESSA), was used to measure the social and emotional competencies of children in kindergarten (K5) through 12th grade. Every grade level assessed saw growth in students' SEL skills between the pre-intervention rating period (Fall 2022) to the mid-year rating period (Winter 2022-23). The Classroom Organization and Management Program (COMP) continues to be offered as a three-day professional development throughout the year. VPP also developed a Peace Path as a playground-striping option ro facilitate conflict resolution among students.

The Department of Black and Latino Male Achievement (BLMA) provides high-school mentoring in 12 schools, Manhood Development in four schools, and BLMA Buddies in eight elementary schools. BLMA partners with Mentor Greater Milwaukee (MGM) to bring Black and Latino male community mentors into schools to hold real, honest conversations with students about life, goal setting, and the BLMA's Twelve Guiding Principles. The BLMA Manhood Development Academy is an elective credit course offered at four MPS schools that promotes positive racial identity by using culturally-relevant materials.

A Culture, Climate and Alternatives to Suspension Toolkit was created in collaboration across district teams, classroom teachers, students, and school administrators. Monthly as part of Principal Leadership Institute, a different best practice from the toolkit was highlighted, and examples and scenarios were discussed. Topics included community building, validating and affirming students, strategies for students leaving the classroom without permission, bullying awareness, interrupting bias, restorative conversations, and defining the function of behavior. Best practices, including a Google Slide Deck and examples, were also shared monthly with school-based Discipline Champions from the District Discipline Manager.

Every month, the District Discipline Disproportionality Team, comprising multiple departments, met to review monthly disciplinary data and continued to conduct root-cause analysis and action plans regarding disciplinary disproportionality. The Team hosted a Climate Data Gallery for Central Services staff members and is currently reviewing the annual Discipline Survey while creating a plan for the 2023-24 school year.

The Departments of School Psychology and of School Social Work (SSW) have partnered to expand their mental health interventions for students by creating structures allowing school-based mental health staff to focus on direct services and providing high-quality mental-health-intervention training for staff. This has included establishing a comprehensive mental-health-counseling framework and training in Cognitive Behavioral Assessment for Trauma in the School (CBITS) and Dialectical Behavioral Therapy for Adolescents (DBT Steps-A). This has resulted in a 55% increase in overall mental health contacts with students and more than a 400% increase in delivery of evidence-based interventions. School psychologists and SSWs have made more than 34,000 contacts related to mental wellness with our students and families already this year, which includes supporting students directly, consulting with families on their student's needs, and connecting families to the appropriate community resources.

The more than 160 school psychologists across the district have been hard at work serving our students this school year. Professional development has focused on several tracks, including non-discriminatory assessment practices to ensure everyone is properly identifying students in need of specialized services and interventions to support the mental wellness of our students. The School Psychologists for Anti-Racism and Cultural Equity (SPACE) committee has been active at the departmental and district levels, increasing advocacy around anti- racist and equity efforts. In addition to this, the School Psychology Department has spearheaded a grant with the Milwaukee Office of Violence Prevention, Children's Hospital of Wisconsin, and the Medical College of Wisconsin that aims to improve identification and intervention efforts for youth of color at risk for suicide. The Department has focused on recruiting and retaining highly-skilled and committed school psychologists to maintain their 500:1 student-to-school-psychologist ratio (which is in accordance with national recommendations). Of school psychologists hired to begin in the 2023-24 school year, 45% are people of color, more than 30% are bilingual, and 50% come with previous experience as school psychologists or in related fields.

School social workers (SSW) provide ongoing student interventions, serve as liaisons between home and school, and link families to resources within the district and the community. Currently, the SSW department has 185 school social workers and 28 school social work assistants that have been working all year to connect, to support, and to engage students and families to promote regular school attendance. SSWs have supported more than 4,850 students enrolled in the McKinney Vento Homeless Education Program. They continue to grow professionally in their work with Courageous Conversations About Race (CCAR) by participating in Professional Learning Communities (PLCs). For the third year in a row, our PLCs focuses on racial equity.

The SSW department added a position of re-entry coordinator for students returning from detention or long-term hospitalization. Next year, we will have a dedicated Refugee and Newcomer Support SSW who will serve students and families to meet our new-arrival families' unique needs. We look forward to continuing to provide culturally-relevant services that meet the needs of all of our students and families.

The eight restorative practices coaches provide on-site coaching for at least 20 hours a week at South Division, Holmes, Westside, Lincoln Center of the Arts, Project Stay, Zablocki, Morgandale, and Lincoln Avenue Elementary. The district team worked throughout the year to update the restorative practices continuum and restorative response best-practice protocol. Professional development in foundations of restorative practices and circle keeping is available across the district with these updated best practices.

Cross-departmental workgroups of school implementation, professional development series alignment, high-school elective course, and an exploration cohort were created and met throughout the year.

The five district PBIS coaches provide coaching and technical assistance support to all MPS schools. Coaching provided includes PBIS Tier 1 teams, Building Intervention Teams (BIT), schoolwide strategies, systems, expectations, procedures, and classroom best practices. The PBIS coaches also support school-improvement plans (SIPs) across the district through culture and climate strategies, monthly school minutes, and the Tiered Fidelity Inventory (TFI). Professional development including PBIS in the classroom, facilitating school-based meetings, and Tier 2 interventions are available district-wide.

Throughout the school year, all staff members document classroom-managed behaviors and intervention strategies within Infinite Campus. These data are used by school-based PBIS Tier 1 teams to identify behaviors and strategies to address school-wide. These data are also used by the Building Intervention Team (BIT) to identify students in need of additional Tier 2 and Tier 3 interventions. Throughout the 2022-23 school year, the most-used strategies included one-on-one conversation, redirection, parental contact, support staff consultation, and proximity control.

Disciplinary Data

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from May 1, 2023, through May 31, 2023, as recorded in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Arson	1			4				5
Assault	7	1	2	35		2	3	50
Battery	8			28			1	37
Bullying	7			12				19
Chronic Disruption or Violation of School Rules	77	3	1	508		17	33	639
Disorderly Conduct	153	3	13	523	2	25	37	756

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Endangerment of Physical Safety/Mental Wellbeing	24	2	3	139		3	4	175
False Fire Alarms				5				5
Fighting	83	2	2	474	1	12	12	586
Gambling	1			14				15
Inappropriate Personal Property	5			27		4		36
Inappropriate use of electronic communication devices	8		3	30		2	2	45
Intent to distribute drugs, alcohol, meds			2					2
Leaving the Classroom without Permission				1				1
Loitering				16				16
Other Substances/Materials	15		1	29		2	3	50
Personal Threat	3	1		52		3	3	62
Possession of Drug Paraphernalia	4			12		3	1	20
Possession of Stolen Property				1				1
Possession, Ownership, Use of Drugs	5			20			1	26
Possession, Ownership, Use of Gun				3				3
Possession, Ownership, Use of Weapon Other than Gun	4		2	21		1	1	29
Possession/Use of Fireworks				1				1
Reckless Driving				2				2
Sexual Assault				15				15
Sexual Harassment	3		1	9				13
Substantial Environmental Disruption	22			64		1	2	89
Theft	1			11				12
Trespassing				3				3
Use of Tobacco, Including Chewing	12		1	18		1		32
Vandalism	9			21		1	1	32
Verbal Abuse/Profanity/Harassment	8	1	1	35		2	1	48
Grand Total	460	13	32	2,133	3	79	105	2,825

Total Suspension Events by Grade Level

K4-K5 23	5th Grade 222	10th Grade 272
1st Grade 37	6th Grade 414	11th Grade 123
2nd Grade..... 59	7th Grade 458	12th Grade 55
3rd Grade..... 131	8th Grade 377	
4th Grade 174	9th Grade 480	

	Student Demographics	YTD Suspension Events
Hispanic	28%	14%
American Indian	1%	0
Asian	8%	1%
Black	50%	79%
Pacific Islander	<1%	0
White	9%	3%
Multi-ethnic	4%	3%

Alternatives to Suspension

The following alternatives to suspension were used by administrators through May 31, 2023.

	Total		Total		Total
Conference	217	Mediation	117	Repairing Harm Circle	5
Counseling	1,450	Referral to BIT	10	Restorative Conference	82
Detention	131	Referral to Support Staff	15		

On a monthly basis, school leaders reviewed a variety of climate and disciplinary data and submitted their reflections. Reviewing all submissions from throughout the year, we find the following most common responses:

- *Which classroom strategy are you going to support teachers in focusing on, based on your data?*
  - — One-on-one conversation
  - — Restorative conversation
  - — Parental contact
  - — Engagement opportunities
  - — Redirection
- *As the school leader, how are you going to support a positive school culture?*
  - — Discuss best practice as a staff
  - — Share best practices with all staff members
  - — Practice procedures with students
  - — Provide professional development to staff members
  - — Practice a specific strategy with staff members

Student, Staff, and Community Collaboration

Integration of Courageous Conversations about Race

Timeline	Sessions
March 2021-July 2021	19
August 2021-July 2022	23
August 2022-May 2023	37
All-time	79
June 2023	5

Staff Group	Attendance
School Principals	96%
School Psychologists	98%
SSWs	98%
School Counselors	83%

Staff Group	Attendance
Teachers	65%
Paraprofessionals	15%
Parent Coordinators	33%
Assistant Principals	94%

Staff Group	Attendance
Secretaries	68%
Spec. Ed Supervisors	76%
Safety Aides	62%

All middle and high schools have Student Discipline Committees with 8-12 diverse students that meet monthly to discuss school culture and climate as well as any student-selected topics. The most common topics discussed included relationship building in school, racial equity, classroom behaviors, school activities and clubs, microaggressions throughout the school, and school lunch. Reviewing overall recommendations, the most common themes included creating more opportunities during the school day for students to build relationships and to participate in activities; having continuing conversations about equity, mental health, and other topics throughout the school; ensuring that classroom teachers are supported in classroom-management and instructional practices; and school practices and procedures to increase access to mental-wellness support.

On April 20, 2023, the Spring Student Leadership Summit was held with 215 students from middle and high schools. Students engaged in conversations on the topics of equity, district climate, and Victory over Violence. All schools submitted notes from the conversations that are being used to plan for continuing to elevate student voice throughout the 2023-24 school year.

Since March 1, 2021, we have held 80 sessions of Courageous Conversations about Race (CCAR) exploration, with more than 5,500 staff having attended as we build toward the goal of all staff members attending prior to March 1, 2024. On a monthly basis, the District Equity Leadership Team (DELT) met to continue to use the CCAR protocols to engage in conversation regarding building racial equity throughout the district and addressing the institutionalized culture and systems that promote disparities for students of color. Six MPS staff members achieved full certification from CCAR to become licensed facilitators of the professional development within the district. In addition, another 20 staff members have participated in the practitioners' cohort aimed and fine-tuning their will, skills, knowledge, and capacity for integrating the framework throughout the district. In May, a group of staff members attended the seminar My Brother's Keeper with facilitators from CCAR, which engaged the group in conversations around uplifting the experiences of male students of color throughout the district.

Over the 2022-23 school year, the Gender & Identity Inclusion (GII) Department has worked to streamline the support of Gender Sexuality Alliances (GSA) throughout our school district. The team

supported more than 30 schools by providing materials, workshops, and advisors' support and help to sustain GSAs across the district. More than 750 staff members have been trained in the LGBTQ+ Awareness training module, including approximately 250 Central Services staff. This training helps to ensure that staff are aware of what is happening nationally and locally and what their role is in supporting LGBTQ+ students, staff, and families.

Over the 2022-23 school year, the GII Department has worked to create consistent safe spaces for girls of color in school sites on a weekly and bi-weekly rotation. One main program highlighted our 2nd annual Denim Day event, where we hosted 150 female-identifying students and equipped them with knowledge around sexual-assault awareness, consent, and resources and support. The GII Department has trained staff on the Miseducation of Girls of Color series, part 1, including several departments (social workers, psychologist, trauma-support team) that have received the entire four-part series of the training which equips educators and support staff with knowledge, awareness, resources, and a call to action on how to better support girls of color across the district. The team has also been conducting listening sessions with students throughout the district.

BLMA continued its Dr. Gholdy Muhammad series at the Principal Leadership Institute and additional professional development for staff members to reconstruct their curricula through the framework from Dr. Gholdy Muhammad in her book *Cultivating Genius.* BLMA also hosted a mental health symposium and an Educator's of Color affinity space series.

The Violence Prevention Program provided professional development on content related to trauma-sensitive schools, mental health, and social and emotional learning, including mindfulness and Zones of Regulation. The team also developed the Understanding Historical Trauma and Promoting Cultural Healing, a new professional development opportunity exploring historical trauma and its impact on individuals and groups; historical events that have occurred globally and locally, as well as their impact on students and the school environment; and strategies that promote cultural healing and mitigate the effects of historical trauma.

Next Steps

- District Discipline Disproportionality Leadership Team's end-of-year data analysis, including analysis of the annual District Discipline Survey
- Focus for the 2023-24 school year on supporting district culture and climate within four pathways of PBIS, mental wellness, antiracism, and restorative practices
- School-improvement plan retreat, with schools creating school-specific goals and action steps addressing school culture and climate.

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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(Item 2) 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 from the Administration. Although this item has been noticed for possible action, no action is required.

Background

Least restrictive environment (LRE), one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA), 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 is to occur 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.

Report on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

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..... Suspensions/Expulsions
Indicator #5..... Educational Placement, Ages 6-21
Indicator #6..... Educational Placements, Ages 3-5
Indicator #7..... Preschool Outcomes
Indicator #8..... Parental Involvement
Indicator #9..... Inappropriate Identification in Special Education
Indicator #10..... Inappropriate Identification in Specific Disabilities Categories
Indicator #11..... Timely Evaluation
Indicator #12 ..... Pre-school 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 quarterly to the Administration regarding students who are receiving special education services in the least restrictive environment. The Department of Specialized Services' plan is to educate students with disabilities, in accordance with their individual education programs (IEPs), 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 with the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percentage includes all students who have IEPs, including for speech and language services.

	State's Target	May 2022	August 2022*	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023	Feb. 2023	March 2023	April 2023	May 2023
5A	70.00%	84.22%	85.45%	85.39%	85.68%	85.89%	86.32%	86.89%	86.98%	87.02%	87.03%	87.25%
5B	7.90%	15.32%	14.11%	14.22%	13.99%	14.05%	13.17%	11.64%	11.41%	11.37%	11.52%	11.46%
5C	0.95%	0.28%	0.27%	0.25%	0.25%	0.25%	0.20%	0.17%	0.19%	0.19%	0.20%	0.17%

*The data for the August 2022 LRE report are a combination of the students with disabilities enrolled in the schools on the early-start calendar and the projected enrollment for our schools on the traditional calendar.

Indicator 5 Totals by School

EE Codes
A=(less than 21%) removed from non-disabled peers
B=(from 21 to 60%) removed from non-disabled peers
C=(greater than 60%) removed from non-disabled peers

	Code A		Code B		Code C		Total
Acad of Accelerated Learning	48	68.57%	22	31.43%	0		70
ALBA	72	100.00%	0		0		72
Alcott School	52	91.23%	5	8.77%	0		57
Allen-Field School	129	95.56%	6	4.44%	0		135
Alliance School	53	96.36%	1	1.82%	1	1.82%	55
Assata HS	17	100.00%	0		0		17
Audubon HS	96	79.34%	25	20.66%	0		121
Audubon Tech & Comm Ctr MS	87	80.56%	21	19.44%	0		108
Auer Avenue School	29	100.00%	0		0		29
Banner Prep School of Milw	10	100.00%	0		0		10
Barbee Montessori School	26	100.00%	0		0		26
Barton School	48	100.00%	0		0		48
Bay View HS	158	82.72%	33	17.28%	0		191
Bay View Montessori School	38	100.00%	0		0		38
Bethune Academy	62	72.94%	23	27.06%	0		85
Bradley Technology and Trade	149	88.69%	19	11.31%	0		168
Brown Street School	50	98.04%	1	1.96%	0		51
Browning School	41	83.67%	8	16.33%	0		49
Bruce School	36	100.00%	0		0		36
Bryant School	31	77.50%	9	22.50%	0		40
Burbank School	87	76.32%	27	23.68%	0		114
Burdick School	83	100.00%	0		0		83
Carmen HS South Campus	29	100.00%	0		0		29
Carmen Northwest Campus	103	100.00%	0		0		103
Carmen Southeast Campus	76	100.00%	0		0		76
Carson Academy	52	100.00%	0		0		52
Carver Academy	65	100.00%	0		0		65
Cass Street School	47	100.00%	0		0		47
Challenge Academy	1	100.00%	0			0	1
Clarke Street School	37	92.50%	3	7.50%	0		40
Clemens School	35	87.50%	5	12.50%	0		40
Clement Avenue School	52	98.11%	1	1.89%	0		53
Congress School	77	78.57%	21	21.43%	0		98
Cooper School	56	86.15%	9	13.85%	0		65
Craig Montessori School	30	100.00%	0		0		30
Curtin Leadership Academy	46	97.87%	1	2.13%	0		47
Doerfler School	95	100.00%	0		0		95
Douglas MS	46	85.19%	8	14.81%	0		54
Eighty-first Street School	53	67.95%	25	32.05%	0		78
Elm Creative Arts School	39	100.00%	0		0		39
Emerson School	34	89.47%	4	10.53%	0		38
Engleburg School	53	67.95%	25	32.05%	0		78
Fairview School	92	70.77%	38	29.23%	0		130
Fernwood Montessori School	78	100.00%	0		0		78
Fifty-Third Street School	61	84.72%	11	15.28%	0		72
Forest Home Avenue School	135	86.54%	21	13.46%	0		156
Franklin School	48	61.54%	30	38.46%	0		78
Fratney School	48	100.00%	0		0		48
Gaenslen School	198	73.61%	71	26.39%	0		269
Garland School	77	98.72%	1	1.28%	0		78
Golda Meir School	91	100.00%	0		0		91
Goodrich School	49	83.05%	10	16.95%	0		59
Grandview HS	26	100.00%	0		0		26
Grant Gordon Learning Center	0		0			0	0
Grant School	62	92.54%	5	7.46%	0		67
Grantosa Drive School	64	75.29%	21	24.71%	0		85
Green Tree Preparatory Academy	37	97.37%	1	2.63%	0		38
Greenfield School	87	92.55%	7	7.45%	0		94

	Code A		Code B		Code C		Total
Groppi HS	36	100.00%	0		0		36
Hamilton HS	187	75.10%	61	24.50%	1	0.40%	249
Hampton School	37	80.43%	9	19.57%	0		46
Hartford University School	59	98.33%	1	1.67%	0		60
Hawley Environmental School	56	100.00%	0		0		56
Hawthorne School	42	97.67%	1	2.33%	0		43
Hayes Bilingual School	116	89.92%	13	10.08%	0		129
Highland Community School	71	100.00%	0		0		71
Hi-Mount School	24	100.00%	0		0		24
Hmong American Peace Acad	64	100.00%	0		0		64
Holmes School	47	100.00%	0		0		47
Honey Creek School	36	67.92%	17	32.08%	0		53
Hopkins Lloyd School	19	100.00%	0		0		19
Humboldt Park School	83	98.81%	1	1.19%	0		84
I.D.E.A.L	49	100.00%	0		0		49
Jackson School	48	97.96%	1	2.04%	0		49
Kagel School	29	74.36%	10	25.64%	0		39
Keefe Avenue School	19	100.00%	0		0		19
Kilbourn School	39	92.86%	3	7.14%	0		42
King ES	46	100.00%	0		0		46
King IB HS	117	78.52%	32	21.48%	0		149
King IB MS	46	97.87%	0		1	2.13%	47
Kluge School	57	87.69%	8	12.31%	0		65
La Causa Charter School	77	100.00%	0		0		77
Lad Lake Synergy	17	100.00%	0		0		17
LaFollette School	33	89.19%	4	10.81%	0		37
Lancaster School	34	75.56%	11	24.44%	0		45
Lincoln Avenue School	70	94.59%	4	5.41%	0		74
Lincoln Center of the Arts	71	94.67%	4	5.33%	0		75
Longfellow School	130	85.53%	22	14.47%	0		152
Lowell School	41	100.00%	0		0		41
MacDowell Montessori School	120	93.02%	9	6.98%	0		129
Madison Academic HS	115	85.82%	19	14.18%	0		134
Manitoba School	62	74.70%	21	25.30%	0		83
Maple Tree School	21	95.45%	1	4.55%	0		22
Marshall HS	163	66.26%	83	33.74%	0		246
Maryland Av Montessori	62	100.00%	0		0		62
MATC Emerging Scholars Program	2	100.00%	0			0	2
Metcalfe School	47	100.00%	0		0		47
Milw Acad of Chinese Lang	50	100.00%	0		0		50
Milw Co Youth Educ Center	6	85.71%	1	14.29%		0	7
Milw College Prep-36th St	51	100.00%	0		0		51
Milw College Prep-38th St	68	100.00%	0		0		68
Milw College Prep-Lloyd St	67	98.53%	1	1.47%	0		68
Milw College Prep-North	62	100.00%	0		0		62
Milw Environmental Sciences	27	100.00%	0		0		27
Milw Excellence Charter	58	100.00%	0		0		58
Milw French Immersion School	32	96.97%	1	3.03%	0		33
Milw German Immersion School	35	92.11%	3	7.89%	0		38
Milw HS of the Arts	118	75.16%	39	24.84%	0		157
Milw Parkside School	127	82.47%	27	17.53%	0		154
Milw School of Languages	94	60.65%	60	38.71%	1	0.65%	155
Milw Sign Language School	65	90.28%	7	9.72%	0		72
Milw Spanish Immersion School	47	74.60%	16	25.40%	0		63
Milwaukee Virtual Education Program	11	100.00%	0		0		11
Mitchell School	104	100.00%	0		0		104
Morgandale School	95	97.94%	2	2.06%	0		97
Morse MS	48	75.00%	16	25.00%	0		64

	Code A		Code B		Code C		Total
Neeskara School	52	78.79%	14	21.21%	0		66
Next Door Foundation	9	90.00%	1	10.00%	0		10
Ninety-fifth Street School	49	98.00%	1	2.00%	0		50
North HS	105	85.37%	18	14.63%	0		123
Nova HS	22	100.00%	0		0		22
Obama SCTE	201	84.45%	36	15.13%	1	0.42%	238
Parkview School	52	100.00%	0		0		52
Pratt School	38	97.44%	1	2.56%	0		39
Project STAY HS	28	100.00%	0		0		28
Pulaski HS	160	86.96%	24	13.04%	0		184
Reagan HS	114	91.20%	10	8.00%	1	0.80%	125
Riley Dual-language Montessori School	33	100.00%	0		0		33
River Trail School	55	85.94%	9	14.06%	0		64
Riverside University HS	156	67.53%	75	32.47%	0		231
Riverwest School	48	100.00%	0		0		48
Rogers Street Academy	79	97.53%	2	2.47%	0		81
Roosevelt MS	68	98.55%	1	1.45%	0		69
Shalom HS	20	100.00%	0		0		20
Sherman School	42	93.33%	3	6.67%	0		45
Siefert School	26	100.00%	0		0		26
South Accelerated Academy	12	92.31%	1	7.69%	0		13
South Division HS	132	74.16%	46	25.84%	0		178
Southeastern Education Center	3	100.00%	0			0	3
SPED Services	5	31.25%	0		11	68.75%	16
Starms Discovery School	60	98.36%	1	1.64%	0		61
Starms Early Childhood	23	100.00%	0		0		23
Story School	26	100.00%	0		0		26
Stuart School	39	100.00%	0		0		39
Thoreau School	42	87.50%	6	12.50%	0		48
Thurston Woods School	39	86.67%	6	13.33%	0		45
Townsend Street School	39	100.00%	0		0		39
Transition HS	27	100.00%	0		0		27
Trowbridge School	33	82.50%	7	17.50%	0		40
Victory School	43	100.00%	0		0		43
Vieau School	111	99.11%	1	0.89%	0		112
Vincent Accelerated Academy	9	90.00%	1	10.00%	0		10
Vincent HS	97	72.93%	35	26.32%	1	0.75%	133
Washington-DTC	0		10	100.00%	0		10
Wedgewood Park School	93	93.00%	7	7.00%	0		100
Westside Academy	30	100.00%	0		0		30
Whitman School	54	77.14%	16	22.86%	0		70
Whittier School	15	93.75%	1	6.25%	0		16
WHS of Information Technology	89	82.41%	18	16.67%	1	0.93%	108
Wis Conservatory of Lifelong Lrng	63	85.14%	11	14.86%	0		74
Zablocki School	50	100.00%	0		0		50
Grand Total:	9,629	87.25%	1,388	12.58%	19	0.17%	11,036

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

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(Item 3) Report with Possible Action on End-of-year Equity Report, June 2023

Your Committee reports having received the following report from the Administration. Although this item has been 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 the diverse equity, access, and inclusion needs of all students, staff members, and families.

The End-of-year Equity Report reflects highlights of the work that has been engaged in collaboratively by the Departments of Black and Latino Males Achievement (BLMA). of Positive Behavioral Interventions and Supports (PBIS), of Restorative Practices (RP), of Gender and Identity Inclusion (GII), and of Equity, Access, and Inclusion. In addition, examples of 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, staff, and family engagement, to value student voice, to promote academic achievement, to expand and to diversify learning and enrichment opportunities, and to support students' and families' diverse cultural and linguistic needs and interests.

Documents related to this report are attached to the minutes of your Committee's meeting and include the PBIS Coaching Responsibilities 2022-23 Equity End-of Year Report; the PBIS Coach School Support 2022-23 Final Equity End-of-Year Report; the MPS Gender and Identity Inclusion Guidance; the 2023 Districtwide Spelling Bee Finals Program for Grades 3-5 and 6-8; and the Equity Summit Agenda for May 13, 2023.

End-of-year Equity Report

The following terms are defined in Administrative Procedure 1.06, Efforts to Achieve Equity:

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 the District's 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.

Black and Latino Male Achievement (BLMA)

BLMA Buddies Program

Eight schools in each school board member's district
Manhood Development Academy
Two schools, expanding to six schools in the 2023-24school year

BLMA Mentoring

12 schools met with community mentors
BLMA Ambassadors:
Three high schools
Mental Health Symposium: 12 high schools

Positive Behavioral Interventions and Supports (PBIS)

Professional Development (PD)

- 2,934 staff attended PBIS Universal Supports during the Teachers' Institute
- 176 staff attended PBIS after-school PD sessions
- 133 SSTs attended a PBIS session during the SST Institute
- 49 staff attended a PBIS PD session at the Community Schools Institute

- 55 new psychologists and school social workers participated in PBIS and Building Intervention Team's training
- 39 staff were trained in wraparound and RENEW Tier 3 interventions

Data Highlights

Increased the number of behavioral interventions and teachers' proactive responses to behavior.

	Interventions		Teachers' Responses			
				Engagement		
	Tier2	Tier3	Brain Breaks	Opportunities	5:1	VABB
2021-22	4,066	325	820	N/A	219	N/A
2022-23	4,500	429	1,179	916	301	511

Restorative Practices

Vision

We envision a liberated educational community in which everyone is celebrated for who they are, feels a strong sense of connection and belonging, and responds to conflict and discomfort as an opportunity to repair, strengthen, and heal the community.

Mission

We are dedicated to dismantling educational systems and structures that have historically oppressed and continue to oppress Black and Brown communities. We transform educational culture using a continuum of restorative practices. These practices build inclusive communities founded on shared values that celebrate all cultures and identities.

Values

We center relationships, healing, dignity, justice, joy, and trust in schools.

Support

- 11 new schools have been accepted into the exploration cohort
- Five high schools are offering the restorative practices elective course
- Seven coaches are supporting eight schools: South Division, Westside Academy, Lincoln Center of the Arts, Morgandale School, Lincoln Avenue Elementary School, Zablocki School, Project STAY, and O.W. Holmes School

Department of Gender and Identity Inclusion Program (GII) Highlights

Girls of Color

2022-23 Highlight

- Continued biweekly/weekly programming for female-identifying students in grades 4-12
- Increased Girls on the Run partnership sites from 4 to 18 sites
- Hosted second annual Denim Day event
- Facilitated Miseducation of Girls of Color training — four-part series

Outcomes

- Completed programming at elementary- and middle-school sites and supported approximately 150 students
- Developed partnerships with Girls on the Run and increased partner sites from 4 to 18, serving approximately 400 students across the district
- 200 female-identifying students received sexual-assault-awareness workshop
- 100% of youth surveyed stated that they had a better understanding of consent and how to report sexual abuse
- Approximately 500 staff were trained in the Miseducation of Girls of Color, including several departments that have completed the full four-part series

- Continued development of district partnerships across departments and the building of an advisory collective to support and to scale support and programming for girls of color across the district

LGBTQ+ Inclusion

2022-23 Highlights

- Supported the creation and stability of Gender Sexuality Alliances throughout the district
- Provided districtwide LGBTQ+ training/ professional! development
- Created gender-inclusive policy and procedure

Outcomes

- 30 schools have active GSA clubs, with 400 students having participated in clubs and/or special events
- GII created a GSA advisor collective to provide support and sustainable practices for GSAs across the district — includes a monthly GSA newsletter highlighting the work taking place across MPS
- Approximately 750 staff were trained in LGBTQ+ awareness, including 200 Central Services staff and additional schools and departments
- Continued support and student/staff surveys on LGBTQ+ inclusivity in partnership with CDC/ICF Health for Everyone research project
- Welcoming Schools partnership training completed May 2023, with trainers prepared to build on, making schools more inclusive with a focus on bias-based-bullying prevention in the 2023-24 school year

Equity Highlights

- Ambitious Instruction: Accelerating Learning
- Superintendent's Student Advisory Council
- Poetry Slam
- Central Region Reads
- Student-created Culturally-competent Collective
- UNSIL World Fair
- STEM Fair
- Certified Nursing Assistance Program
- Gender-inclusion Guidance
- UNCF HBCU Empower Me Tour
- Heritage Month Recognitions and Celebrations
- Gifted and Talented Development Camps
- LEGO® League Competition
- New-teacher Education Curriculum Development and Video
- My Brother's Keeper Seminar
- Food Justice Task Force
- Expanding High-ability and High-potential Identification
- Financial Literacy
- Deaf and Hard of Hearing Task Force
- District Advisory Council
- Parent Coordinators
- Equity Mini-Grants
- Montessori Advisory Committee
- District Multilingual Multicultural Advisory Council (DMMAC)

Strategic Planning Survey

- 20,620 students, grades 6-8
- 4,790 families
- 3,126 community members
- 5,318 staff members

MPS 2023 Districtwide Spelling Bee Finals

- 52 students, grades 3-8, at 10 schools submitted designs for the T-shirt design contest
- 28 schools, grades 3-8, participated in the spelling bee 205 finalists and alternates
- 1,010 in-person attendees
- More than 20,000 livestream views
- Broadcast on TMJ4 on May 21, 11:00 a.m.-1:00 p.m.

Equity Summit

- 27 schools and department areas participated

Seal of Biliteracy

- 137 student recipients

Cantos de las Americas

- More than 1,000 attendees

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 1.06, Equity in MPS
Administrative Procedure 1.06, Efforts to Achieve Equity

Fiscal Impact Statement

NA

Implementation and Assessment Plan

N/A

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REPORT OF THE 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) Update with Possible Action on the 2023-28 Strategic Plan

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

Background

At its regular meeting on July 29, 2021, the Milwaukee Board of School Directors took action to immediately begin the development process of a district strategic plan by adopting Resolution 2122R-008 by Director Gokalgandhi as follows:

RESOLVED, That the Board direct the Chair of the Board's Committee on Strategic Planning and Budget, in collaboration with the Administration, the Office of Board Governance, and the Office of Accountability and Efficiency, to immediately begin the development process of the next district strategic plan; and be it

FURTHER RESOLVED, That the process include a published timeline and significant public input from various stakeholder groups; and be it

FURTHER RESOLVED, That the resulting strategic plan:

- be for a specified time period;
- include a mission statement, goals, and objectives; and
- include accountability measures and annual performance targets for each year of the plan; and be it

FURTHER RESOLVED, That the plan be brought to the Board for approval…for implementation beginning October 1, 2021, to allow for alignment between the new strategic plan and the FY23 district budget.

After a community-input sessions, larger teams met to create the five-year timelines for each strategic initiative and action plans for the 2023-24 school year. The timelines will be reviewed with the Board by each chief that will oversee the work. A template will be shared that will assist in projects, initiatives, and professional learning aligning to the Strategic Plan. The work will begin in July. A data dashboard will be posted on the website that will monitor strategic planning's progress quarterly.

This presentation will review the process to date. Supplemental information is available in the attachments to the minutes of your Committee's meeting.

Update on the 2023-28 Strategic Plan

Strategic Plan Driving Our Mission

MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-education opportunities, work, and citizenship.

- Student Achievement
- Graduation & Post-secondary Readiness
- Staff: Morale & Professional Learning
- Rightsizing the District
- Special Projects

The Milwaukee Board of School Directors adopted Resolution 2122R-008 in July 2021. The District began the 2023-28 Strategic Plan's process in October 2021.

- A timeline of process's needs has been posted.
- Community-wide input has been solicited.
- The Plan covers a specific timeframe and includes a mission statement, goals and objectives, accountability measures, and annual performance targets.

Overview of the 2021-22 Baldrige Framework*

Organizational Profile				
Leadership	Strategy Customers	Integration	Workforce Operations	RESULTS
Measurement, Analysis, and Knowledge Management				

*From Baldrige Performance Excellence Program 2021, *2011-2011 Baldrige Excellence Framework: Proven Leadership and Management Practices for High Performance (Education),* Gaithersburg, MD: US. Department of Commerce, National Institute of Standards and Technology.Core Values and Concepts

Team

- Data Metrics: Melanie Stewart and Natalie Collins
- Technology and Communications: Chad Meyer, Nicole Armendariz, and Stephen Davis
- Senior Leadership: Eduardo Galvan
- Human Resources: Pepper LaMothe and Alexandra Kestner
- Finance: Shelley Perkins
- Academics: Felicia Saffold and Lorena Gueny
- Equity and Inclusion: Patricia Ellis
- Operations: Michelle Lenski
- Governance: Jacqueline Mann and Nita Farrow
- Strategic Partnerships: Christy Stone
- Chiefs: Paulette Chambers, Katrice Cotton, Martha Kreitzman, Adria Maddaleni, and Jennifer Mims-Howell

Strategic Planning Surveys

Surveys were distributed to families, community members, staff, and students to collect feedback on a wide range of topics. Both selected-response and open-ended questions were asked.

Students: 20,619, 69.8% of students grades 6-12
Staff: 4,840, 56.3% based on 8,593 FTE
Community (identified): 3,110, 155.5% of our 2,000 goal
Families (identified): 4,781, 59.7% of our 8,000 goal

Community and family: 7,891, 78.9% of the total 10,000 goal

Survey Results

- Organizational profile
- Five data sets collected by the Strategic Plan Committee
- Selected-response data from the family, community, staff, and student surveys
- Summary of themes from each survey's final question
- Other open-ended data was redacted for privacy

Continuous Improvement Using Plan-Do-Study-Act

Plan

Strategic Plan-aligned SMART Goal

- Data Analysis, Root-cause Analysis, Needs Assessment, and Strategies

What data points show the need for this goal?
What is insufficient with the current status or process? What barriers exist (root-cause analysis)?
Needs-assessment statements:

- What work has been accomplished already to meet this goal?
- State the strategy/strategies that will be implemented to reach your goal ("if/then" statements)

- Setting Goals Based on Your Data

Identify Measures for Plan Effectiveness: List the measure(s) that the team will use to determine whether the overall goal has been met (impact).

- Summative
- Formative
- When are the data available?

Do: Develop and Implement Deployment Plan

Action Steps

What steps will you and your team take?

Measure/Indicator

- What data will be collected?
- How will you know that the step is completed?
- How will you know that the step was done with fidelity or quality?
- If PD, how will you know that the content was learned?

When will work be completed on this action step?
Who is responsible?

Study and Act — Reviewed Quarterly

What are the big strategic areas that the data are bringing to Iight?

- Student Achievement
- Graduation and Readiness
- Rightsizing the District
- Special Projects

Office of the Superintendent and Office of Board Governance partner and support,
Finance is the underpinning,

Lessons Learned

- Teams are excited about the work and are ready to get started.
- Teams understand that it is critical that future work and initiatives align to the Strategic Plan.

- Teams realize that decisions must be data-based.

Strategic Plan

Student Achievement

Five-year Timeline

By 2028, Milwaukee Public Schools will see at least 50% of all students meeting proficiency or higher as measured by multiple student-achievement measures.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Students will be at grade level at the end of each school year.				X	X
Students will complete rigorous coursework	X	X	X		
Students will be exposed to world languages.		X	X	X	
Students will feel emotionally and physically safe in school.	X	X			
All classrooms will be inclusive for all students (e.g., age/ethnicity, special needs, gender).	X	X			
Students will be equipped with skills for continued learning.					X
Students will be engaged in leadership and extracurricular activities.				X	X

Graduation and Post-secondary Readiness

Five-year Timeline

Milwaukee Public Schools will increase the graduation rate to over 75% in the next five years and will increase all student readiness that prepares them for success in higher education, post-education opportunities, work, and citizenship.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
All students will be prepared for career opportunities and/or post-secondary learning by graduation.	X	X	X	X	
Fifty percent of all graduates will enroll in and graduate/complete post-secondary learning.				X	X
All students will be confident in their abilities to be successful in education, work, or the military.	X	X	X	X	

Staff's Morale

Five-year Timeline

Annually, staff's morale will improve as staff feel valued, safe, and supported to do their work successfully.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Current methods of recognition will be reviewed and others will be developed to honor and acknowledge staff.	X	X			
Communications to staff will be developed (e.g., website, newsletter), along with methods of collaboration for increased opportunities for dialog and learning.	X	X	X		
A committee will be created to develop strategies for the District to improve staff morale.		X	X	X	
Safety policies, procedures, incidents, and concerns will be analyzed at all district sites to establish upgrades to security and protocols (audit).	X	X	X		

Staff's Professional Learning

Five-year Timeline

By 2028, all MPS staff will have received professional learning opportunities to improve their performance and opportunities for advancement within their careers.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Structures will be developed to provide required professional learning within the workday for all staff.	X	X			

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
The District will provide differentiated supports and establish accountability measures to ensure fidelity in implementation of professional learning.	X	X	X		
All MPS staff will engage in ongoing professional learning and reflection to implement culturally-responsive practices to create an inclusive learning community.		X	X	X	X
The District will provide required and self-directed intentional, unique, and leveled professional learning to meet the specific needs of staff.			X	X	X

Rightsizing the District

Five-year Timeline

By 2028, MPS will have a sufficient number of schools to offer equitable programming to all students and a sufficient number of fully-licensed staffing to fill all classrooms.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
By 2028, MPS will have increased the teacher-fill rate for CSI schools by 5% each year.	X	X	X	X	X
A larger continuous talent pool will be created using pathways for internal candidates and students as well as out-of-state recruitment.	X	X	X	X	X
A plan will be developed to address census and enrollment patterns, space allocations, equity of programming, and student-teacher ratios to better serve the students and families.	X	X	X	X	X
The school-day will be redefined to ensure sufficient instructional minutes for students, opportunities for professional learning/collaboration with staff, and extracurricular engagement for students.	X	X	X	X	X

Facilities and Upgrades

Five-year Timeline

By 2028, MPS will implement a long-term facilities master plan to address the needs identified in the strategic planning survey (e.g., building systems, bathroom upgrades, space utilization, enrollment patterns, and programming needs).

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
A long-term facilities master plan will be developed and implemented that addresses the concerns raised by the students, staff, families, and community.	X	X	X	X	X
Fewer buildings that are neither overcrowded or under-utilized.					X
State-of-the-art educational facilities, grounds, and building systems that meet the needs of all staff and students.				X	X
Adequate staff operate, service, and maintain facilities and systems.			X	X	
The District is integrated and works synergistically and holistically with all offices.	X	X	X	X	X
Centralized control of budget for facilities will better align the maintenance budget with the needs of the District.	X	X			
Schools that are welcoming, well maintained, and clean (e.g., historic, specialty) are marketable to families and the community	X	X	X	X	X
The District's initiatives have a plan and budget commitment for continued maintenance.	X	X	X	X	X

Special Projects

Calendar

Five-year Timeline

By the 2024-25 school year, the Office of Human Resources will have addressed the implementation of one versus two calendars.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Develop Calendar Options for 2024-25	X	X			

Communications

Five-year Timeline

By 2028, the Communications Department will have developed and implemented a communications plan to improve the image of the District and update the website.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Communications will have centralized internal and external communications plans that include standard operating procedures that are actionable and cohesive.	X	X	X		
MPS leadership will be knowledgeable about best practices in communications and crisis communications.		X	X		
MPS and its schools should have a clear, consistent, and professional branding.	X	X	X	X	X
The District's and schools' websites are easily accessible, intuitive, and up to date for all stakeholders.	X	X	X	X	X
The Communications Department has a targeted media-relations strategy in place.			X	X	X
MPS is a source of expertise on many topics and creates strong relationships between our district Communications Department and local media outlets.				X	X
The Communications Department has adequate resources (financial, equipment, and personnel) to meet the needs of the school district.		X	X	X	

School Lunch Programs

Five-year Timeline

During the 2023-24 school year, the Nutrition Department will increase students' knowledge of USDA's guidelines while improving the quality of food services. (Office of Finance-Nutrition)

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Provide high-quality, nutritious, student-friendly meals (e.g., visually appealing) that meet the USDA's requirements.	X	X			
Offer multiple menu choices to increase choices for diverse student groups.	X	X			
Students and family are aware of the offerings that are available.	X				
We have successful and actionable communications plans to students, staff, and families that maintain their knowledge of programs, food, and policies.	X	X	X		
To have a system that gathers and shares information regarding students' allergies, special needs, and opinions (e.g., star system, ratings).	X	X	X		
Cafeterias should be clean, informative, and welcoming.	X	X			
Students will be provided with instruction about nutrition and healthful eating habits.	X	X	X		
Food Service staff should provide excellent customer service to students and staff (e.g., respectful, friendly).	X	X	X		
Staff is well-trained and able to communicate programs to stakeholders.		X	X		
Current industry-standard equipment is provided to all kitchens.	X	X	X	X	X

Budget Engagement and Education

Five-year Timeline

By the end of the 2027-28 school year, the Office of Finance will have increased education and engagement in the budget process at the district and school levels.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
School and departmental leaders hold meetings about the budget with their stakeholders (e.g., schools meet with families, departments meet with staff) at least three times a year.	X	X	X	X	X
Budget-engagement opportunities are accessible to all audiences in multiple formats (e.g., tailored to audience interests).		X	X		
Educate staff and stakeholders regarding key components of budget allocations (e.g., per-pupil allocation, grants, staffing).	X	X	X	X	X

Moving Forward

- The work begins!!
- The chief in charge of each plan will hold a quarterly data review.
- Leads listed in the plans will report progress to the chief in charge of the respective plans.
- Alignment of the Strategic Plan to continuous school improvement plans is critical.
- Current and new work/initiatives shall be aligned to the Strategic Plan.
- Results shall be shared on the website.

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 Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

None at this time.

Implementation and Assessment Plan

Addressed in each action plan and timeline.

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REPORT OF THE 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 Amend the Instrumentality Charter School Contract with Honey Creek Continuous Progress School Relative to School Leadership

Background

Honey Creek Continuous Progress School (Honey Creek), located at 6701 West Eden Place, was established as an instrumentality charter school beginning in fall 2005. The contract is for up to a maximum of 410 full-time-equivalent (FTE) pupils in grades K4 through 5.

The vision of Honey Creek is to create an environment in which students are academically prepared to meet the challenges of higher education and will become socially responsible citizens.

On April 20, 2023, the Board approved Laura Biesterveld as the new principal for Honey Creek Continuous Progress School. Attached to the minutes of your Committee's meeting is a copy of the agreed upon contract amendment to reflect the change in leadership.

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 Implication 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 instrumentality charter school contract with Honey Creek Continuous Progress School will be sent to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amendment to the instrumentality charter school contract with Honey Creek Continuous Progress School as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 2) Action on a Request to Amend the Non-instrumentality Charter School Contract with M.C. Preparatory School of Wisconsin, Inc., for Milwaukee College Preparatory School Relative to School Leadership

Background

Milwaukee College Prep (MCP), was established as a non-instrumentality charter school beginning in fall 2011. The schools are located at 1228 West Lloyd Street, 2623 North 38th Street, 2449 North 36th Street, and 1350 West North Avenue.

MCP's Mission is that knowledge plus character will pave the road to college and beyond. MCP has demonstrated the organizational leadership and expertise to operate and to sustain high-quality schools.

On January 6, 2023, Administration received notification of a change in leadership at Milwaukee College Preparatory School. Attached to the minutes of your Committee's meeting is a copy of the correspondence, along with the agreed-upon contract amendment to reflect the change in leadership.

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 Implication 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 Milwaukee College Preparatory School 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 for Milwaukee College Preparatory School as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 3) Action on a Request to Amend the Non-instrumentality Charter School Contract with Next Door Foundation, Inc., for Next Door Charter School Relative to Leadership and Grade Bands

Background

Next Door Charter School (Next Door), serving students at 2545 North 29th Street and 5310 W. Capitol Drive, was established as a non-instrumentality charter school beginning with the 2006-2007 school year. The contract is for up to a maximum of 208 full-time-equivalent (FTE) pupils in grades K4 and K5.

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, the Administration received a request to modify grades and to notify MPS of the non-renewal of the charter school's contract at the conclusion of the 2023-24 school year.

On January 19, 2023, the Administration received notification of a change in leadership at Next Door Charter School. Attached to the minutes of your Committee's meeting are copies of the correspondences, along with the agreed-upon contract amendments to reflect the change in leadership and the grades served during the 2023-24 school year.

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 Implication 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 Next Door Charter School will be sent to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the amendments to the non-instrumentality charter school contract with Next Door Foundation, Inc. for Next Door Charter School as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 4) Action on a Request to Amend the Non-instrumentality Charter School Contract with La Causa, Inc., for La Causa Charter School Relative to the School's Leadership

Background

La Causa Charter School (La Causa) was established as a non-instrumentality charter school beginning with the 2003-2004 school year. La Causa has two campuses located at 1643 South 2nd Street (main campus) and 809 West Greenfield Avenue (early-childhood center). The contract is for up to a maximum of 810 full-time-equivalent (FTE) pupils in grades K4 through 8.

La Causa's goal is to have students graduate bilingual, biliterate. and bicultural. La Causa's mission is to provide innovative, foundational, and culturally rich academic programs focused on fine arts, vocational education, and bilingual education, while engaging the entire family in its children's educational experience.

On December 15, 2022, the Administration received notification of a change in leadership at La Causa Charter School. Attached to the minutes of your Committee's meeting is a copy of the correspondence, along with the agreed-upon contract amendment to reflect the change in leadership.

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 Implication 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 La Causa Charter School will be sent to the Wisconsin Department of Public Instruction.

Committee's Recommendation

The Administration recommends that the Board approve the amendment to the non-instrumentality charter school contract with La Causa, Inc., for La Causa Charter School as attached to the minutes of your Committee's meeting.

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

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(Item 5) Action on a Request to Amend the Non-instrumentality Charter School Contract with Milwaukee Excellence, Inc., for Milwaukee Excellence Charter School Relative to the School's Location

Background

Milwaukee Excellence Charter School was established as a non-instrumentality charter school beginning with the 2016-17 school year. The contract is for up to a maximum of 840 FTE pupils in grades 6 through 12 for the 2022-23 school year. Milwaukee Excellence has two campuses, located at 4950 North 24th Street for grades 6- 8 and located at 7171 W. Brown Deer Road (Happy Hill) for grades 9-12.

Milwaukee Excellence's mission is to educate through rigorous academics and character education essential for success 6th- through 12th-grade students to excel within and graduate from four-year colleges and to pursue the professions of their choice.

On March 25, 2023, the Board approved the termination of the lease agreement for the Happy Hill facility located at 7171 W. Brown Deer Road. Attached to the minutes of your Committee's meeting is a copy of the correspondence from representatives of Milwaukee Excellence Charter School, along with the agreed-upon contract amendment to reflect the location and the maximum of 600 FTE pupils in grades 6 through 12, beginning with the 2023-24 school year.

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 Implication 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 Milwaukee Excellence Charter School 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 Milwaukee Excellence, Inc., for Milwaukee Excellence Charter School as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 6) Action on Head Start Matters: Request to Approve Submission of the Continuation Grant Enrollment Reduction Plan and a Request to Extend the Project Period for the American Rescue Plan (ARP) Grant

Background

The Administration for Children and Families (ACF) requires the participation — through review, feedback, and approval — of the Milwaukee Public Schools Head Start Policy Council and the Milwaykee Board of School Directors in the approval of the application for enrollment reduction (a change in scope) .

Section 640(g)(3) of the Head Start Act (the Act) allows programs to propose a reduction to their funded enrollment to maintain quality of program services. All change-in-scope requests are subject to approval by Office of Head Start and must be submitted, at a minimum, 90 days before planned implementation.

An application will be submitted via the Head Start Enterprise System (HSES) as a change in scope in order to reduce funded enrollment slots without a reduction in the program's operations funding. The same change in scope was approved and submitted within the continuation application that was forwarded to the Office of Head Start in February of 2023; however; MPS Head Start program was informed of the need to approve and submit a Non-competing Continuation — Enrollment Reduction grant application.

The MPS Head Start Policy Council was presented with, discussed, and approved the enrollment-reduction /change-in-scope plan on May 25, 2023. MPS Head Start is requesting approval of the plan which would be submitted to the Office of Head Start.

President Biden signed Public Law 117-2, the American Rescue Plan Act, 2021, (ARP) into law on March 11, 2021. The $1.9 trillion American Rescue Plan included $1 billion for Head Start programs. At that time, the Milwaukee Public Schools Head Start program received $1.6 million in ARP funding to expend by March 31, 2023.

With ARP funding, grantees have flexibility to determine which one-time investments best support the needs of staff, children, and families. Milwaukee public Schools Head Start plans to use funds on efforts that support enrollment and recruitment, mental health, staff wellness, professional learning, and remodeling efforts that apply to the classroom or playgrounds.

The MPS Head Start Policy Council was presented with, discussed, and approved the request for the project period extension to expend ARP funds at its meeting on May 25, 2023. MPS Head Start is requesting approval to request an extension of the project period to expend the remaining ARP funds to invest in supports that address the needs of children, families, and staff.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

Does not authorize expenditures.

Implementation and Assessment Plan

Upon approval of this item, the Milwaukee Public Schools Head Start program will submit the enrollment reduction/change-in-scope plan and request an extension for the project period to expend ARP funding on investments that support the needs of staff, children and families.

Committee's Recommendation

Your Committee recommends that the Board approve the request for approval of the enrollment-reduction plan and the project period extension of American Rescue Plan (ARP) grant.

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

* * * * *

(Item 7) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative

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

Background

The first five years (or 1,825 days) of life for a child are the most important in that child's education and development. 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-childhood education across the city. MPS and City leaders joined together to build on past momentum and to push forward with the MPS/MKE Early Childhood 1,825 Initiative. The mission of this work is to improve the learning experiences for children from 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 resources 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.

Update on the MPS/MKE Early Childhood 1,825 Initiative

Early-childhood Demographics

- 11,557 students
- 111schools
- 7.1% English-language learners
- 22.4% special education
- 83.5% economically disadvantaged

American Indian	52.3%
Asian	25.8%
Black/African American	9.8%
Hispanic	7.0%
Hawaiian or Pacific Islander	4.6%
White	0.3%
Multi-ethnic	0.1%

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 they serve and their families

Family Support and Transition

Provide families with support as students transition from early-care centers to MPS

Instruction

Ensure that high-quality, research-based instruction is provided for all early- childhood children and students

Social-emotional Learning 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

Provided a Maya Smart session focused on early literacy and oral-language support

Equitable Resources

Continued partnership work with the Bridges to School MKE project Engagement

Family Support and Transition

Shared information with MPS's Family and Community Engagement

Instruction

Early Childhood attended the Conscious Discipline with Excellence: Celebrating with UNlversiTY

Social-emotional Learning and Cultural and Linguistic Needs

Completed a three-training-date series for the community on self-regulation and self-care

Current Work

Early-childhood Staff Development

Working on a planning committee for the upcoming Pathways to Quality Conference

Equitable Resources

Continue partnership work on the Bridges to School MKE project

Family Support and Transition

Updating resources on MPS's Portal to include early-childhood resources and information

Instruction

Connect with CTSI CAN network to offer Vroom and Mind in the Making training within the Milwaukee community

Social-emotional Learning and Cultural and Linguistic Needs

Market another training on self-regulation and self-care within the community

Future Work

Early Childhood Staff Development

Plan for additional professional development sessions that support Ambitious Instruction

Equitable Resources

Continue partnership work with Office of Early Childhood Initiatives on Mighty Small Moments

Family Support and Transition

Supporting Bridges to Attend professional School MKE's family events

Instruction

Attend professional development opportunities focused on early-childhood education

Social-emotional Learning and Cultural and Linguistic Needs

Connect with the Institute for Child and Family Well-Being to discuss potential Workshop opportunities

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Implication 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 Deaf and Hard of Hearing (D/HH) Task Force

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

Background

At its meeting on April 20, 2023, the Board adopted Resolution 2223R-018 by Directors Peterson and Herndon to create a Deaf and Hard of Hearing D/HH Task Force for major review of MPS's D/HH program. The Board directed that the Administration provide regular reports to the Committee on Student Achievement and School Innovation (SASI), beginning on June 8, 2023.

The first meeting to assemble the Task Force was held on May 30, 2023. During the meeting, which was jointly organized by the Administration and the Office of Board Governance, an overview of Resolution 2223-018R was provided, and those present were solicited for participation on the Task Force. Additionally, the Task Force's members voted on a chair and co-chair.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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(Item 9) Report with Possible Action on MPS Montessori Strategic Plan

Your Committee reports having received the following report from the Administration. Although this item has been 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 which educate more than 3,500 students.

Update on the Montessori Strategic Plan

Montessori Strategic Plan's Progress

Completed Work

- Held Montessori Community Summit
- Completed orders for social studies textbook-adoption alternative
- Attended Association Montessori International's and American Montessori Society's annual conferences
- Purchased materials for phase-one secondary curriculum expectations
- Supported Penfield Montessori transitions

Current Work

- Holding monthly meetings of Montessori principals
- Initiating planning to celebrate 50 years of Montessori in MPS
- Holding Montessori-specific summer school
- Developing partnerships for Montessori credentialing with the Milwaukee Public Schools University
- Conducting Montessori Advisory Committee's June meeting

MPS Montessori: 50 Years and Growing

- Developing a year-long awareness campaign
- Updating district and school webpages
- Celebrating MPS Montessori at 50 on February 10, 2024, 1-4 p.m. at MacDowell
    - Montessori methods and materials
    - Student artists' showcase
    - Key presentations
    - Enrollment and hiring

Staffing

- Staffing
- Recruitment
- Sponsorship

Next Steps

July 2023

- Conducting Montessori summer school
- Developing guidelines for the MPS Montessori at 50 celebration
- Updating MPS's Montessori marketing

August 2023

- Presenting Montessori-specific sessions at New Educators' Institute
- Presenting Montessori-specific sessions at opening-week professional development

September 2023

- Engaging Montessori mentor coaches for new teachers
- Conducting professional development for new Montessori support staff
- Initiating spelling/handwriting-waiver purchasing

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Committee's Recommendation

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

* * * * *

(Item 10) Update with Possible Action on Resolution 2021R-002 Regarding Advancing the Goal of Equity in MPS

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

Background

Resolution 2021R-002, which was adopted by the Board in November 2022, emphasizes providing opportunities for student voice through engagement in various school-based and district-wide activities and events that foster equity and to using a student-created evaluation tool to collect data on the impact of school-based and district-wide efforts to further advance equity in MPS. The Administration currently provides, and will continue to provide, a variety of diverse academic, racial, ethnic, cultural and linguistic, social-emotional, and leadership opportunities to support the diverse needs and interests of students, parents/guardians, staff, and the Board in efforts to advance the goal of equity in MPS.

During the 2022-23 school year, students' data focused on equity was collected as a part of the Strategic Planning process, MPS/Milwaukee Succeeds's student-voice initiatives, Black and Latino Male Achievement, and other initiatives. Students have contributed to this effort by creating open-ended questions for the development of the student-created Equity Evaluation Tool. Some of the student-created questions were modified as multiple-choice questions in the Student Strategic Plan Survey.

Efforts underway to advance the goal of equity in MPS include Student Leadership Summits, Superintendent's Student Advisory Council (SSAC), MPS Food Justice Task Force, Resolution 2122R-004 Middle- and High-school Equity, Ambitious Instruction — Accelerating Learning, college- and career-readiness activities, Seal of Biliteracy, early-childhood efforts, professional development opportunities, learning opportunities for parent/guardians, expanding academic programs and enrichment opportunities through internal and external collaborations, and personal efficacy for all.

Update on the Implementation of Resolution 2021R-002

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 students' achievement.

Student-created Equity-evaluation Tool

Areas of Focus

Climate and Culture

- What actions can be taken to provide high-quality safety in schools?
- Without making rules, how can the school as a community better our understanding of LGBTQ+ and gender equality?
- Do you feel accepted?
- Do you think your culture isn't represented throughout schools?

- What are people's thoughts on gender identity?
- Dress codes limit student expression — Why or why not?
- How do students feel respected in schools?
- Have staff and students worked on representation of cultures (ethnicity, etc.)?
- Rate the learning environment of your class.
- Do you feel you can express your feelings and interests freely?
- What can staff and students do to encourage diversity?
- To what level do you see diversity of thought being displayed and accepted at your school?
- How do you think teachers' teaching and motivation to teach has impacted students' learning?
- What are ways to improve our environment?

Leadership Opportunities and Influence

- What leader at school moves you to lead as well?
- Do you see yourself as a leader?
- How do you lead?
- Are there leaders that you see in school?
- What can we do to get you more involved?
- What can schools do to improve youth-adult partnership activities?
- Do you believe that there are any opportunities in extracurriculars where your voice can be heard? Please elaborate.
- Why do you think that some students are offered leadership opportunities and that some aren't? (At my school, some think leadership roles are limited.)

Instructional Practices/Strategies

- What ways do you t ink teachers can make classes more fun and engaging while also staying on track with the curriculum?
- How could every class include hands-on learning?
- What more can we do to improve more energy in school?
- How would you rate teaching in school?
- Has staff implemented change within classroom workspaces after getting feedback?
- How engaged are you?
- How do you feel represented (e.g., cultural background, age, interests) in class through lessons?
- To what extent is your learning subjective, as opposed to objective?
- How does this affect the overall learning experiences?

Academic Achievement

- What can we do better to maintain attention spans in classes?
- What is your GPA, and are you proud of it?
- How do you work and enhance your rank?
- Is your counselor able to summarize your rank efficiently?
- Do you think your rank is fair?
- What goals do you have for the future?
- Do you feel that your teachers pay enough attention to you?
- What makes you want to strive for good grades at school?
- How can teachers keep students engaged?
- What can schools do to ensure that students are using what is learned outside of school?
- Do you believe that you are receiving an unbiased education about the subjects you are studying?
- What is your definition of academic success? How did you come to this conclusion?

Proposed Timeline for the Student-created Equity-evaluation Tool

2023-24

August

Meet with school and district staff to identify student leadership groups and their advisors. Present and review Resolution 2021R-002. September

Contact student leadership advisors to select a date and time for a meeting with the various student leadership groups.

October

Meet with student leadership groups and advisors to review Resolution 2021R-002 and to share the open-ended questions created by students in 2022-23 for the Student-created Equity-evaluation Tool. Discuss the open-ended questions, the research methodologies for collecting and analyzing data, confidentiality, steps to engage in the pre-/post-data collection/evaluation processes, writing an action plan, and Equity Summit.

November-December

Engage in data-collection and analysis processes at school sites, using the Student-created Equity-evaluation Tool's open-ended questions. Upon review of data, identify a maximum of two areas of focus and develop an action plan to engage in collaboratively with peers and/or staff at their school based on these data.

January-March

Check in with student leadership groups and their advisors to discuss their data-collection and analysis processes and progress on their action plans aligned to their areas of focus.

April

Prepare to present the Student-created Equity-evaluation Tool's findings, outcomes, and recommendations at the Equity Summit.

May

Present the Student-created Equity-evaluation Tool's findings, outcomes, and recommendations at the Equity Summit.

June

Present the Student-created Equity-evaluation Tool's findings, outcomes, and recommendations to the Board.

Student Leadership Summit

2021-22

A total of 313 students in grades 6-12 participated in the fall and spring. Topics with the highest attendance included Money Path, mindfulness, mental health, cyberbullying, and LGBTQ+.

Next steps identified in the evaluation included discussion with school team, talking with peers, implementation of specific strategies with school leadership, and continued personal growth.

2022-23

A total of 301 students in grades 6-12 participated in the fall and spring. Topics presented included Victory over Violence, equity, and district climate.

Next steps included discussion with school team, talking with peers, implementation of specific strategies with school leadership, and continued personal growth.

Black and Latino Male Achievement, 2022-23

BLMA Buddies Program	Eight schools in each school board member's district
Manhood Development Academy	Two schools, expanding to six schools in the 2023-24 school year
BLMA Mentoring	12 schools met with community mentors

BLMA Ambassadors ..... Three high schools
Mental Health Symposium..... 12 high schools

Equity, Access, and Inclusion

Equity Summit Participants

- Alliance High School
- Audubon Middle and High Schools
- Auer Avenue School
- Bethune Academy
- Eighty-first Street School
- Golda Meir School
- LaFollette School
- Milwaukee Parkside School for the Arts
- North Division High School
- Riverside University High School
- Black and Latino Male Achievement Crisis Team
- Discipline
- Essentials of School Culture and Climate Survey
- Gender and Identity Inclusion
- 53206 Initiative's Trauma-support Specialists
- Mental Health
- Positive Behavioral Interventions and Supports (PBIS)
- Project Future
- Restorative Practices
- School Community Partnership for Mental Health
- School Social Workers
- Second Step/Social-emotional Learning
- Specialized Services Professional Development
- Success Center
- Violence Prevention Program
- Writing
- Youth Risk-behavior Survey
- Superintendent's Student Advisory Council

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 1.06, Equity in MPS
Administrative Procedure 1.06, Efforts to Achieve Equity

Fiscal Impact Statement

Board and grant funds will be used to support this resolution.

Implementation and Assessment Plan

The Administration will collaboratively implement Resolution 2021R-002 Advancing the Goal of Equity in MPS utilizing a variety of current evaluation tools, and beginning to utilize the Student-Created Equity Evaluation Tool in 2023 - 2024. A proposed timeline for implementation of this tool is included with the report.

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(Item 11) Report with Possible Action Regarding the Black Lives Matter End-of-year Report

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

Background

At its regular meeting in August 2020, meeting, the Board adopted Resolution 2021R-010 regarding the Black Lives Matter End-of-year Report., which the Administration implemented for the 2022-23 school year. This included assembling the 2022-23 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee and creating sub-groups. The Administration is continuing this important work for the 2022-23 school year, and planning is underway.

For the 2022-23 school year, the committee and sub-groups were updated and have been meeting regularly. The Administration will continue to provide quarterly reports to the Board on its planning for the current school year relative to three key areas:

- Curriculum & Professional Development
- Week of Action
- Monthly School Projects.

The June 2023 quarterly report follows.

Black Lives Matter Quarterly Update

Black Lives Matter 2022-23

Areas of Engagement

- Community Connections
- Partnerships
- District Initiatives

Committee Updates

Curriculum Committee

April

Presented BLM monthly activity and yearly initiatives during the AP & SST institutes

May

May's Black Lives Matter at School Year of Purpose activities. Education for Liberation Day was created and shared with all schools

June

Assisted in the promotion of Juneteenth Day, which celebrates the emancipation of four million people enslaved in the United States

Week of Action Committee

March

- Revisited the Week of Action's activities and met with the committee team to collect and return items used to spearhead daily activities
- Advertised the outcome of the 2022 23 Week of Action via social media platforms and the MPS website

April

Collaborated with the Monthly Activities Committee to finalize the May activities

May

- Collaborated with Core Leadership Team to identify challenges and successes and to create a timeline for the 2023- 24 school year
- Committees' framework, chairs and co-chairs were discussed and will be established during the June meeting

Monthly Activities Committee

March

Provided monthly activities to all schools for the month of March. The principle focus was on loving engagement 1 and empathy. The guiding principle focused on embodying and practicing justice, liberation, and peace in our engagement with one another

April

Provided monthly activities to all schools for the month of April. The principle focus was intergenerational, on Black writers and artists across the generations

Provided the monthly activities for the month of May to all schools. The principle focus was on liberation: value collective uplift for Black families; disrupting the myth of individualism

May

Created an opportunity for Victory over Violence Day creators to present during the Student Summit. Students received information about violence prevention and engaged in dialogue about positive measures to decrease violence in school and home and within the city of Milwaukee

Next Steps

- Restructure committees' outlines & expectations
- Obtain additional partnerships
- Increase student participation
- Revamp the Week of Action

Strategic Plan Compatibility Statement

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

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

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(Item 12) Report with Possible Action Regarding Bilingual Education and the District Multicultural Multilingual Advisory Council (DMMAC)

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

Background

In June 2014, the Milwaukee Board of School Directors adopted Resolution 1415R-003 regarding bilingual multicultural education. The Board's action promotes bilingualism through the implementation of essential aspects to enhance our one-way and two-way dual-language programs.

Our goals related to bilingual education are that students graduate academically prepared in English and Spanish and conversant in other languages and capitalize on the cultural and linguistic backgrounds of all English -learner students (ELLs).

Another important component of the Board's action is encouraging the participation of parents, staff, and other community stakeholders. To that end, the District Multicultural Multilingual Advisory Council (DMMAC) is supporting these efforts.

Since the Board's action, district staff have been working with the community to implement the resolution. The following presentation will provide a brief overview regarding progress and next steps as well as a DMMAC update.

Bilingual Multicultural Education

Bilingual Schools, 2022-23

- 13,298 Students (as of June 2023)
- 21 Schools
- 40.3% English-language Learners
- 23.2% Special Education
- 84.2% Economically Disadvantaged

American Indian..... 0.3%
Asian..... 4.4%
Black..... 21.7%
Hispanic..... 67.1%
HI/Pl..... 0.1%
Multi-ethnic..... 2.2%
White..... 4.2%

Department of Bilingual Multicultural Education

- Bilingual programming
- Seal of Biliteracy
- Professional development to schools
- Parent engagement and marketing
- District Multicultural Multilingual Advisory Council (DMMAC)

Mission

The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools

Vision

MPS's students will graduate with strong cultural and linguistic identities, leveraging these assets to navigate college, career, and life as global citizens in an inclusive society

Program Updates

Bilingual

Accomplishments

Hosted a Spring Saturday PD series on Oracy and the Bridge. 34 teacher in pre-K through high school from a variety of bilingual dual-language schools participated

Collaboratively developed materials for five biliteracy units this year to promote language development

Selected books in Spanish to augment the bilingual classrooms' libraries

Next Steps

Continue to offer professional development that supports Teaching for Biliteracy

Continue to support Riley Dual-language Montessori through the intentional development of tier one curricular materials, supports, and strategies that promote language development

English as a Second Language (ESL)

Accomplishments

Determined process for adding English-language development to the Biliteracy Unit Framework and produced grade-level examples

Next Steps

Develop communication around the integration of English-language development in the Biliteracy Unit Framework to the Bilingual schools and provide PD using the examples

English-language Development (ELD)

Accomplishments

Offered professional development and coaching to schools that educate English learners

Received award letter for refugee grants to provide supplemental services to newcomer refugees

Next Steps

Analyze outcomes of the professional development and coaching to determine the priority areas for 2023-24 that should be monitored and how to conduct monitoring of implementation

Determine/document eligibility of qualifying refugee youth and plan/deliver services in the summer of 2023

World Languages and Immersion

Accomplishments

Supported immersion schools
Curriculum Map
Proximity Learning
Mango Languages
Speakable

Next Steps

Create a new lesson-plan template for our language arts courses to help support our immersion teachers during language instruction

Update our curriculum map and lesson-plan template to align with Wisconsin's new world-language standards

Continue to help teachers use our district-adopted resources to help engage our students in their language pathways

Seal of Biliteracy (SBL)

Accomplishments

2019-20..... 18 graduates
2020-21..... 58 graduates
2021-22..... 64 graduates
2022-23..... 137 graduates

Celebrated our first Multicultural Exposition Fair, where 50 students from different high schools exposed their socio-cultural projects

Next Steps

Continue to motivate more high schools to participate in the recognition of the Seal of Biliteracy and to reach our new goal of graduating 180 students with this honor

Parental Engagement and Marketing

Accomplishments

Bilingual Department offered professional development for parents through DMMAC and at schools sites.

Schools attended Kindergarten Fair and shared information about their bilingual/language/ESL

Next Steps

All schools will market their schools and their respective bilingual programs during the summer as they look to attract students

DMMAC Update, January 2023- May 2023

Topics Presented

Parent Advocacy

The purpose of this session was to strengthen parents' understanding of how to advocate for quality public education. Parents had an opportunity to engage with a guest speaker from Parents for Public schools, who led a workshop about best practice in parent advocacy.

Language Opportunities beyond the classroom

The purpose of this session was to introduce parents to the numerous opportunities available to MPS's students who speak or are learning multiple languages. Parents heard from the MPS World Language Coordinator and a German instructor for MSL about travel opportunities and scholarships for MPS's students.

MPS Budget 101

The purpose of this session was to inform parents about the Wisconsin and MPS budgets. Parents had an opportunity to meet and ask the MPS Chief of Finances about budget allocations and challenges. Additionally, parents received information about the state budget's challenges.

Summer Academy

The purpose of this session was to introduce parents to the MPS Summer Academy portfolio. Our guest presented the array of activities and ways for parents to register.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

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(Item 13) Report with Possible Action Regarding the Implementation of the Personal Finance Course

Your Committee reports having received the following report from the Administration. Although this item has been 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. This is the third, and final, update for the 2022-23 school year on the development and implementation of the personal finance course required for graduation.

The graduation requirement began at three schools — Riverside University High School, Alexander Hamilton High School, and Green Tree Preparatory Academy — starting with the Class of 2026, with additional schools being added in subsequent semesters/years. Bay View, Bradley Tech, MacDowell, Marshall, Milwaukee High School of the Arts, Project Stay, Vincent Accelerated Academy, and Wisconsin Conservatory of Lifelong Learning offered the personal finance course in Spring 2022. Alliance, Audubon, JMAC, King IB, Milwaukee County Youth Education Center, Milwaukee School of Languages, and Pulaski offered the personal finance course in Fall 2022. In spring 2023, Golda Meir, Obama, Reagan, South Division, Vincent, and Washington offered the course.

Personal Finance Course

Personal Finance Implementation

Cohort 1 (2026), 2021 Fall

Green Tree Prep, Hamilton, Riverside

Cohort 2 (2027), 2022 Spring

Bay View, Bradley Tech, MacDowell, Marshall, MHSA, Project STAY, Vincent Accelerated, WCLL

Cohort 3 (2027), 2022 Fall

Alliance, Audubon, King, Madison, MCYEC, MSOL, Pulaski

Cohort 4 (2028), 2023 Spring

Meir, Obama, Reagan, South, Vincent, Washington

Professional Development Plan

- Summer Professional Development Sessions

- Fall Program Trainings: NextGen Personal Finance, Stock Market Game, Educators Credit Union's Reality Check, EverFi, Secure Futures
- Fall Professional Conferences: Economics Wisconsin, JumpStart National Educator's Conference
- Monthly Professional Learning Community

Events & Engagement Strategies

- Guest speakers: US Bank, Summit Credit Unions, SecureFutures, and NextGen Personal Finance
- Family Financial Literacy Night Series — BankOn, Educators Credit Union, Department of Financial Institutions
- Finance & Investment Challenge Bowl — Asset Builders
- Reality Check Day — Educators Credit Union
- MoneyPath — SecureFutures
- Finance Park — Junior Achievement
- Stock Market Game — Economics Wisconsin

Plan 2023-24

- Expand and improve partnerships
- Provide continued professional development
- Provide school-based parental financial literacy workshops in multiple locations on a monthly basis
- Expand financial literacy programming to elementary & middle schools

Statute, Board Rule, or Administrative Policy Implication Statement

Administrative Policy 7.37, Graduation Requirements

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of its delegates to the Library Board of Trustees, to CESA #1, and to the Head Start Policy Council.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

The month of June 2023 has been extremely busy as we worked diligently on both the year-end festivities for the late-start schools and the State budget. In addition, I participated in all of the listed meetings and activities.

Academic Achievement

- Attended a meeting with Dr. Mims-Howell, Dr. Bowling, Sharie Garcia, and Dr. Felecia Saffold regarding updates to the Administrative Policy 7.44 for music education and Administrative Policy 7.45 for art education.

Effective and Efficient Operations

- Attended a meeting with Dr. Posley, the Administrative Team, and Rufus King HS's principal regarding the school's interest in purchasing the old Fiebrantz bus terminal
- Attended the pre-LRP meeting with Dr. Posley and team
- Attended the monthly LRP Meeting
- Attended a meeting with Dr. Posley regarding changes to the Student Handbook
- Attended the monthly AFP Meeting
- Attended the SPB meeting on the Strategic Plan

- Attended the regular monthly board meeting

Student, Parent and Community Engagement

- Attended Bryant Elementary's ribbon cutting for its new outdoor classroom
- Attended graduating seniors' send-off event held at Wick Field
- Attended Siefert Elementary's end-of-schoolyear student-recognition event
- Visited Manitoba Elementary for a school tour and to observe the end-of-school-year outdoor games event
- Attended the Wisconsin Alliance for Excellent Schools' (WAES) meeting regarding the state budget update

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UNFINISHED BUSINESS

(Item 1) 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.

The Board's action of November 2000, also set the Board's salaries at $18,121 per year for board members and $18,667 per year for the Board's president.

Board members' compensation remained at this level for 21 years, until April 2022, at which time the Board increased its compensation by 4.7%, commensurate with the cost-of-living adjustment given to employees. Thus, the Board's compensation was adjusted to $18,972 for board members, with compensation of $19,544 for the Board's president for the 2022-23 board year.

At its annual organizational meeting of April 25, 2023, the Board postponed consideration of this item until June 2023.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Board Rule, or Administrative Policy Implication Statement

Board Rule 1.01, Organizational Meeting

Fiscal Impact Statement

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

Recommendation

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

Director Gokalgandhi moved to consider this item at the Board's regular meeting in July 2023.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, Zombor, and President Herndon — 5.
Noes — None.

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The Board adjourned at 6:23 .p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 27, 2023

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

Present — Directors Carr (arrived 5:35 p.m.), Garcia, Gokalgandhi (departed at 7:47 p.m.), Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 8.
Absent and Excused — Director Siemsen — 1.

Before commencing with the agenda, President Herndon asked for a moment of silence to commemorate the passing of the following members of the MPS community:

- Amare Crump, a prospective freshman at Vincent High School;
- Bert Lietzow, a retired teacher from Hamilton High School;
- Willie Moore, a student from James Madison Academic Campus; and
- Raul Rios, Jr., a student at South Division High School.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of June 2023 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

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's 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:

- Increasing academic achievement and accountability
- Improving district and school culture
- Developing our staff
- Ensuring fiscal responsibility and transparency
- Strengthening communication and collaboration

Activities from late June through mid-July are included in the following report.

Summer Graduation

Graduation is always a time for celebrating the accomplishments that one has achieved and for planning next steps in a lifelong journey. On Saturday, July 29, 2023, at 9:30 a.m., MPS will hold its summer graduation ceremony at Hamilton High School to recognize our summer graduates. We are especially proud of our summer graduates for their perseverance and determination — These students did not let the need to earn or recover high-school credits deter them, and they rose to the challenge.

We wish these graduates well and encourage them to take advantage of the College and Career Centers over the summer to continue to pursue their college and career opportunities.

Summer Recreation

This summer, Milwaukee Recreation has provided activities for students in areas such as enrichment, archery, driver's education, Community Learning Centers, Safe Places, open playgrounds, Twilight Centers, Special Olympics, gymnastics, and martial arts. This extensive list of offerings has allowed more than 16,000 students to participate through the month of July.

Summer programs will continue into the month of August. For more information about the summer activities available, see the MKE REC Summer Recreation Guide.

Summer Meals

MPS continues to support families with summer meals for children through the age of 17 by providing breakfast, lunch, and dinner at various meal sites across the district. Through the month of July, MPS has served more than 100,000 meals. We are excited to continue this meal service into August.

Enrolling for Fall 2023

MPS still has seats available in all grades for the 2023-24 school year. The MPS Department of Student Services is ready to assist families with finding schools that are right for them. We have more than 150 schools with a combined offering of early childhood, ESL, Montessori, language immersion, bilingual, special education services, AP and IB courses, arts, and a host of various other programs.

Families can enroll online at mpsmke.com/enroll or in person at the MPS Central Services building (5225 W. Vliet Street), Mondays-Fridays from 8:30 a.m. to 4:30 p.m., or at one of the Social Development Commission sites below on Mondays-Fridays from 9:00 a.m. to 4:00 p.m. through August 31, 2023.

- 1730 W. North Avenue, Milwaukee
- 2968 S. Chase Avenue, Milwaukee
- 9155 N. 76th Street, Milwaukee.

Preparing for 2023-24 School Year

In preparation for the upcoming school year, a number of institutes will take place to prepare staff for teaching and leading:

- MPS will host its New Educator Institute July 31-August 4 for early-start schools and August 21-25 for traditional-start schools. During this institute, new teachers will be onboarded and walked through curricula, procedures, the Department of Employment Relations' services, expectations, Infinite Campus, supporting students with disabilities, standards and classroom management, equity, and educator effectiveness;
- teachers who have been with the district will attend the Teacher Institute August 9-11 for early-start schools and August 29-31 for traditional-start schools. During this institute, teachers will receive sessions on curricula, classroom management, standards, social-emotional learning, supporting students with disabilities, assessment, bilingual resources, teaching practices, intervention, and equity;
- principals will attend the Principal Leadership Institute July 31-August 2. During this institute, both returning principals and those new to the district will engage in learning sessions that will help prepare them to start the school year. Some of the topics covered will include educator effectiveness, procedures, laws regarding the Individuals with Disabilities Education Act (IDEA), facilities, labor relations, technology, finance, equity, and district guidelines.

Freshman Bridge

MPS high schools will host Freshman Bridge for ninth-grade students on August 3 and 4 to help students prepare for a great freshman year. Students who attend Freshman Bridge will be better prepared for a successful year. Students attending can look forward to numerous activities and introductions:

- locating their lockers and classrooms;
- getting their student IDs and touring their schools;
- learning how high school works;
- meeting their teachers;

- obtaining information on after-school programs, clubs, and sports;
- learning tips, strategies, and do's and don'ts from upperclassmen;
- learning about credits and the importance of their GPAs; and
- visiting their schools' college-and-career centers,

Recruitment

Do you want to make a difference in the lives of children? We are seeking talent for all areas in MPS — teachers, administrators, food service assistants, paraprofessionals, secretaries, CHAs, and building service helpers — to support our schools, students, and staff.

Our most recent and upcoming recruitment efforts are listed below.

- Summerfest, Henry Maier Festival Park, June 22-24, June 29-July 1, July 6-8
- Goodwill Workforce Connection Center Job Fair, 6055 N. 91st St., July 13
- Bastille Days, Cathedral Square Park, July 14
- Common Council's City Clerk's Office of Workforce Development Job Fair, Ross Innovative Employment Solutions, 7800 W. Brown Deer Rd., July 20, August 24, August 31
- Education Week Virtual Career Fair for Teachers and K-12 Staff, , July 27
- Washington Park Wednesdays, Washington Park, August 2
- Black Arts Fest MKE, Henry Maier Festival Park, August 5
- Mexican Fiesta, Henry Maier Festival Park, August 25-27.

Our next Central Services hiring event is August 16 from 11:00 a.m. to 1:00 p.m. at 5225 West Vliet Street.

We ask every staff member, stakeholder, community member, parent, and student to share this information in the community and encourage individuals to apply. District personnel will be available at all events to share information about the hiring process full-time and part-time openings, licensure requirements, and competitive pay and benefits. Residency in Milwaukee is not required.

MPS offers great benefits for full-time employees (30 hours or more per week):

- health insurance
- dental insurance
- life insurance
- vision insurance
- flexible health savings account
- flexible dependent care savings account
- generous vacation and sick leave
- pension
- 403b participation (voluntary)
- tuition reimbursement.

View open positions, read more about benefits, and apply at mpsmke.com/careers.

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(Item 2) Update with Possible Action on the Progress of the 2023-24 School Openings

Background

The Administration is preparing for the start of the 2023-24 school year by following the School Opening Checklist, a copy of which has been provided under separate cover. The Administration will review key areas of the School Opening Checklist, including:

Facilities

This area involves ensuring that all school facilities are ready for the upcoming school year. It includes tasks such as conducting maintenance and repairs, cleaning classrooms and common areas, and setting up necessary technology and equipment.

Transportation

This area focuses on arranging transportation services for students who rely on school buses or other means of transportation. Ensuring that bus routes are planned and safety protocols are in place is crucial for a smooth and secure transportation process.

Human Capital

Human capital refers to the staff and personnel who are an integral part of the school community. This area involves tasks such as hiring new staff members, providing professional development opportunities for existing staff, conducting orientations, and ensuring that all employees are well-prepared for their respective roles.

Enrollment

Enrollment is a critical aspect of preparing for the new school year. Administrators must work on tasks such as processing new students' applications, organizing registration events, updating students' records, and ensuring that schools have accurate and up-to-date enrollment data.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

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) 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 defined by the Southeastern Wisconsin Schools Alliance's resolution, 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 2023-24 remains at $3,200.

Provided below for the Board's information are copies of the resolution and agreement to be adopted, along with a list of projected participating districts for the upcoming year.

RESOLUTION
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE

BE IT RESOLVED that the School District of South Milwaukee retain Hubbard, Wilson & Zelenkova, for the period of July 1, 2023, through June 30, 2024, as Legislative Counsel on a cooperative basis with the other school districts that are members of the Southeastern Wisconsin School Alliance, regarding matters of mutual interest as determined by the Alliance, including but not limited to, constitutional limitations on and legislative decisions related to funding for education, research, public awareness and information sharing.

BE IT FURTHER RESOLVED that the District share the fees for these services, plus reasonable and necessary expenses, with the other school districts that are members of the Southeastern Wisconsin School Alliance on the basis of:

Dues (Check One):

_____ $3,200 annual fee for school districts participating in Southeastern Wisconsin School Alliance

_____ Not participating

_____School District

Southeastern Wisconsin School Alliance Agreement
(Section 66.0301)

Pursuant to a resolution adopted by school districts participating in the Southeastern Wisconsin School Alliance (SWSA):

Participating school districts hereby mutually agree, pursuant to Section 66.0301 of the Wisconsin Statutes, to the following conditions:

1. That said parties agree and contract with Hubbard, Wilson & Zelenkova, to serve as Legislative Counsel for the Southeastern Wisconsin School Alliance as hereinafter set forth;
2. That the School District of South Milwaukee is to be the operator and fiscal agent of the Southeastern Wisconsin School Alliance;
3. That the fiscal agent district shall establish and maintain records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction;
4. That the pro-ration of costs will be assessed equally to each participating school district as provided in the authorizing resolution;
5. That the estimated budget and plan of operation for this cooperative shall be approved in advance to contract signing by all school district parties hereto;
6. That variations from the budget will require prior approval of all school district parties hereto;
7. That the fiscal agent agrees to file the required financial reports with the Department of Public Instruction;
8. That attached hereto and incorporated herein by reference are the budget, the plan for operation and plan of payments to said operator of fiscal agent by each school district.

2023-24 PROPOSED ANNUAL BUDGET
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE (SWSA)
May 24, 2023

EXPENSES:		
Legislative Liaison Team	$	34,125.00
Executive Director	$	54,000.00
Special SWSA Projects (Communications, etc.)	$	3,700.00
Website/Tech Services	$	1,100.00
Travel Expenses	$	500.00
Supplies	$	500.00
Dues/Memberships, Other Potential Opportunities	$	2,500.00
TOTAL EXPENSES	$	96,425.00

REVENUES:	
Fees from participating school districts (based on 30 members)	$ 92,800.00
TOTAL REVENUE	$ 92,800.00
USE OF RESERVES:	$ 3,625.00

Basis for Prorating Costs: Equal distribution among member districts based upon 66.0301.

PAYMENT SCHEDULE
SOUTHEASTERN WISCONSIN SCHOOL ALLIANCE
July 1, 2023-June 30, 2024

Each member District will remit payment to the School District of South Milwaukee, Fiscal Agent, as follows:

There will be a *one-time* payment due no later than September 22, 2023.

All Districts:

1. September 22, 2023.....$3,200

2023-24 Southeastern Wisconsin School Alliance Projected Participant Listing:

	SWSAFee
Brown Deer	$3,200
Cudahy	$3,200
Elmbrook	$1,600
Fox Point/Bayside	$3,200
Franklin	$3,200
Glendale/River Hills	$3,200
Grafton	$3,200
Greendale	$3,200
Greenfield	$3,200
Hamilton	$3,200
Kenosha	$3,200
Kettle Moraine	$3,200
Menomonee Falls	$3,200
Mequon/ Thiensville	$3,200
Milwaukee Public Schools	$3,200
Muskego-Norway	$3,200
Nicolet	$3,200
Oak Creek/Franklin	$3,200
Oconomowoc	$3,200
Pewaukee	$3,200
Port Washington-Saukville	$3,200
Racine Unified	$3,200
Saint Francis	$3,200
Shorewood	$3,200
South Milwaukee	$1,600
Waukesha	$3,200
Wauwatosa	$3,200
West Allis/West Milwaukee	$3,200
Whitefish Bay	$3,200
	$3,200
Total	$92,800

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 Implication Statement

Board Governance Policy BG 1.01, Vision and Mission

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2023-24 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.

Recommendation

The Office of Board Governance recommends that the Board:

1. adopt the resolution; and

2. authorize the Board's President and the Board Clerk to sign and to submit the Participation Agreement, along with the $3,200 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

Director O'Halloran moved approval of the recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 2) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

As of this writing, the Joint Committee on Finance continues work on the state budget and has moved the motion, as provided under separate cover, on K-12 education. Additional updates on budget and state policy activity will be provided at this 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 Implication Statement

Board Governance Policy BG 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

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 Report of the Office of Accountability and Efficiency (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.

The Office of Accountability and Efficiency completed its FY23 Work Plan on June 30, 2023. Analysis of FY23 activities, outputs, and outcomes is underway, and a final report on work completed as part of the FY23 Work Plan will be transmitted to the Board in the coming months. Additionally, the OAE began implementation of tits FY24 Work Plan on July 1, 2023.

The following report includes activities from late June through mid-July.

Accountability and Efficiency Services

Between June 17, 2023, and July 15, 2023, Accountability and Efficiency Services fulfilled six requests for information/research, one constituent's inquiry, and two special projects. Accountability and Efficiency Services also fulfilled two requests for the assignment of an impartial hearing officer.

Accountability and Efficiency Services collaborated with the Administration to conduct an analysis of changes to the bell schedule per Resolution 2223-015. This analysis will come forward through the appropriate committee in the following months.

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 the reporting period, Contract Compliance Services (CCS) staff members focused on Communities in Need (COIN) and student-engagement programming.

CCS is working to reconvene Mission Aligned Partners (MAPs) that specialize in skilled trades and have an interest in developing youth within their respective industries of expertise. The purpose is to strategize the creation of a pathway to COIN participation for high-school juniors and seniors interested in the skilled trades.

Lastly, CCS continues to maximize our student internship opportunities to the fullest extent during summer break. Students were interviewed for internships in administrative services, architecture, construction, janitorial services, and tutoring services. Eight students were successfully placed.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

(Item 1) Action on a Request for Adoption of a Resolution, under Section 119.25 of the Wisconsin Statutes, 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 to 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 to decide student expulsion cases.

For the 2022-23 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 to decide expulsion cases.

For the 2023-24 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and to 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.

Expulsion Data, 2021-22 and 2022-23

Expulsion Summary

School Year	Students Expelled	Expulsion Authority
1997-98	267	Central Office Directors, Managers, Coordinators
1998-99	204	Central Office Directors, Managers, Coordinators
1999-00	180	Central Office Directors, Managers, Coordinators
2000-01	243	Central Office Directors, Managers, Coordinators
2001-02	215	Central Office Directors, Managers, Coordinators
2002-03	203	Central Office Directors, Managers, Coordinators
2003-04	302	Central Office Directors, Managers, Coordinators
2004-05	309	Central Office Directors, Managers, Coordinators
2005-06	395	Central Office Directors, Managers, Coordinators
2006-07	367	Central Office Directors, Managers, Coordinators
2007-08	390	Central Office Directors, Managers, Coordinators
2008-09	269	Central Office Directors, Managers, Coordinators
2009-10	400	Central Office Directors, Managers, Coordinators
2010-11	415	Central Office Directors, Managers, Coordinators
2011-12	380	Independent Hearing Officers
2012-13	326	Independent Hearing Officers
2013-14	311	Independent Hearing Officers
2014-15	162	Independent Hearing Officers
2015-16	192	Independent Hearing Officers
2016-17	116	Independent Hearing Officers
2017-18	128	Independent Hearing Officers
2018-19	193	Independent Hearing Officers
2019-20	100	Independent Hearing Officers
2020-21	0	Independent Hearing Officers
2021-22	169	Independent Hearing Officer
2022-23	169	Independent Hearing Officers

		Non-Black			Black			Offenses			
	Total	Males	Females	Total	Males	Females	Total	Firearms	BB Guns	Drugs	Other
20010-11	415	35	13	48	273	94	367	4	21	68	322
2011-12	380	40	13	53	241	86	327	4	27	55	294
2012-13	326	27	5	32	218	76	294	2	19	54	251
2013-14	311	22	9	31	1	68	280	10	27	56	218
2014-15	162	10	9	13	118	31	149	4	21	31	106
2015-16	191	15	4	19	126	46	172	4	27	29	131
2016-17	116	6	4	10	58	48	106	5	12	14	85
2017-18	128	22	7	29	68	31	99	0	20	25	83
2018-19	193	26	9	35	98	60	158	2	9	32	150
2019-20	100	11	12	23	52	25	77	2	9	15	74
2020-21	0	0	0	0	0	0	0	0	0	0	0
2021-22	169	26	13	39	73	57	130	6	14	50	99
2022-23	169	17	6	23	95	51	146	16	14	26	113

Student Expulsion Statistics

Data are through June 30, 2023

By Age

Age	2021-22		2022-23	
7 to 11	8		8	5%
12	12	7%	8	5%
13	16	9%	21	12%
14	20	12%	22	13%
15	31	18%	42	25%
16	48	29%	38	22%
17	25	15%	18	11%
18	7	4%	11	6%

Age	2021-22		2022-23	
19	2	1%	1	1%
20	0	0%	0	0%
Total	169	100%	169	100%

By Gender

	2021-22		2022-23	
Male	99	59%	112	66%
Female	70	41%	57	34%
Total	169	100%	169	100%

Offenses

	2021-22			2022-23		
Offense	Male	Female	Total	Male	Female	Total
Firearms	6	0	6	16	0	16
Other Guns	14	0	14	12	2	14
Controlled Substance	34	16	50	23	3	26
Other	45	54	99	61	52	113
Total	99	70	169	112	57	169

By Conduct Violations

	2021-22		2022-23	
Assault.	0	0%	0	0%
Battery	21	12%	2	1%
Controlled Substance	50	30%	26	15%
Firearms	6	4%	16	10%
Other Conduct	50	30%	87	52%
Other Guns	14	8%	14	8%
Other Weapons	28	16%	24	14%
Total	169	100%	169	100%

By Ethnic Categories

	2021-22		2022-23	
Native American	4	2%	0	0%
African American	130	77%	146	86%
Asian	1	1%	2	1%
Hispanic	32	19%	18	11%
White	2	1%	3	2%
Total	169	100%	169	100%

	Native American		African American		Asian		Hispanic		White		Other		Total	
	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23
Firearms	0	0	4	15	0	0	2	0	0	1	0	0	6	16
Other Guns	0	0	7	13	1	0	5	1	1	0	0	0	14	14
Controlled Substance	2	0	40	22	0	0	8	4	0	0	0	0	50	26
Other	2	0	79	96	0	2	17	13	1	2	0	0	99	113
Totals	4	0	130	146	1	2	32	18	2	3	0	0	169	169

By Month

	2021-22		2022-23	
July	0	0%	0	0%
August	13	8%	3	2%
September	26	15%	12	7%
October	25	15%	17	10%
November	23	14%	18	11%
December	12	7%	22	13%
January	9	5%	6	4%
February	14	8%	9	5%
March	16	9%	27	16%
April	18	11%	10	6%
May	13	8%	34	20%
June	0	0%	11	6%
Total	169	100%	169	100%

By Number of Days Expelled

	2021-22		2022-23	
0-29	9	5%	2	1%
30-90	11	7%	16	10%
91-140	68	40%	34	20%
141-350+	81	48%	117	69%
Until Age 21	0	0%	0	0%
Total	169	100%	169	100%

By Expulsion Assignments

	2021-22		2022-23	
Banner Prep	50	30%	30	18%
Southeastern	31	18%	29	17%
Synergy S.	44	26%	28	16%
Special Ed	29	17%	45	27%

	2021-22		2022-23	
On-line School	9	5%	34	20%
Regular School	3	2%	2	1%
Non-MPS	2	1%	0	0%
Graduated	1	1%	1	1%
Total	169	100%	169	100%

Services Offered

	2021-22			2022-23		
	Yes	No	Total	Yes	No	Total
Firearms	6	0	6	16	0	16
Other Guns	14	0	14	14	0	14
Controlled Substance	50	0	50	26	0	26
Other	99	0	99	113	0	113
Total	169	0	169	169	0	169

By School

	2021-22		2022-23	
Elementary Schools				
Bethune			1	4%
Carson			2	8%
Cass	1	5%		
Clarke			2	8%
Congress			1	4%
Fairview	1	5%		
Fifty-third St.			2	8%
Franklin	1	5%	2	8%
Grantosa	1	5%		
Hartford			4	16%
Homes			1	4%
King ES			1	4%
Kluge	1	5%		
Lancaster	2	10%	1	4%
Longfellow	3	15%		
MacDowell	2	10%		
Milw Env Science			2	8%
Morgandale			2	8%
River Trail			1	4%
Starms DLC	1	5%		
Story	3	15%	1	4%
Thurston Woods			1	4%
Townsend	1	5%		
Vieau	2	10%	1	4%
Whitman	1	5%		
Total	20	100%	25	100%
Middle Schools				
Andrew Doug			1	4%
Audubon	1	4%	1	4%
Douglas	1	4%		
Golda Meir	2	7%	1	4%
Green Tree	1	4%	3	13%
King	5	17%		
Lincoln	5	17%	2	9%
Milw School of Lang	2	7%		
Milw Sign Lang	3	11%		
Morse	2	7%	3	13%
MSL			2	9%
Roosevelt	3	11%	2	9%
Rufus King			6	27%
Southeastern			1	4%
WCLL			1	4%
Wedgewood	3	11%		
Total	28	100%	23	100%
High Schools				
Alliance	1	1%	5	4%
Audubon	1	1%	4	3%
Bay View	8	7%	4	3%
Bradley Tech	15	13%	12	11%
Grandview	1	1%		
Green Tree	5	4%		
Hamilton	6	5%	15	13%
MacDowell	1	1%	1	1%
Madison	7	6%	15	13%
Marshall	14	12%	14	12%
MHSA	3	3%	2	2%
Milw School Lang	3	3%	1	1%
North Div.	2	2%	2	2%
Obama SCTE	3	3%	3	2%
Project STAY	1	1%		
Pulaski	6	5%	5	4%
Reagan			1	1%
Riverside	10	8%	11	9%
Rufus King	6	5%	2	2%
South Div.	9	8%	6	5%
Vincent	10	8%	3	2%
Washington	2	2%	10	8%
WCLL	1	1%	2	2%
Total	115	100%	118	100%
Partnership/Alternative Schools				
Assata	3	0%	0	0%
Banner Prep	1	20%	1	100%
Nova	0	60%	0	0%
Shalom	0	0%	0	0%
Southeastern	1	20%	0	0%
Synergy S.	0	0%	0	0%
Total	5	100%	1	100%
Non-instrumentality Charter Schools				
Carmen SE	1	100%	1	50%
Carmen NW	0	0%	1	50%
Total	1	100%	2	100%

By Activity during Expulsion Period

	2021-22		2022-23	
Alternative School	154	91%	132	78%
On-line School	9	5%	34	20%
Regular School	3	2%	2	1%
Non-MPS	2	1%	0	0%
Graduated	1	1%	1	1%
Total	169	100%		100%

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication 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 expulsions cases is the transcription services and the cost of the Independent Hearing Officers. These costs were previously approved in the FY 2024 budget for the Department of Student Services.

Recommendation

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2023-24 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 2022-23 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 O'Halloran moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 8.

Noes — None.

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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 the Standing Committees at the Board's regular July 2023 meeting.

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REGULAR ITEMS OF BUSINESS

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, 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

The Superintendent recommends that the Board appoint the following appointments and promotions, to be effective as of the dates indicated.

Code	Name	Position	Salary	Date
New Hires				
2	Kayla King	Building Service Helper I	$16.96/hr.	06/12/2023
1	Nicole Marshall	Building Service Helper I	$16.96/hr.	06/26/2023
2	Antoinette McAfee	Building Service Helper I	$15.90/hr.	06/26/2023
2	Israel Moncree	Building Service Helper I	$15.90/hr.	06/26/2023
2	Dorothy Seaberry	Building Service Helper I	$16.43/hr.	06/26/2023
2	Maurice Shaw	Building Service Helper I	$18.55/hr.	06/05/2023
2	Brittany Williams-Taylor	Building Service Helper I	$16.96/hr.	06/05/2023
5	Zachary Schroder	Co-op Student	$15.90/hr.	06/05/2023
2	Lakeisha Kirk	Human Resources Assistant	$42,807.00	06/26/2023
5	Thomas Einberger	Plumber	$50.00/hr.	06/27/2023
5	Nicholaus Kahle	Plumber	$50.75/hr.	06/05/2023
2	JaQuail Triggs	School Secretary I — 11-month	$31,165.00	06/01/2023
2	Kiara Williams	School Secretary I — 12-month	$33,068.00	06/27/2023
2	Tahani Malone	School Kitchen Manager Trainee	$17.22/hr.	06/06/2023
2	Sheena Williams	School Kitchen Manager Trainee	$16.75/hr.	06/06/2023
6	Aleyah Accomands	Youth Apprentice	$7.25/hr.	06/05/2023
2	Roman Anderson-Alexis	Youth Apprentice	$7.25/hr.	06/05/2023
2	James Ejiwale	Youth Apprentice	$7.25/hr.	06/05/2023
7	Owen Ferris	Youth Apprentice	$7.25/hr.	06/05/2023
2	Jayden Green Grady	Youth Apprentice	$7.25/hr.	06/05/2023
5	Maeve Harrison	Youth Apprentice	$7.25/hr.	06/05/2023
4	Aztlan Hernandez Barillas	Youth Apprentice	$7.25/hr.	06/05/2023
5	Merrigan Holzer	Youth Apprentice	$7.25/hr.	06/05/2023
2	Maliyah Johnson	Youth Apprentice	$7.25/hr.	06/05/2023
1	Yeraldeen Mora-Gomez	Youth Apprentice	$7.25/hr.	06/05/2023
2	Zion Owusu-Yeboa	Youth Apprentice	$7.25/hr.	06/05/2023
2	Javonte Rodrigues	Youth Apprentice	$7.25/hr.	06/05/2023
2	Makynzie Russ	Youth Apprentice	$7.25/hr.	06/05/2023
5	Roan Smith	Youth Apprentice	$7.25/hr.	06/05/2023
2	Damari Spears	Youth Apprentice	$7.25/hr.	06/05/2023
5	Luca Tanzilo	Youth Apprentice	$7.25/hr.	06/05/2023
2	Christen Taylor	Youth Apprentice	$7.25/hr.	06/05/2023
6	Jenna Valdez	Youth Apprentice	$7.25/hr.	06/05/2023
Promotions				
2	Veron Meeks	Building Service Helper I	$15.90/hr.	06/05/2023
4	Stacy Guerrero	Human Resources Assistant	$35,373.00	06/26/2023
2	Sarafina Knox	Human Resources Assistant	$37,850.00	06/26/2023
4	Guillermo Valadez	Plumber Journeyman	$46.52/hr.	05/23/2023
2	Natalie Sanders	School Engineer I	$52,034.00	06/12/2023
5	Mollee Cleary	School Engineer III	$64,667.00	06/26/2023
5	Karlene Barg	School Kitchen Manager I	$27,467.00	05/30/2023
2	Giovonni Brackens	School Kitchen Manager I	$32,131.00	05/29/2023
2	Jazzmen Aldridge	Secretary II	$41,116.00	06/26/2023

Code	Name	Position	Salary	Date
Rehires				
2	Victory Robinson	Building Service Helper I	$15.90/hr.	05/30/2023
5	Beau Rick	IT Service Technician II	$60,524.00	06/26/2023
2	Keyana Jackson	School Secretary I — 12-month	$35,693.00	06/26/2023
2	Courtney Mays	School Engineer I	$52,034.00	06/12/2023
2	Shanice Maxwell	Secretary II	$44,092.00	06/29/2023

Codes:

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

Leaves of Absence

The Superintendent recommends that the Board approve the following leaves of absence, to be effective as of the dates indicated.

	Present Assignment	Effective From
Illness Leave, March 2023		
Amy Comerford	Bruce School	March 13, 2023
Illness Leave, April 2023		
Kristin Davis	Parkside Elementary School	April 17, 2023
Rae Green	Obama S.C.T.E	April 17, 2023
Personal Leave, April 2023		
Sandra Santiago	Milwaukee Spanish Immersion	April 10, 2023
Personal Leave, June 2023		
Lorena Rodriguez-Gonzalez	Hayes Bilingual School	June 14, 2023
Personal Leave, August 2023		
Lauren Van Kampen	Townsend Street School	August 18, 2023
Personal Leave, October 2023		
Aldora Kaca	Victory School	October 12, 2023

Report on Certificated Resignations and Classified Retirements

The certificated resignations and classified retirements listed below have been accepted by the Superintendent, to be effective as of the dates indicated. This is an informational item, and no action is required.

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Other Dist	18.9	5	Michelle Anderson	Teacher	Morgandale	06/16/2023
Personal	0.8	2	Rehenya Anderson	Teacher	Green Tree Prep	06/26/2023
Personal	2.0	5	Rosalie Avery	Teacher	Central Svcs	06/16/2023
Retire	23.3	2	Latha Ballard	Teacher	Gaenslen	06/16/2023
Retire	39.5	2	Johnnie Cole	Teacher	AAL	07/21/2023
Retire	30.7	2	Ramon Evans	Principal	Vincent	07/31/2023
Other Work	4.0	5	Skyler Harmon	Rec Coord II	Central Svcs	07/21/2023
Personal	7.0	5	Dan Harris	Teacher	Clarke	06/28/2023
Retire	26.7	2	Nebritt Herring	Principal	Lincoln MS	06/30/2023
Retire	30.4	2	Lesa Hull	Counselor	JMAC	06/02/2023
Personal	0.9	25	Amiyah Jones	Teacher	Kluge	06/16/2023
Personal	8.1	2	April Jordan	SST	53rd Street	06/08/2023
Other Dist	5.9	3	Michael Josh	Teacher	Curtin	06/16/2023
Other Work	13.9	5	Julie Kersting	Teacher	Hayes	06/16/2023
Other Dist	8.9	2	Sharmayne Kyles	Teacher	Westside Acad	06/05/2023
Personal	0.7	5	Stephani Lohman	Nurse	Central Svcs	06/16/2023
Retire	35.1	2	Calvin Matthew	Teacher	Barton	06/16/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	28.6	5	Angela McLaughlin	Teacher	Wedgewood Park	07/08/2023
Other Dist	8.0	5	Jakob Millizer	Teacher	Ronald Reagan	06/27/2023
Personal	5.0	4	Itzel Miranda	Teacher	Meir	06/26/2023
Other Dist	0.9	2	Jasmine Moore	Teacher	Hopkins Lloyd	06/18/2023
Personal	25.9	4	Eladio Rivera	Teacher	Forest Home	06/27/2023
Personal	8.9	5	Terry Rupnick	Teacher	Parkview	06/16/2023
Personal	9.0	5	Robert Schill	Teacher	Riverside	06/27/2023
Other Dist	1.8	5	Christiane Schulte	Teacher	MSOL	06/09/2023
Personal	1.4	5	Michael Scott	Teacher	Mitchell	06/16/2023
Retire	28.5	3	Satnam Singh	Teacher	Green Tree Prep	06/27/2023
Personal	11.0	2	Chalon Stacker	Teacher	Carson Acad	06/17/2023
Personal	0.7	5	Jacqueline Stengel	Teacher	Kilbourn	06/14/2023
Personal	3.9	5	Sarah Sullivan	Teacher	Hawley	06/16/2023
Retire	31.0	4	Angelena Terry	Principal	Washington	07/28/2023
Retire	36.0	2	Desire Tyler	Teacher	Trowbridge	07/31/2023
Other Dist	19.9	5	Lara Vance	Teacher	Fratney	06/29/2023
Personal	23.9	5	Jody Wensink	Teacher	Burbank	06/16/2023
Personal	14.3	2	Tanya Williams	SST	Jackson	06/15/2023
Classified Retirements						
Retire	36.9	5	Joan Amich	Data Suppt	Central Svcs	07/04/2023
Retire	20.3	5	Eileen Beamish	Para	MacDowell	07/02/2023
Retire	10.8	5	Eileen Bratel	Para	Lowell	06/21/2023
Retire	31.6	2	Antoinette Bridges	Para	Jackson	06/17/2023
Retire	31.3	2	Devette Bridges	Para	Hawley	06/17/2023
Retire	8.8	4	Elizabeth Brown	Bookkeeper	Central Svcs	07/01/2023
Retire	20.8	2	Delrose Cain	CHA	Gaenslen	06/17/2023
Retire	32.7	2	Carol Christian	Gen Ed Asst	Clemens	06/17/2023
Retire	25.6	5	Judy Christopher	Para	Thoreau	06/17/2023
Retire	21.3	5	John Craine	Engineer III	Audubon MS	06/21/2023
Retire	14.1	2	Lea Anne Crowder	Para	Neeskara	06/17/2023
Retire	19.8	5	Christine Fischer Srok	Para	German Imm	06/18/2023
Retire	10.5	5	Vicki Geshrick	Para	Lowell	06/21/2023
Retire	14.4	6	Dayna Graves	Para	Fratney	06/17/2023
Retire	35.7	5	Michael Heese	Safety Assst	School Safety	06/17/2023
Retire	27.7	5	Janell Ingram	Kitchen Mgr	Hayes	06/17/2023
Retire	34.8	2	Debra Johnson	BSH II	Bradley Tech	07/02/2023
Retire	29.3	5	Jean Krueger	FSA in Charge	Burdick	06/22/2023
Retire	27.3	3	Ge Lee	Para	Burbank	06/17/2023
Retire	30.3	5	Pamela Lockett	Para	Burbank	06/17/2023
Retire	27.7	2	Emebet Moges	Para	Thoreau	07/01/2023
Retire	13.5	5	Sara Raasch	Para	Fernwood	06/17/2023
Retire	28.6	2	Brenda Redmond	Para	Gaenslen	06/17/2023
Retire	40.3	2	Gretta Robertson	FSA in Charge	95th Street	06/21/2023
Retire	27.2	5	Renee Stanley	Secretary I	Fairview	07/01/2023
Retire	3.8	2	Quencia Stewart	CHA	Bay View Mont	06/10/2023
Retire	23.6	5	Lori Tadysak	Kit Mgr III	Hamilton	07/02/2023
Retire	0.7	5	Carin Thomure	Para	French Imm	06/24/2023

Summary

Other District 7
Other Work 2
Personal 16
Retirement.....38 (28 Classified & 10 Certificated)

Codes:

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

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for June 2023 has been provided under separate cover. This is an informational item, and no action is required.

Report on Hire and Resignation Data

This is an informational item, and no action is required.

Hires, FY19-FY23

	FY19	FY20	FY21	FY22	FY23
All Staff	1,312	1,525	872	1,049	1,255
Teachers	378	440	352	331	361

Total Terms by Month, FY23

	All Staff	Teachers
July 22	106	40
August 22	207	71
Sept 22	98	21
Oct 22	100	30
Nov 22	91	20
Dec 22	81	23
Jan 23	99	23
Feb 23	65	19
Mar 23	56	13
April 23	44	7
May 23	120	81
June 23	233	132

Terms, FY19-FY23

	All Staff			Teachers		
	Retire	Resign	Total	Retire	Resign	Total
FY19	347	1,263	1,610	159	430	589
FY20	279	994	1,273	133	315	448
FY21	281	842	1,123	116	245	361
FY22	341	1,412	1,753	139	425	564
FY23	310	990	1,300	142	339	481

Director Jackson moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

Recommended Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
4, nr	Alfredo Balmaseda	Comptroller	Office of the Chief of Finance	03	15A	$150,000
2, nr	David Hart	Manager III, Superintendent Initiatives	Office of the Superintendent	03	13A	$143,748
2, nr	Scott Hawkins	Principal I, Engleburg	Office of the Chief of School Administration	03	13T	$135,521
5, r	Holly Jackelen	Principal I, Audubon	Office of the Chief of School Administration	03	14A	$122,858
2, r	Tyrone Kendrick	Manager III, Building Operations	Office of the Chief of Operations	03	13A	$120,000
5, nr	Mary Kasten	Coordinator II, Milwaukee Partnership Grant	Office of the Chief of Academics	03	067A	$109,565

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, r	Steven Molkentine	Coordinator III, Grant Accounting	Office of the Chief of Finance	03	08A	$106,992
2, r	Shalanda Driver	Principal II, Congress	Office of the Chief of School Administration	03	14T	$105,483
5, r	Jessica Ornburg	Special Education Supervisor, Itinerant	Office of the Chief of Academics	03	09C	$103,723
2, r	Sapphire Canser	Coordinator III, School Performance	Office of the Chief Communications & School Performance	03	08A	$99,750
2, r	Tameka Haynes	Assistant Principal II, Meir School	Office of the Chief of School Administration	03	11C	$93,000
5, r	Elizabeth Compton	Special Education Supervisor, Itinerant	Office of the Chief of Academics	03	09C	$91,573
5, r	Marshall Traster	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	$87,644
4, r	Martin Guerra	Special Education Supervisor, Itinerant	Office of the Chief of Academics	03	09C	$82,550
5, nr	Sandra Cohen	Employment Relations Specialist I	Office of the Chief of Human Resources	03	08A	$79,679
5, nr	Derek Donlevy	Coordinator II, Recreation, Community Centers	Office of the Chief of Operations	03	07A	$76,038
4, nr	Abigail Martinez	Planning Assistant, Bilingual & Multicultural Education	Office of the Chief of Academics	03	02A	$65,524
2, r	Rodney Jones	Dean of Students, Green Tree	Office of the Chief of School Administration	03	06C	$62,669
2, nr	Jocelyn Osborne	Planning Assistant II, Organizational Development	Office of the Chief of Academics	03	02A	$63,530
2, nr	Benita Tardy-Thomas	Planning Assistant II, College & Career Centers	Office of the Chief of Academics	03	02A	$56,260

The Board Clerk/Chief Officer, Office of Board Governance, recommends that the following individual be appointed to the classification indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Nita Farrow	Board Staff Coordinator III	Office of Board Governance	03	08A	$112,906

Recommended LTE Contracts Exceeding 60 Days

The Superintendent recommends that the Board approve the following Limited-term Employment (LTE) contracts exceeding 60 days, pursuant to Administrative Policy 6.23 (4)(b), to be effective as indicated.

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Andrew McAleese	College and Career Readiness	Office of the Chief of Academics	$38.00	06/01/23-11/30/23
2, r	Jessica Willis	College and Career Readiness	Office of the Chief of Academics	$35.00	06/01/23-11/30/23
5, r	Angela McManaman	Website Redesign Project	Office of the Chief of Communications & School Performance	$35.00	07 /05/23-10/05/23
5, r	Karen Romantini	Refugee Student Service Provider	Office of the Chief of Academics	$35.00	07 /05/23-12/30/23
6 , r	Richard Faraj	Refugee Student Service Provider	Office of the Chief of Academics	$35.00	07 /05/23-12/30/23
5, r	James Tomasello	Artist in Residence/Co-Advisor	Office of the Chief of School Administration	$30.00	08/01/23-12/31/23
5, r	Doreen Nehmer	Advanced Academic Program Support	Office of the Chief of Academics	$30.00	07/01/23-12/31/23

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Alexandra Zach	Band Instructor/GEN	Office of the Chief of School Administration	$30.00	08/14/23-12/21/23
5, r	Cindy Johnson	General	Office of the Chief of School Administration	$30.00	08/14/23-12/23/23
2, r	Gwendolyn Long	ESSER Ill Extracurricular Engagement Project Manager	Office of the Chief of Communications & School Performance	$30.00	06/20/23-12/18/23
2, r	Louise Young Benson	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
2, r	Ruth Aviles	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, nr	Mae Beard	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Deon Haith	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
2, r	Janie Hatton	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
2, r	Rozalia Harris	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
2, r	Mary Henry	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Debbie Karow	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Steven Krey	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Michael Key	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Roberta McLoud	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
2, r	Mondell Mayfield	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
4, r	Lourdes Ocampo-Lewis	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
2, r	Kelvin Robinson	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Robin Waeltz	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
2, r	Ouida Williams	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	John Zablocki	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, nr	Michael Fendry	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
2, r	Justine Hutchins	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Jodene Stefanovich	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Mary Beth Selbach	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
4, r	Mary Saldana	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, nr	Laura Naughton	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Katherine Loesl	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Robin Kitzrow	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
2, r	Dana Hutchins-Watson	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Cheryl Bohnsack	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Nina Zealy	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, nr	Lawrence Murphy	Artist in Residence/Co-Advisor	Office of the Chief of School Administration	$30.00	08/01/23-12/31/23
5, r	Marshall Lee	Stage Technician, Theater Department	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Gary Kowalski	Youth Mentor	Office of the Chief of School Administration	$30.00	08/15/2023-12/20/2023
2, r	Dan Ruiz	Youth Mentor	Office of the Chief of School Administration	$30.00	08/15/2023-12/20/2023
5, nr	Gene Lianas	Readiness of Construction Lab, North Division	Office of the Chief of Academics	$30.00	07/01/23-08/06/23
5, r	Jaqueline Meifert	Extended Learning Opportunities/CCR/CAO	Office of the Chief of Academics	$30.00	06/17/23-11/17/23
5, r	Julie Kenney	Climate Assistant	Office of the Chief of School Administration	$23.00	07/01/23-12/01/23
2, r	Milo Lee	Scan Monitor	Office of the Chief of School Administration	$23.00	08/14/23-12/20/23
5, r	Nolan Deen	Law Clerk	Office of the Chief of Human Resources	$20.00	06/26/23-12/26/23

Codes:

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White		
3	Asian/Pacific Islander	6	Other		
r	Resident	nr	Non-resident		

Director O'Halloran moved approval of the recommended administrative appointments, promotions, reassignments and reclassifications, salary increases/decreases, and limited-term employment (LTE) contracts exceeding 60 days.

The motion passed, the vote being as follows:

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

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(Item 3) Action on a Request to Retire to Closed Session Relative to Crime Detection and Prevention Strategies in Follow up to Resolution 2223R-006

This item was postponed to the end of the meeting.

* * * * *

(Item 4) Action on Recommended FY24 Plan of Audits and Report on District Risk-assessment Plan

Background

Annually, the Milwaukee Board of School Directors adopts a yearly Plan of Audits which identifies audit activities that the Office of Board Governance-Audit Services to conduct during the ensuing fiscal year.

After the initiated and required audits have been determined, the next step in developing the annual audit plan involves consulting the results of the District Risk Assessment. Audit Services staff also reviews the 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.

The proposed FY24 Annual Plan of Audits and District Risk Assessment have been completed and is being 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.

The proposed FY24 Annual Plan of Audits includes audit activities for the Board-approved Audit Services areas, including external audit assistance, departmental and program audits, fraud investigations and other reviews, including external audit reviews, and school audits with corresponding days. This year's FY24 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, and IT security, among others. Other programmatic evaluations could include reviews of the District's background-screening processes, student-enrollment and attendance systems, bilingual programs, FMS billing processes, and a follow-up review of district building-lease recommendations.

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 Board Clerk/Chief Officer of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

At its meeting on June 29, 2023, the Board directed that this item be carried forward to the July 2023 meeting.

Report on FY24 District Risk Assessment

In October 2015, the Milwaukee Board of School Directors approved the District's risk-assessment project as part of the Annual Plan of Audits for the fiscal year 2016. Audit Services worked in collaboration with the Association of Local Government Auditors (ALGA) to develop a risk-assessment tool and a risk-assessment questionnaire which was distributed to key district leaders and administrators. During this six-month process, the Assistant Chief Auditor with the Miami-Dade County Public Schools served as the technical advisor for this project and provided valuable insights and feedback. The entire MPS Audit Services team also participated in the design and evaluation process. This district risk-assessment tool since has been updated annually to continue to assist Audit Services in identifying risks and prioritizing audit resources.

Audit Services has completed the FY24 risk assessment 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 FY23 Annual Audit Plan. Of the 66 risk-assessment questionnaires distributed to 66 office directors, managers, and key personnel in 38 departments, 65 (99%) were completed and returned. A comparison of the 65 responses received and the prior year's results found:

- 64 (98%) were aware of MPS's fraud-reporting tools, a decrease from 100% in the prior year;
- 15 (23%) reported obstacles that would have prevented their departments from performing work tasks, a decrease from 30% in the prior year;
- staff turnover continued to be a concern, with 29 (44%) reporting changes in key personnel, a decrease from 50% reported in the prior year;
- 6 (9%) reported technological upgrades or other operational changes, a decrease from 17% in the prior year; increasing stability in operations;
- 9 (14%) indicated that they did not have written standard operating procedures (SOPs) or that the SOPs were still being developed for staff to follow, an improvement from 20% reported in the prior year;
- 4 (6%) reported theft, fraud, waste, or abuse, a decrease from 8% in the prior year;

Audit Services has reviewed the responses and performed an analysis of year-over-year budget and staffing changes in assigning risk levels to six specific categories — People, Fraud, Operations, Technology and Systems, Legal, and Financial — to arrive at overall risk-and-audit priorities of high, moderate or low. Of the 38 auditable departments analyzed, 12 (32%) are high-risk, seven (18%) are moderate- risk, and 19 (50%) are low-risk.

In addition to the the risk assessment's results, other factors affecting prioritization include requests from the Board of School Directors, audit resources, prior audit results, 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 score 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 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) Office of Communications and School Performance, and the Office of Human Resources (People). Audit resource days have been included in the FY24 Annual Plan of Audits in the higher-risk areas of district operations.

Annual Plan of Audits — Fiscal Year 2024

Financial Audit

A) Audit: Basic Financial Statements

MPS is required to have an annual examination of MPS's basic financial statements. The Office of Board Governance, which has overall responsibility for the annual year-end examination, contracts with a certified public accounting firm to perform the audit. The accounting firm conducts the audit in accordance with government auditing standards to form an opinion on the basic financial statements. The audit includes audits of the two early-retirement pension plans, a Report on Internal Control, and a Status Report on the Prior Year's Internal Controls. In addition to the financial statement audits, the District is also required to have a Report on Federal and State Awards (Single Audit), Student Membership (general, summer school, and integration transfer program) Audits, and a Parent Consent Audit.

- The Single Audit satisfies the audit requirements of both the state and federal governments for all state and federal funds received by MPS.
- The Student Membership Audits and Parent Consent for Transportation Audit satisfy the audit requirements mandated by the Wisconsin Statutes and the Wisconsin Department of Public Instruction.
- The Report on Internal Control details areas in which internal accounting controls need to be enhanced. A separate report is also provided which reports on prior-year management comments and management's progress in implementing those recommendations.

In addition to coordinating and monitoring the year-end audit activities, Office of Board Governance-Audit Services is responsible for completing various segments of the year-end audit.

Estimated Resource Allocation — Internal ..... *80 days*
Estimated Resource Allocation — External ..... *228 days*
Estimated Start Date..... *July 2023*
Estimated Completion Date..... *December 2023*

Departmental and Program Audits-(Cyclic)

B) Cyclic Audits: Accounts Payable Audit

This review will address the implementation of the three-way matching process, i.e., does the quantity ordered and negotiated price match the quantity received and the price paid. Along with assessing controls over the three-way matching process, controls related to wire transfers, ACH payments, creation of vendor controls, system access, and procedure documentation will be reviewed. Other planned cyclic audit areas may include financial reporting-grants management, IT security and disaster recovery, procurement, and selected areas of operations for individual offices, such as Office of Human Resources, Office of Academics, Office of Finance, and the Office of Operations. These cyclic reviews would be scheduled on a recurring basis to ensure that areas of district operations deemed as higher-risk/higher-impact are reviewed on a periodic basis.

Estimated Resource Allocation..... *60 days*

Estimated Start Date..... December 2023
Estimated Completion Date..... June 2024

C) Audit: Follow-up on Previously Issued Audit Reports

In order to ensure that all audit recommendations have been properly implemented, Audit Services tracks and follows up on the audit recommendations to determine the status of district administration's corrective actions. Follow-up reviews are planned for one previously issued report, Building Lease.

Estimated Resource Allocation..... 40 days
Estimated Start Date..... July 2023
Estimated Completion Date..... October 2023

D) Non-cyclic Program Evaluations

These reviews will focus on one or two higher-risk operational areas and may include various financial transaction reviews, use and oversight of district-wide accounts, Infinite Campus's data controls, and areas of operations that have not been reviewed or approved by the Board.

Review of FMS Billing and AIM system controls

This review will focus on a review of AIM system controls related to separation of duties; access controls, including levels of review and approval; and interface with BusinessPlus, along with a review of FMS's processes related to invoice processing, accounting, and journal-entry documentation.

Retiree Health and Life Insurance Audit (Carried Over)

Estimated Resource Allocation..... 93 days
Estimated Start Date..... July 2023
Estimated Completion Date..... March 2024

Other areas of review that may be considered on a non-recurring basis include Early Childhood, M^3, IB programs, Montessori programs, bilingual programs, and other evaluations of district operations such as building use and capacity and transportation services.

Fraud Investigations and Other Reviews

E) Audit: Special Audits and Projects

The Office of Board Governance-Audit Services has the responsibility for special audits, fraud investigations, and other projects, including reviews of external charter schools' audit reports for Contracted School Services. Requests for analysis, investigations, and specific information can be made by the Board, the Superintendent, the management of Accountability and Efficiency, and the Chief Officer of the Office of Board Governance.

In addition, The Office of Board Governance operates the Fraud Hotline. Upon receipt, complaints are reviewed and, if deemed appropriate based on criteria from policy, investigated. A fraud, waste, and abuse annual report summarizing the results of fraud complaints and tips received is issued to the Board and to the Superintendent. Enhancements to fraud-reporting tools — including the 2017 approval of the reporting requirements of Administrative Policy and Procedure 6.38, Theft, Fraud, Waste, Abuse, Illegal, or Unethical Behavior — have led to an increase in tips received.

Special projects within higher-risk operational areas may include a review of the District's exit-interview process, reviews of schools with overspent budgets, updating the District's Annual Risk Assessment, student-enrollment processes, and a cost-benefit analysis of fleet maintenance and replacement schedules. In addition, principal trainings and support are offered throughout the school year.

Estimated Resource Allocation..... 321 days
Estimated Start Date..... Ongoing
Estimated Completion Date..... Ongoing

School Audits

F) Audit: Alternative/Early Childhood Partnership Schools

The District contracts with schools to provide alternative education and early childhood education to MPS students. The audits will review the operations of these schools to determine the extent to which the schools comply with administrative policy and contract provisions and appropriately use the financial resources provided by MPS. Schools are selected for review on a rotating basis. One partnership program and a related management letter are to be completed in FY24.

Estimated Resource Allocation..... *17 days*
Estimated Start Date..... *December 2023*
Estimated Completion Date..... *June 2024*

G & H) Audit: Charter School Financial and Performance Audits

Charter schools are required by their charter school contracts to contract for financial audits and annual performance-and-compliance audits. The audits are conducted in accordance with government auditing standards.

One of the objectives of the financial/compliance audit of MPS's instrumentality charter schools is to express an opinion on the fairness of the schedule of revenues and expenditures. The objective of the performance/compliance audit is to report on the charter school's compliance with the performance, administrative, and fiscal provisions of the contract.

The charter school has the option to contract with Audit Services or with an independent certified public accountant to perform the audits for FY24 activity. Five charter schools have contracted with Audit Services.

Estimated Resource Allocation..... *63 days*
Estimated Start Date..... *July 2023*
Estimated Completion Date..... *March 2024*

I) Audit: School Audits

The Board, in recognition of the school's authority to make key decisions regarding the operations of the school, has directed Audit Services to initiate a continuous program of individual school audits. Schools presently have control over a significant portion of their local school budgets. In addition, schools are expected to achieve accountability standards, to meet the Board's strategic objectives for student achievement and equity, and to comply with fiscal and administrative guidelines. The program continues the cyclical audits of MPS schools. Fifteen schools will be selected for audit during FY24.

The purpose of the review is to assess whether the existing internal controls over the schools' financial activities can be relied upon to ensure that student-activity-fund, fixed-asset, and payroll- exception-reporting financial transactions are properly authorized, recorded, documented, and safeguarded. Compliance with fire drill and student attendance procedures is also reviewed.

Estimated Resource Allocation..... *135 days*
Estimated Start Date..... *July 2023*
Estimated Completion Date..... *June 2024*

J) Audit: School Audits — New-principal, Follow-up, Carryover, and School-Closing

Newly assigned principals may request audits to assist them in determining the financial and other conditions at their schools. The review conducted is identical to the continuous program of school audits. Follow-up reviews may be conducted for those schools where prior audits have determined that internal controls were significantly deficient. School-closing audits with a focus on financial transactions are conducted to assist the Administration with close-out activities at these schools.

Eleven new-principal audits are scheduled.

Estimated Resource Allocation..... *99 days*
Estimated Start Date..... *July 2023*
Estimated Completion Date..... *June 2024*

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.07, Fiscal Audits

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Recommendation

The recommendation is that the Board determine how it wishes to proceed.

Director Gokalgandhi moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 5) 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.

The Board's action of November 2000 also set the Board's salaries at $18,121 per year for board members and $18,667 per year for the Board's president.

Board members' compensation remained at this level for 21 years until April 2022, at which time the Board increased its compensation by 4.7%, commensurate with the cost-of-living adjustment given to employees. Thus, the Board's compensation was adjusted to $18,972 for board members, with compensation of $19,544 for the Board's president for the 2022-23 board year.

At its annual organizational meeting of April 25, 2023, the Board postponed consideration of this item until June 2023. At its regular meeting of June 2023, the Board directed that this item be held until its July regular meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.01, Organizational Meeting

Fiscal Impact Statement

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

Recommendation

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

Director O'Halloran moved to make a cost-of-living increase to the Board's salary, commensurate with the increase given to district employees.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Zombor, and President Herndon — 7.
Noes — None.
Abstention — Director Carr — 1.

* * * * *

(Item 6) Action on the Approval of the Supplemental Funding Application for Head Start Playground Structural Improvements

Background

The Milwaukee Public Schools' Head Start Program is eligible to apply for supplemental funding for the improvement of play spaces through the Administration for Children and Families, Office of Head Start.

A recent visit from the Office of Head Start indicated that playground structures used by Milwaukee Public Schools' Head Start students are too tall and not age-appropriate for three-year-old and four-year-old kindergarten children. Replacing and updating to age-appropriate play spaces will aid in children's physical health development and will provide an opportunity for students to develop socially and emotionally. As such, supplemental funding is available for all Head Start grantees to apply for and to use toward quality improvement efforts, such as play-space enhancements. For each tot lot proposed for the 31 Milwaukee Public Schools Head Start program's sites, the estimated cost for the purchase, design, and installation of each structure is $225,000.

The Administration for Children and Families (ACF) requires the participation — through review, feedback, and approval — of the Milwaukee Public Schools' Head Start Policy Council and the NilwaukeeBoard of School Directors in the submission of the supplemental funding application.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

The Supplemental Funding application is requesting $6,975,000 for the purchase, design, and installation of 31 tot lots at each Head Start School site at a cost of $225,000 per structure. The final decision regarding the total funding allocation will be determined by the Office of Head Start.

Implementation and Assessment Plan

Upon the Board's approval, the MPS Head Start office will submit the Supplemental Funding application to the Administration for Children and Families (ACF) and the Office of Head Start (OHS).

Recommendation

The Administration recommends that the Board approve the submission of the application for supplemental funding to be used toward the improvement of Head Start play spaces.

Director Gokalgandhi moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 7) Action on a Request to Approve Submission of the Head Start Transportation Waiver for the 2023-24 School Year

Background

The Milwaukee Public Schools' Head Start Program is seeking approval to provide transportation services to Head Start students (in the three- and four-year-old programs) who request or need transportation to and/or from school in the 2023-24 school year.

MPS currently transports 4,663 K3 and K4 students safely, including Head Start students. The same quality service will continue to be provided for Head Start students in the upcoming school year. In order to implement this service, the Administration is requesting approval to submit the Transportation Waiver Request Data Collection Form, as provided under separate cover, which seeks waivers of the following Head Start Performance Standards:

- child safety-restraint systems requirement (45CFR 1310.11(a)) — three- and four-year-old students; and
- bus-monitor requirement (45CFR 1310.15 (c)(1)) — three-year-old and four-year-old students.

Equitable access to educational opportunities is a guiding principle of MPS. The requested waiver would allow all families access to Head Start services, regardless of their transportation circumstances. Equitable access to Head Start resources for all families through the provision of quality and dependable transportation furthers MPS's commitment to a single standard of care for all students.

With the approval of transportation, the average program-attendance rate increased from 83.3% to 90.7%, pre- pandemic. It is our experience that Head Start enrollment and attendance will continue to trend upward if transportation services are continued. Additionally, by offering transportation to all students, families would be able to ride buses together, rather than Head Start children being separated from their siblings.

MPS is committed to a standard of care for all children, and we believe that our long history of transporting K3 and K4 students specifically demonstrates our ability to successfully add the additional Head Start students to our current transportation plan.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

It is expected that 44% of the 1,291 children in Head Start will use the transportation services. Providing this service would involve MPS's supporting 39 bus routes at a cost of $1,461,600. The District would cover these costs with local funds and not use Head Start funding to support this service.

Implementation and Assessment Plan

Upon approval by the Board, Milwaukee Public Schools will continue to maintain the highest standards in the transportation of students and its proven track record of safely transporting students in K3-12th grades. All transportation services provided for students are currently fully compliant with 45CFR1310.11(a), 45CFR 1310.15(c)(1), Wisconsin State Statutes, and Administrative Codes. Compliance is ensured through contracts and regular monitoring of provider services.

Recommendation

The Administration recommends that the Board approve the submission of the 2023-24 Head Start Transportation Waiver, as provided under separate cover.

Director Gokalgandhi moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 8) Action on Monthly Facilities Matters: FMS Award of Material Purchase Recommendation

Material Purchase

Generator System

Central Services

Prime Contractor
Total Energy Systems
N90W14739 Commerce Drive
Menomonee Falls, WI 53051

Base Bid of.....$267,888.94

Funds are available for the Generator System Replacement project account code MBM 0A 9J3 FM ECNC (Project No. 8412).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes an the following expenditure:

- Total Energy Systems for a generator system at Central Services; Code: MBM 0A 9J3 FM ECNC $267,888.94

Implementation and Assessment Plan

Upon the Board's approval, the material purchase will be executed.

Recommendation

The Administration recommends that the Board approve the requested material purchase.

Director Leonard moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 9) Action on Monthly Finance Matters: Authorization to Make Purchases, 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, and Acceptance of Donations

Purchases

——— Authorization to Issue a Purchase Order to News 2 You Products (n2y) for a Unique Learning System for Educational Services

The Administration is requesting authorization to issue a purchase order to News 2 You Products ("n2y") 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 $239,537.30.

Budget Code: SSU-O-A-IF4-DW-ECTS (IDEA — Contracted Services).....$239,537.30

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	0	0

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, Inc., for the 2023-24 school year, with the option to extend for up to one additional one-year period. 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. Alpha Baking Company, Inc., was the only bidder for the award.

The second-year term of the blanket purchase order will run from September 1, 2023, through August 31, 2024, (Year 2) with the option of one additional one-year term. The blanket purchase order will not exceed $500,000 in Year 2.

Budget Code: 000-0-0-000-BL-ECTS. (Nutrition).....$500,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	300	10

RFB 5813 Authorization to Issue a Blanket Purchase Order to Oliver Packaging & Equipment Co. for Trays and Polyester Film for Heat-seal Machine and Tray Accumulator

The Administration is requesting authorization to issue a blanket purchase order to Oliver Packaging & Equipment Co. for the 2023-24 school year, with the option to extend for up to two additional one-year period. This blanket purchase order will provide the distribution of a variety of plant-based heat-seal 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, four central kitchens are using the heat-seal machines.

The vendor was chosen pursuant to RFB 5819, which closed on June 6, 2023. Oliver Packaging & Equipment Co. was the lowest complying bidder for the award.

The initial term of the blanket purchase order will run from August 1, 2023, through July 31, 2024, ("Initial Term) with the option of two additional one-year terms.

The total cost for the Initial Term will not exceed $1,250,000.00

Budget Code: 000-0-0-000-BL-ECTS (Nutrition).....$1,250,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	10

Routine Monthly Reports

The report on revenues and expenses, the 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 have been provided under separate cover. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Bay View High School	Gerald Hollander	$200.00	Gay Straight Alliance Support
Browning School	Box Tops for Education	$9.50	General School Supplies
Clemens School	Anonymous	$200.00	5th-grade Field Trips
Clemens School	Gary Lawson*	$582.22	Teacher Appreciation
Clement Avenue School	Box Tops for Education	$29.80	General School Supplies
Clement Avenue School	Kathy Navarre	$35.52	Supplies for Carnival
Clement Avenue School	Lauretta Archibald*	$152.00	Help Cover Cost of Bus
Curtin School	American Transmission Company	$500.00	General School Supplies
Doerfler School	Tanya Johnson	$70.00	General School Supplies
Emerson School	Box Tops for Education	$16.00	General School Supplies
French Immersion School	Anonymous	$1.00	45th Anniversary
French Immersion School	Jenny Chay	$400.00	45th Anniversary
King High School	Marilyn Byrd	$305.00	Student Fees Donation
King High School	Steven G. Marshall	$2,500.00	RKHS Chamberlin Scholarship
King High School	Anonymous	$30.00	Sunshine Club
King High School	Casey Lynn Thomm	$50.00	ASL Club
King High School	Lauren Rosenbergh	$120.00	Sunshine Fund
MacDowell Montessori	Alice's Kids	$50.00	Prom Fee
MacDowell Montessori	Juneau Letterwinners Alumni Assoc.*	$2,000.00	Athletics
MacDowell Montessori	Juneau Letterwinners Alumni Assoc.*	$2,000.00	Athletics
Maryland Avenue Montessori School	United Way	$165.00	General School Supplies
Morgandale School	Box Tops for Education	$26.40	General School Supplies
North Division High School	Heather Perkins	$975.00	Prom Tickets
North Division High School	Better Together MKE LLC	$1,000.00	Prom Tickets
Obama School of Career and Technical Education	Gloria Harper	$200.00	Senior Trip Donation

Location	Donor	Amount	Gift or Purpose
Obama School of Career and Technical Education	Kerry Holeman	$50.00	Scholarship Fund
Parkside School	Anonymous	$60.00	General School Supplies
Parkside School	Elizabeth Arsnow	$150.00	Mad Hot Dance Club Pizza Party
Ronald Reagan High School	Anonymous	$1.00	Music Department
Ronald Reagan High School	Vesla Hoeschen	$1,000.00	Forensics Trip
Recreation and Community Services	Milwaukee Bucks LLC	$2,500.00	eSports Program
Office of Academics — Specialized Services	One Beat CPR Learning Center LLC	$2,000.00	AED Equipment
Starms Early Childhood School	Julie Schalk	$500.00	General School Supplies
Vincent High School	Thomas McCeary	$200.00	Prom Tickets
Vincent High School	Power Property Solutions	$225.00	Prom Tickets
Vincent High School	Dr. Reginald Lawrence*	$250.00	Prom Tickets
Vincent High School	Compeer Financial	$3,860.00	AG Program
	Total Monetary Donations	*$22,413.44*	
Non-monetary Donations			
Andrew S. Douglas	DonorsChoose	$272.93	Health Equals Wealth
Bay View High School	DonorsChoose	$605.45	Cameras for Connecting
Bradley Trade & Tech	DonorsChoose	$167.25	Springtime PBIS Rewards
Browning School	DonorsChoose	$391.26	Perfect Pants
Browning School	DonorsChoose	$396.88	Dynamic DUPLO
Carver Academy	DonorsChoose	$134.36	Keeping Clean and Motivated
Clara Barton School	Tundra Treats, LLC	$700.00	175 Ice Creams for PBIS Event
Doerfler School	DonorsChoose	$233.43	Raised Beds
Doerfler School	DonorsChoose	$277.29	Teddy Bears
Doerfler School	DonorsChoose	$288.67	Something Old to Something New
Doerfler School	DonorsChoose	$395.24	General School Supplies
Dr. B Carson Academy of Science	DonorsChoose	$135.80	The Good, the Bad & the Sour
Dr. B Carson Academy of Science	DonorsChoose	$143.51	Glorious Glue
Dr. B Carson Academy of Science	DonorsChoose	$180.29	Little People, Big Dreams
Dr. B Carson Academy of Science	DonorsChoose	$202.79	Raising Readers
Dr. B Carson Academy of Science	DonorsChoose	$224.56	Outdoor Science Bags
Emerson School	DonorsChoose	$566.68	Book Bonanza
Fernwood School	DonorsChoose	$297.27	Classroom Basics
Fernwood School	DonorsChoose	$323.76	Lab Equipment
Fernwood School	DonorsChoose	$409.67	Classroom Basics
Fernwood School	DonorsChoose	$492.79	Classroom Basics
Fifty-third Street School	DonorsChoose	$503.69	Vanishing Supplies
Forest Home Avenue School	DonorsChoose	$380.10	Books Books Books
Forest Home Avenue School	DonorsChoose	$533.75	Instructional Technology
Franklin School	DonorsChoose	$637.26	Classroom Calming Corners
French Immersion School	DonorsChoose	$410.83	Art Supplies
French Immersion School	DonorsChoose	$509.40	Growing in to Spring
Gaenslen School	DonorsChoose	$280.30	Books
Gaenslen School	DonorsChoose	$449.55	Special Supplies for Scholars
Gaenslen School	DonorsChoose	$497.98	Books
Gaenslen School	DonorsChoose	$627.52	Classroom Basics
Gaenslen School	DonorsChoose	$1,694.92	Trekking Out New Adventures
German Immersion School	DonorsChoose	$7,633.36	Bang the Gong
Goodrich School	DonorsChoose	$160.62	Dramatic Play — Farmers Market

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	$215.69	Morning Meeting Time
Goodrich School	DonorsChoose	$231.54	Classroom Essentials in Need
Goodrich School	DonorsChoose	$253.32	Classroom Basics
Goodrich School	DonorsChoose	$260.76	Skill Binders
Goodrich School	DonorsChoose	$264.73	Sensory Books
Goodrich School	DonorsChoose	$331.50	How Do Plants Grow
Goodrich School	DonorsChoose	$333.48	General School Supplies
Goodrich School	DonorsChoose	$340.54	Label Our Classroom
Goodrich School	DonorsChoose	$354.12	Books, Books, and Books
Goodrich School	DonorsChoose	$377.75	Lifelong Readers
Goodrich School	DonorsChoose	$384.45	100th Day of School
Goodrich School	DonorsChoose	$398.23	Basic Supplies
Goodrich School	DonorsChoose	$419.76	Board Books
Goodrich School	DonorsChoose	$464.31	A is for Animals
Goodrich School	DonorsChoose	$466.18	Keep us Learning
Goodrich School	DonorsChoose	$506.34	Gift of Art
Goodrich School	DonorsChoose	$509.15	More Snacks
Goodrich School	DonorsChoose	$549.53	Math Rocks
Grant Gordon Learning Center	DonorsChoose	$448.77	Educational Kits & Games
Grant Gordon Learning Center	DonorsChoose	$590.89	Let's Play With Our Food
Grant Gordon Learning Center	DonorsChoose	$1,261.14	Tree Fun For Everyone
Grantosa Drive School	DonorsChoose	$202.94	Show It Share It
Hayes Bilingual School	DonorsChoose	$371.70	Classroom Basics
Hayes Bilingual School	DonorsChoose	$377.45	Motivating Learners
Hayes Bilingual School	DonorsChoose	$396.57	Classroom Essentials
Hayes Bilingual School	DonorsChoose	$405.07	Rewarding Academic Achievements
Hayes Bilingual School	DonorsChoose	$637.64	Books
Holmes School	DonorsChoose	$166.87	Chew Your Cares Away
Holmes School	DonorsChoose	$232.15	Library Books Galore
Holmes School	DonorsChoose	$240.23	Library Books for Eager Kids
Holmes School	DonorsChoose	$254.20	Awesome Books for Awesome Kids
Holmes School	DonorsChoose	$254.76	The Kids Want Library Books
Holmes School	DonorsChoose	$257.30	New Books for Deserving Kids
Holmes School	DonorsChoose	$271.53	Crazy for Books
Holmes School	DonorsChoose	$280.94	Graphic Novel Party
Holmes School	DonorsChoose	$282.29	New Library Books Needed
Holmes School	DonorsChoose	$300.12	Animal Books for Animal Lovers
Holmes School	DonorsChoose	$344.58	Art Supplies for Library
Holmes School	DonorsChoose	$351.92	Support Student Curriculum
Holmes School	DonorsChoose	$379.80	Legos and Pokemon
Holmes School	DonorsChoose	$488.47	Words and Legos
Kilbourn School	DonorsChoose	$297.15	Books
Kilbourn School	DonorsChoose	$315.41	Littles Love Literature
Kilbourn School	DonorsChoose	$364.31	In Need of Updates Please
Kilbourn School	DonorsChoose	$410.52	Educational Kits & Games
King High School	Ashley Dye	$2,600.00	Summerfest Tickets for Students
King Middle Years	DonorsChoose	$274.41	More Supplies for the Classroom
Kluge School	DonorsChoose	$292.52	Germs Away
LaFollette School	Walmart	$75.00	Gift Card

Location	Donor	Amount	Gift or Purpose
Lincoln Middle School	DonorsChoose	$467.75	General School Supplies
Lincoln Middle School	Apples of Eden	$23.00	Jazz in the Parking Lot
Lincoln Middle School	Auntie Jennies Barkery	$30.00	Jazz in the parking lot
Lincoln Middle School	Milkmen Baseball	$75.00	Jazz in the Parking Lot Tickets
Longfellow Elementary	DonorsChoose	$318.83	Art Supplies
MacDowell Montessori	DonorsChoose	$173.75	Snacks for Students
MacDowell Montessori	DonorsChoose	$207.08	Classroom Basics
MacDowell Montessori	DonorsChoose	$386.26	Educational Kits & Games
MacDowell Montessori	DonorsChoose	$425.32	Classroom Basics
MacDowell Montessori	DonorsChoose	$447.08	Art Supplies
MacDowell Montessori	DonorsChoose	$470.90	Food, Clothing & Hygiene
MacDowell Montessori	DonorsChoose	$474.21	Classroom Basics
MacDowell Montessori	DonorsChoose	$488.26	Montessori Writing
MacDowell Montessori	DonorsChoose	$497.00	Classroom Basics
MacDowell Montessori	DonorsChoose	$505.36	Classroom Basics
MacDowell Montessori	DonorsChoose	$513.18	Montessori Math
Maple Tree School	DonorsChoose	$224.57	Scholastic Magazines for K5
Maple Tree School	DonorsChoose	$264.66	Summer Workbooks
Marshall High School	DonorsChoose	$1,007.46	Replenish the Science Guru
Marvin Pratt	DonorsChoose	$464.03	Books
Meir School	DonorsChoose	$12,202.24	Learning through Technology
Milwaukee High School of the Arts	DonorsChoose	$190.37	Text to Speech Please
Milwaukee High School of the Arts	DonorsChoose	$492.44	Comfort for Students in Need
Milwaukee High School of the Arts	DonorsChoose	$1,563.24	Educational Kits & Games
Milwaukee Sign Language School	DonorsChoose	$228.75	General School Supplies
Milwaukee Sign Language School	DonorsChoose	$243.12	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	$492.43	Lab Equipment
Mitchell School	DonorsChoose	$508.27	Flexible Seating
Morgandale School	DonorsChoose	$239.55	Creepy Crawlies
Morgandale School	DonorsChoose	$521.21	Imaginative Play
Morgandale School	DonorsChoose	$559.67	Opposites Attract
Ninety-fifth Street School	DonorsChoose	$141.87	Art Supplies
Ninety-fifth Street School	DonorsChoose	$163.60	We Love Puzzles
Ninety-fifth Street School	DonorsChoose	$217.57	Flexible Seating
Ninety-fifth Street School	DonorsChoose	$227.98	General School Supplies
Ninety-fifth Street School	DonorsChoose	$230.50	Magna-Tiles and Wind Up Toys
Ninety-fifth Street School	DonorsChoose	$271.68	Help We Need Incentives
Ninety-fifth Street School	DonorsChoose	$295.29	Let Dig Up Some Fossils
Ninety-fifth Street School	DonorsChoose	$348.18	Weighted Animals
Ninety-fifth Street School	DonorsChoose	$364.45	Fill the Shelf with Books
Ninety-fifth Street School	DonorsChoose	$386.87	Search and Find
Ninety-fifth Street School	DonorsChoose	$412.83	Dragon Store Incentives
Ninety-fifth Street School	DonorsChoose	$524.77	READ All About It
Ninety-fifth Street School	DonorsChoose	$568.87	Light Table and Materials
Ninety-fifth Street School	DonorsChoose	$695.68	Educational Kits & Games
Ninety-fifth Street School	DonorsChoose	$1,021.29	Reach For the Stars
Obama School of Career and Technical Education	DonorsChoose	$394.17	Bakers, Veterinarian, and More
Office of Academics — Specialized Services	Kelly Droysen	$89.70	30 Winter Hats for HEP
Parkside School	DonorsChoose	$210.37	Diverse Stories
Parkside School	DonorsChoose	$228.08	General School Supplies
Parkside School	DonorsChoose	$301.28	Spring Refresh

Location	Donor	Amount	Gift or Purpose
Parkside School	DonorsChoose	$835.45	Classroom Basics
Parkside School	DonorsChoose	$1,947.17	General School Supplies
Pulaski High School	DonorsChoose	$458.36	Help Us Keep Reading
Pulaski High School	DonorsChoose	$512.02	Books
Pulaski High School	DonorsChoose	$958.55	Ready for Our Glow Up
Pulaski High School	Lezk Corporation and Edwardm Aprahamian	$3,733.00	Car to Pulaski Auto Program
Riverside High School	Spencer Schrank	$4,000.00	Musser M-32 Marimba
Riverside High School	Richard R. Schwartz*	$5,029.98	Yamaha Fiberglass Sousaphone
Riverside High School	DonorsChoose	$164.11	Soothing Vibes
Riverside High School	DonorsChoose	$203.55	Seats for All
Riverside High School	DonorsChoose	$778.09	Support the Snacks
Roosevelt Middle School	DonorsChoose	$158.10	Food, Clothing & Hygiene
Roosevelt Middle School	DonorsChoose	$181.09	Home Going Celebration
Roosevelt Middle School	DonorsChoose	$348.09	Food, Clothing & Hygiene
Siefert School	DonorsChoose	$240.06	Academic Artsy Activities
Story School	DonorsChoose	$505.87	Soccer Stars
Story School	DonorsChoose	$887.88	Soccer Equipment
Trowbridge School	DonorsChoose	$150.06	Will Work for Charms
Trowbridge School	DonorsChoose	$161.17	Basics Needed
Trowbridge School	DonorsChoose	$219.86	Engaging Eggspert Game
Trowbridge School	DonorsChoose	$223.72	Snack Attack
Trowbridge School	DonorsChoose	$239.73	We Are Boom-tastic
Trowbridge School	DonorsChoose	$242.41	Bob Books for Emerging Readers
Trowbridge School	DonorsChoose	$478.50	Escape Room in the Library
Trowbridge School	DonorsChoose	$540.99	Resources for Dyslexic Students
Trowbridge School	DonorsChoose	$587.24	Cozy Carpet for Comfort
Trowbridge School	DonorsChoose	$841.49	Headphones to HEAR With
Trowbridge School	DonorsChoose	$3,610.55	Chairs to the Rescue
Trowbridge School	DonorsChoose	$17,532.66	New Desks Needed ASAP
Trowbridge School	DonorsChoose	$24,782.80	Unsafe to SAFE Classroom
Vieau School	DonorsChoose	$133.88	Classroom Basics
Vieau School	DonorsChoose	$138.97	Basic Needs
Vieau School	DonorsChoose	$152.69	End-of-year Excitement
Vieau School	DonorsChoose	$280.91	Listening and Learning
Vieau School	DonorsChoose	$291.72	Less Summer Learning Loss
Vieau School	DonorsChoose	$423.06	Farewell Friends
Vieau School	DonorsChoose	$753.06	Mid-year Restock
William Cullen Bryant School	DonorsChoose	$409.14	Books Support Us All
William Cullen Bryant School	DonorsChoose	$827.19	Focus on Books
Zablocki School	DonorsChoose	$220.35	Healthy Students Learn Better
Zablocki School	DonorsChoose	$288.27	A Winter Refresh
	Total Non-monetary Donations	*$147,519.00*	
Total Value of Donations		$169,932.44	
**Donations from MPS Alumni*		*$10,014.20*	

Recommendation

The Administration recommends that the Board:

1. authorize the purchases; and
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

Director Gokalgandhi moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 10) Action on the Award of Professional Services Contracts

——— Authorization to Extend a Contract with Imagine Learning, LLC, for Instructional Services

The Administration is requesting authorization to extend a contract with Imagine Learning, LLC, originally Edgenuity, for instructional services. Contractor will be used to deliver instructional services for k4- 12th grade students enrolled in the virtual program established for the 2023-24 school year. (As a result of a change in organizational structure during the term of the original contract, all references to "Edgenuity" are struck and replaced with "Imagine Learning LLC".) Imagine Learning LLC is a provider of K-12 curriculum and blended-learning solutions. In addition to its credit recovery options, which is currently being used by the District for students in grades 9-12, Imagine Learning LLC offers an extended catalog of courses aligned to Wisconsin State Standards for students in grades K4-12. Its personalized learning approach allows for maximum flexibility for the virtual student with a blend of synchronous and asynchronous instruction and support. Imagine Learning LLC uses 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 TIPS Cooperative Contract #200105.

This contract extension will run from August 1, 2023, through July 31, 2024. The total cost of the contract in the extension year will not exceed $3,750,000.

Budget Code: DTI-0-S-9Y4-LS-ECTS (Student Services — Contracted Services).....$3,750,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	NA	NA	0	NA	900	20

——— Authorization to Enter into a Blanket Purchase Order with Virco, Inc., for Education, Classroom, and Miscellaneous Support Furniture and Related Products

The Administration requests authorization to enter into a blanket agreement with Virco, Inc., ("Virco") for classroom instructional solutions, furniture, and school supplies for school purchasing across the district. The product categories afforded under this cooperative blanket agreement will include:

- freestanding classroom & school furniture
- seating/chairs
- storage
- technology support furniture
- library furniture
- science laboratory furniture
- early childhood furniture
- audio/visual furniture
- art instructional furniture
- educational office furniture
- soft seating
- music furniture & storage
- special education furniture.

This contract is being entered into pursuant to the cooperative agreement Omnia Partners Contract R-TC-18004.

The contract will run from October 1, 2023, through December 31, 2026. The total cost of the blanket purchase order will not exceed $1,000,000.00.

Budget Code: 000-0-0-000-BL-ETCS.....$1,000,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	400	10

——— Authorization to Enter into a Blanket Purchase Order with School Specialty, LLC, for Furniture, Installation, and Related Services

The Administration requests authorization to enter into a blanket agreement with School Specialty, LLC, ("School Specialty) for furniture, classroom instructional solutions, and school supplies for school purchasing across the district. The benefits afforded under this cooperative blanket agreement will 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;
- free shipping on orders of $49.00 or more for supply items;

This contract is being entered into pursuant to the cooperative agreement Omnia Partners Contract R191815.

The contract will run from October 1, 2023, through September 30, 2024 and will not exceed $1,000,000.00.

Budget Code: 000-0-0-000-BL-ETCS $1,000,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	400	10

RFP 1113 Authorization to Contract with Wisconsin Conservatory of Music for Music Instructional Services

The Administration is requesting authorization to enter into a contract with Wisconsin Conservatory of Music for music instructional services for schools with vacancies. Contractor will ensure that music educators represent the diversity of Milwaukee, (ethnicity, geographic region, gender), and coordinate music schedules to match the needs of each school. Contractor will supply music educators trained in classroom management, curriculum alignment, and unit and lesson planning based on the state standards for music educators. MPS requires the support of contracted services to support students' music education.

Contractor was chosen pursuant to RFP 1113, which closed on May 16, 2023. The contract will run from August 1, 2023, through July 31, 2026, and will not exceed $1,500,000.

Budget Code: IMS-0-0-IMC-DW-ECTS (Curriculum and Instruction) $1,500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
106	25	63	No	0	NA	NA	NA	300	10

RFP 1008 Authorization to Extend a Contract with United Healthcare Insurance Co. for the Administration of the District's Self-funded Health Plans

The Administration is requesting authorization to extend a contract with United Healthcare Insurance Co. (UHC) for the administration of the District's self-funded health plans. The vendor was chosen pursuant to RFP 1008, which closed March 21, 2019. The contract will allow continuation of coverage in the Milwaukee Public Schools' group health insurance for active employees, post-65 retirees, and dependents.

In August 2019, the Board approved a contract with UHC with an initial term running from January 1, 2020, through December 31, 2022, with two one-year options to extend if certain performance metrics incorporated into the contract were met. The first extension ran from January 1, 2023, through December 31, 2023. The second, and final, extension will run from January 1, 2023, through December 31, 2024.

The total cost of the contract in the this final extension will not exceed $4,585,280.

Budget Code: DWC-0-0-EMB-DW-EMDI (Employee Benefits — Medical Insurance) $4,585,280

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	No	0	0	NA	NA	300	10

RFP 1074 Authorization to Extend Contracts with Milwaukee Repertory Theater; Boys & Girls Clubs of Greater Milwaukee, Inc.; Lead2Change, Inc.; and Signature Dance Company for Saturday Youth Programming

The Administration is requesting authorization to extend contracts with Milwaukee Repertory Theater; Boys & Girls Clubs of Greater Milwaukee, Inc.; Lead2Change, Inc.; and Signature Dance Company for Saturday youth programming. These contractors will be used to provide coordinated extra-curricular Saturday programming and activities for youth grades 1 through 12.

Contractors were chosen pursuant to RFP 1074, which closed on April 14, 2022. The original contracts had terms of August 1, 2022, through July 31, 2023. The first extensions will run from August 1, 2023, through July 31, 2024, ("Year 2"), with one additional one-year option to extend if certain performance metrics incorporated into the contracts are met.

The contracts in Year 2 will not exceed $300,961.00, as follows:

Milwaukee Repertory Theater.....$70,000
Boys & Girls Clubs of Greater Milwaukee Inc. $109,336
Lead2Change, Inc. $61,625
Signature Dance Company.....$60,000

Please see the attachments provided under separate cover for HUB and student-engagement Information.

RFP 1075 Authorization to Contract with Five Community-based Organizations to Operate 40 Community Learning Centers During the 2023-24 School Year

The Administration is requesting authorization to enter into agreements with the following five community-based organizations (CBOs) to operate 40 Community Learning Centers (CLCs) during the 2023-24 school year:

- Milwaukee Kickers Soccer Club, Inc.;
- Boys and Girls Club of Greater Milwaukee;
- Children Outing Association;
- Journey House, Inc.; and
- Silver Spring Neighborhood Center, Inc.

These community-based organizations were chosen pursuant to RFP 1075: Before- and After-school Recreational Providers. Each CBO provides fiscal administration for its respective CLC sites, hires and evaluates CLC staff, and assists day schools 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.

The total cost of each contract and the associated budget codes are identified below:

	DPI Grant Funds: DTI-X- X-XXX-ECTS	Extension Funds CSV-0-0-CNR-XX-ECTS	Total
Milwaukee Kickers Soccer Club, Inc.			
A.L.B.A (Academia de Lenguaje Y Bellas Artes)	$123,500		$123,500
Subtotal			*$123,500*

	DPI Grant Funds: DTI-X- X-XXX-ECTS	Extension Funds CSV-0-0-CNR-XX-ECTS	Total
Boys and Girls Club of Greater Milwaukee			
Allen Field School	$123,500	$25,000	$148,500
Audubon Middle/High School	$123,500	$25,000	$148,500
Bay View High School	$95,000	$25,000	$120,000
Bradley Tech High School	$109,250		$109,250
Carson Academy	$123,500	$25,000	$148,500
Carver Academy	$109,250		$109,250
Cass Street School	$123,500		$123,500
Clarke Street School	$137,750	$25,000	$162,750
Eighty-first Street School	$123,500	$25,000	$148,500
Engleburg Elementary School	$95,000	$25,000	$120,000
Fifty-third Street School	$137,750	$25,000	$162,750
Fratney Elementary School	$95,000	$25,000	$120,000
Gaenslen School	$137,750		$137,750
Grantosa School	$95,000		$95,000
Greenfield Avenue School	$137,750	$25,000	$162,750
Hayes Bilingual	$123,500		$123,500
Kagel School	$95,000		$95,000
Kluge Elementary School	$95,000		$95,000
LaFollette School	$95,000		$95,000
Lincoln Elementary School	$123,500	$25,000	$148,500
Maple Tree School	$109,250		$109,250
Marvin Pratt Elementary	$109,250		$109,250
Metcalfe Elementary	$109,250		$109,250
Mitchell School	$137,750		$137,750
North Division High School	$95,000	$25,000	$120,000
Obama School of Career & Tech Ed.	$109,250	$25,000	$134,250
Sherman School	$76,000		$76,000
Siefert Elementary School	$109,250	$25,000	$134,250
Vieau School	$123,500		$123,500
Washington Campus High School	$95,000	$25,000	$120,000
Zablocki Elementary School	$123,500	$25,000	$148,500
Subtotal			*$3,896,000*
Children's Outing Association			
Auer Avenue School	$76,000		$76,000
Doerfler School	$109,250		$109,250
O.W. Holmes School	$109,250		$109,250
Hopkins-Lloyd Community School	$109,250	$25,000	$134,250
Lincoln Center of the Arts	$109,250		$109,250
Westside Academy	$109,250	$25,000	$134,250
Subtotal			*$672,250*
Journey House, Inc.			
Longfellow School	$137,750		$137,750
Subtotal			*$137,750*
Silver Spring Neighborhood Center, Inc.			
Thurston Woods	$109,250	$25,000	$134,250
Subtotal			*$134,250*
Grand Total	$4,488,750	$475,000	$4,963,750

Each of the agreements presented for authorization will run from August 1, 2023, through June 30, 2024. The total of all contracts will not exceed $4,963,750.

Budget Code: DTI-X-S-8R4-XX-ECTS (DPI Grant Funds) $4,488,750
CSV-0-0-CNR-XX-ECTS (Extension Funds) $475,000

Community Learning Centers Participation Requirements (All Entities)

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	10%	NA	NA	NA	0	10

RFP 939 Authorization to Enter into Contracts with 12 Community-based Organizations for Arts & Humanities Programming During the 2023-24 and 2024-25 School Years

The Milwaukee Public Schools' Partnership for the Arts & Humanities (PAH) is an annual allocation of funds designed to support after-school, weekend, and summer arts- and humanities-related programs for Milwaukee city children, youth, and families. The goals of the Partnership for the Arts & Humanities program are as follows:

1. increase access to arts and humanities experiences for all Milwaukee city children, youth, and families;
2. strengthen existing and establish new community partnerships that motivate students to higher levels of academic and social-emotional achievement; and
3. build the collective capacity of community-based organizations to effectively serve children, youth, and families.

The Administration is making a recommendation to enter into contracts with the following 12 community-based organizations totaling $1,682,532, or $841,266 annually, for the 23/24 and 24/25 school years:

America SCORES Milwaukee $54,201
Art Start, Inc. $85,000
ArtWorks for Milwaukee $62,010
Bembé Drum and Dance $63,750
Black Arts MKE, Inc. $63,135
Lead2Change $82,167
LocoMotion Dance Company $53,728
Milwaukee Ballet $78,951
Reflo $85,000
Running Rebels Community Organization $85,000
Unity in Motion (DBA Project Kindred) $55,000
Woodland Pattern $73,324

The programs led by these organizations will serve a projected 6,037 non-repeating children, youth, and family members between September 1, 2023, and August 31, 2025. Collectively, these organizations have demonstrated $2,612,062 in cash and in-kind matching support for the same or similar programming.

The contracts will be in effect from August 16, 2023, through September 30, 2025. The total of the contracts will not exceed $1,682,532.

Budget Code: CSV-0-0-ART-RC-ECTS (Extension Funds — Arts and Humanities) $1,682,532

Arts and Humanities Programming Participation Requirements (All Entities)

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	10%	NA	NA	NA	0	0

RFB 5814 Authorization to Enter into Contracts with American United Transportation Group; First Student, Inc.; MC Transportation Services LLC; and Safeway Transportation Services Corporation for Human-service Vehicles or Van-type Transportation for Schools

The Administration is requesting authorization to enter into blanket contracts with American United Transportation Group; First Student, Inc.; MC Transportation Services LLC; and Safeway Transportation Services Corporation for human-service vehicles (HSV) or van-type transportation for students throughout

the metro-Milwaukee area to and from school. This service will provide service for students who may require transportation to MPS schools or schools in the surrounding suburban districts. These vendors will provide service will provide both to ambulatory students and to orthopedically-impaired students who require wheelchair transport.

The vendors were chosen pursuant to RFB 5814, which closed on June 30, 2023. The blanket contracts will run from August 1, 2023, through July 31, 2026.

The total cost of these contracts will not exceed $3,000,000.

The total three-year cost of each of the blanket contracts will not exceed:

- American United Transportation Group
  Ambulatory $650,000
  Orthopedically Impaired (OI)..... $150,000
- First Student, Inc.
  Ambulatory $400,000
- MC Transportation Services LLC
  Ambulatory $850,000
  Orthopedically Impaired (OI)..... $150,000
- Safeway Transportation Services Corporation
  Ambulatory $650,000
  Orthopedically Impaired (OI)..... $150,000

Budget Code: 000-0-0-000-BL-ECTS(Contracted Services — Blanket Contract).....$3,000,000.00

Please see the attachments provided under separate cover for HUB and student-engagement information.

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following professional services contracts:

- Edgenuity Inc, NKA Imagine Learning LLC for instructional services,
  DTI-0-S-9Y4-LS-ECTS $3,750,000.00
- Virco, Inc., for education, classroom, miscellaneous support furniture and related products,
  000-0-0-000-BL-ETCS $1,000,000.00
- School Specialty, LLC, for furniture, installation, and related services,
  000-0-0-000-BL-ETCS $1,000,000.00
- Wisconsin Conservatory of Music for music instructional services,
  IMS-0-0-IMC-DW-ECTS $1,500,000.00
- United Healthcare Insurance Co. for the administration of the District’s self-funded health plans,
  DWC-0-0-EMB-DW-EMDI $4,585,280.00
- Milwaukee Repertory Theater for Saturday youth programming,
  EXC-A-S-9V4-RC-ECTS $70,000.00
- Boys & Girls Clubs of Greater Milwaukee Inc., for Saturday youth programming,
  EXC-A-S-9V4-RC-ECTS $109,336.00
- Lead2Change, Inc. for Saturday youth programming,
  EXC-A-S-9V4-RC-ECTS $61,625.00
- Signature Dance Company for Saturday youth programming,
  EXC-A-S-9V4-RC-ECTS $60,000.00

- Five community-based organizations to operate 40 Community Learning Centers during the 2023-24 school year,
  DTI--X-S-8R4-XX-ECTS.....$4,488,750.00
  CSV-0-0-CNR-XX-ECTS.....$475,000.00
- 12 community-based organizations to provide arts & humanities programming during the 2023-24 and 2024-25 school years,
  CSV-0-0-ART-RC-ECTS $1,682,532.00
- American United Transportation Group for human-service vehicles or van-type transportation,
  000-0-0-000-BL-ECTS $800,000.00
- First Student, Inc., for human-service vehicles or van-type transportation,
  000-0-0-000-BL-ECTS $400,000.00
- MC Transportation Services LLC for human-service vehicles or van-type transportation,
  000-0-0-000-BL-ECTS $1,000,000.00
- Safeway Transportation Services Corporation for human-service vehicles or van-type transportation,
  000-0-0-000-BL-ECTS $800,000.00

Total.....$21,782,523.00

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments provided under separate cover.

Director O'Halloran moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 11) Action on the Award of Exception-to-bid Contracts

——— Authorization to Contract with Capital Region Education Council-Montessori Training Center Northeast (MTCNE) for Montessori Elementary Teacher Credentialing Services

The Administration is requesting authorization to enter into a contract with Capital Region Education Council-Montessori Training Center Northeast (MTCNE) for Montessori elementary teacher credentialing services. Capital Region Education Council-Montessori Training Center Northeast will be used to deliver Association Montessori Internationale (AIM) elementary teacher credentialing for up to 20 MPS employees in a blended 18-month diploma course to be held at Grant Gordon Learning Center.

The District's Montessori Strategic Plan, designed to protect, to enhance, and to expand Montessori public education within MPS, outlines the need to bring Association Montessori Internationale's elementary teacher credentialing here to Milwaukee. The Strategic Plan outlined that a Montessori professor was to be recruited to come to MPS to provide Montessori teacher credentialing through an already established organization. Creating this relationship allows MPS to address the Montessori teacher shortage by increasing the

accessibility of Montessori certification for our adult learners, as the closest AMI Elementary Training center is in Minneapolis, MN.

MTCNE, which is located in Bloomfield, Connecticut, was founded in 2003 as an AMI affiliate. MTCNE is a program managed by Capitol Region Education Council (CREC), a Regional Education Service Center (RESC) established under Connecticut Statue 10-66 in 1966. MTCNE is known for the quality of its teacher-credentialing courses provided through a blended satellite format. MTCNE began its first USA satellite course in 2015 in New Haven, Connecticut, followed by locations in Winchester, Massachusetts; New York City, Cleveland, Kansas City, Long Island, and Honolulu in the USA; Ho Chi Minh City and Hanoi in Vietnam; Banjul in The Gambia; and Madrid, Spain.

The exception to bid has been granted on the basis of unique design. (Administrative Policy 3.09(7)(e)(1)(b)(vi)).

The contract will run from January 1, 2024, through December 31, 2025. The total cost of the contract will not exceed $300,000.00.

Budget Code: SPC-0-0-MSI-NC-EUWT (Montessori Strategic Plan, Tuition Specialty) $300,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	0	NA	0	0

——— Authorization to Contract with CMSTEP LLC for Montessori Secondary Teacher Credentialing Services

The Administration is requesting authorization to enter into a contract with CMSTEP LLC for Montessori secondary teacher credentialing services. The vendor will be used to deliver American Montessori Society secondary teacher credentialing for up to 20 MPS employees in a blended 18-month diploma course to be held at Craig Montessori School.

The District's Montessori Strategic Plan, designed to protect, to enhance, and to expand Montessori public education within MPS, outlines the need to bring American Montessori Society secondary teacher credentialing here to Milwaukee. Montessori secondary credentialing is a condition for new hires, with the caveat that courses be held here in Milwaukee at least every five years. MPS has an established relationship with this vendor, having engaged its services for a prior course, in which 16 MPS employees were credentialed in 2020. Continuing this relationship allows MPS to address the Montessori teacher shortage by increasing the accessibility of Montessori certification for our adult learners as the teacher-credentialling center is located in Cincinnati.

The exception to bid has been granted on the basis of unique design. (Administrative Policy 3.09(7)(e)(1)(b)(vi)).

The contract will run from January 1, 2024, through December 31, 2025. The total cost of the contract will not exceed $202,000.

Budget Code: SPC-0-0-MSI-NC-EUWT (Montessori Strategic Plan, Tuition Specialty) $202,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	0	NA	0	0

——— Authorization to Issue a Purchase Order to Fork Farms LLC for Flex Farm Systems

The Administration is requesting authorization to issue a purchase order to Fork Farms LLC for 28 Flex Farm systems, two germination systems, 16 unified tank systems, and one multi-farm system for students to learn about agriculture and agribusiness during the school year using hydroponics. Sixteen of the Flex Farm

systems will be at Vincent to increase production and to provide students in the agribusiness courses with hands-on experience. The additional 12 systems will be sent to elementary schools that are on the northwest side close to Vincent.

The primary purpose of the Flex Farm systems is to provide schools with resources to educate and to develop 21st-century life skills using the indoor agriculture practices of hydroponics, to extend the growing season to increase food production, and to educate students and the community about healthful and nutritious food sources. With the large number at Vincent, students from elementary schools can take field trips and see a larger production of the systems.

Fork Farms will provide expertise in agriculture and agribusiness curriculum and management, as well as a suite of support services to ensure indoor farming success. Fork Farms technology serves many markets, from the home, to the institutional, to the commercial enterprise scale. Its systems are the most energy-, space-, and water-efficient of their kind. Fork Farms will provide three sessions of onboarding for the schools.

The exception-to-bid has been granted on the basis that this vendor is approved to be used for these services, pursuant to an existing grant, through the US Department of Agriculture (Administrative Policy 3.09(2)(c)).

The total cost will not exceed $140,107.00.

Budget Code: MBM-0-S-UB4-VN-ECTS (Vincent — Purchases).....$140,107.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	0	NA	0	0

——— 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 30 MPS eleventh- and twelfth-grade students in the contractor's fully immersive, work-based educational GPSED Program, a comprehensive education and career-training program that uses 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 full high-school diplomas from MPS while being prepared for continuing education and career pathways in the manufacturing, construction, or automotive industries.

Through the program, students will participate in the GPS Youth Apprenticeship Program. The majority of students will gain paid work experience at manufacturing companies, and will 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, to recruit, and to select students from MPS high schools for the program.

This will be an ongoing partnership subject to annual review. 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)).

This contract will run from August 1, 2023, through July 31, 2024 with two one-year options to extend subject to mutual agreement and Board approval.

The total cost of the contract in the first year will not exceed $135,000.

Budget Code: GOE-0-I-1T4-EO-ECTV (General School — Contract Services).....$135,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	0	NA	0	0

——— Authorization to Issue a Purchase Order to Pear Deck, Inc., for Pear Deck Subscription

The Administration is requesting authorization to issue a purchase order to Pear Deck, Inc., for premium district-wide services. MPS will receive district-wide premium access to Pear Deck and Learning Management Services for one year, from August 1, 2023, until July 31, 2024. This product will include premium features for every teacher and student, efficacy reports designed to give teachers and administrators real-time usage and data, custom professional development and training options, and dedicated support for onboarding and implementation.

Since introducing Pear Deck to teachers to encourage student engagement during remote teaching, there have been over 15 million student engagements this school year. Engagements are the number of times a student has responded to a formative assessment, exit tickets, or discussion prompt or has created meaningful flashcards. More than 40,000 students contributed to those engagement numbers. Use of Pear Deck is widespread across the district. Use of the tool allows all students to answer, not just those who have the answer first. Each student gets time to think and to articulate his/her ideas.

The District's Ambitious Instruction: Accelerating Learning plan focuses on formative practices and engagement, and this tool can assist teachers with both of those best practices. It is also a great tool for teachers to use to attend to the whole child and to connect with a student socially and emotionally with a number of Pear Deck social emotional learning (SEL) templates. More than 160 teachers have used the SEL templates. MPS needs to capitalize on teachers' new skills in using this tool by continuing to provide premium access to all of the features within Pear Deck.

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 total cost will not exceed $107,000.00.

Budget Code: ITS-0-S-9Q4-AQ-ETRS (Curriculum & Instruction — Purchases) $107,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	0	NA	0	0

——— Authorization to Contract with Quality Healthcare Options, Inc., for Nurse Aides' Training, Including Classroom and Clinical Training

The Administration is requesting authorization to enter into a contract with Quality Healthcare Options, Inc., for training services. Contractor will be used to provide delivery of the Wisconsin Department of Health Services' Division of Quality Assurance's approved nurse aide training to approximately 65 high-school students per year. Services will include classroom and clinical training.

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 August 1, 2023, through July 31, 2026. The total cost of the contract over the three-year period will not exceed $203,775.

Budget Code: STW-0-I-YA4-EO-ECTS (Year 1).....$33,440
GOE-0-S-CA4-EO-ECTV (Year 1).....$34,485

Years 2 and 3 will be encumbered on or near the anniversary date of the contract.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	0	0

——— Authorization to Issue a Purchase Order to Savvas Learning Co., LLC, for Textbooks and Related Resources

The Administration is requesting authorization to issue a purchase order to Savvas Learning Co., LLC, for textbooks and related resources. The contractor will be used to deliver 1,914 tenth-grade grade and 1,488 ninth-grade My Perspectives, Student Edition, with a consumable two-volume set and a three-year digital license to Bay View High School, Hamilton High School, Madison High School, John Marshall High School, Milwaukee School of Languages, and Vincent High School. The contractor will provide these six schools, which had been using an approved alternative to the district-adopted ninth- and tenth-grade English textbook adoption's resources, with the MPS-adopted textbooks, textbook consumables, and digital resources for ninth- and tenth-grade for a term of three years as a bridge to the current MPS textbook adoption.

The exception-to-bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The blanket purchase order will have a term of August 1, 2023, through July 31, 2026. The total cost of the goods purchased will not exceed $336,798.00.

Budget Code: DTI-0-S-8F4-EO-ECTS .(Curriculum & Instruction — Contracted Services) $336,798.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	0	0

——— Authorization to Contract with Sector Management Consulting Group, LLC, for Executive Coaching

The Administration is requesting authorization to enter into a contract with Sector Management Consulting Group, LLC, for executive coaching. As part of the District's commitment to fostering leadership development across the organization, the contractor will provide one-on-one leadership coaching for up to 15 senior-level administrators. Each administrator will engage in individualized coaching sessions, and multiple assessment tools will be administered to help construct a personalized leadership-development plan.

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 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 August 1, 2023, through July 31, 2024, (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 $90,000.00.

Budget Code: HXP-0-0-SSF-DW-ECTS (Contract Services) $90,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

——— Authorization to Extend a Contract with Truescreen, Inc., for Continued Criminal-background Screenings

The Administration is requesting authorization to extend a contract with Truescreen, Inc., ("Truescreen") to provide continued criminal-background screening of applicants, student teacher/field placement students,

volunteers, and vendors. Truescreen has provided criminal-background 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 absorbed, 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 budget for this service is based upon the cost of services provided by Truescreen and the estimated annual number of criminal background checks for applicants and volunteers for FY23. The budget does not include the cost of background checks billed directly to the vendor or college/university by Truescreen.

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 second, and final, contract extension will run from August 1, 2023, through July 31, 2024. The total cost of the extension term will not exceed $300,000.

Budget Code: BGC-0-0-EMB-HR-ECTS (Employment Benefits — Contract Services) $300,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	0	0

——— Authorization to Contract with Urban Learning Collaborative (ULC) for Services to Support MPS Employees with FoRT, Praxis, and Portfolio Licensure Requirements

The Administration is requesting authorization to enter into 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 or four of a one-year license with stipulations (LWS). In addition, ULC will work with employees who are issued a LWS-3 to ensure that the District is providing support outlined in the handbook, which includes professional learning, mentoring, and understanding of content standards. ULC will also offer and provide educators seeking Montessori with 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 contract will run from August 1, 2023, through July 31, 2025. The total cost of the contract in the Initial Term will not exceed $200,000.00

Budget Code: STF-0-0-ATT-HR-ECTS.....$200,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Background

Recommended for the Board's approval at this meeting are the following exception-to-bid contracts:

- Capitol Region Education Council-Montessori Training Center Northeast (MTCNE) for Montessori elementary teacher credentialing services,
  SPC-0-0-MSI-NC-EUWT $300,000.00
- CMSTEP LLC for Montessori secondary teacher credentialing services,
  SPC-0-0-MSI-NC-EUWT $202,000.00
- Fork Farms LLC for Flex Farm Systems,
  MBM-0-S-UB4-VN-ECTS $140,107.00
- GPS Education Partners, Inc., to provide alternative education Programming,
  GOE-0-I-1T4-EO-ECTV $135,000.00
- Pear Deck, Inc., for Pear Deck subscription,
  ITS-0-S-9Q4-AQ-ETRS..... $107,000.00
- Quality Healthcare Options Inc for Nurse Aide training services,
  STW-0-I-YA4-EO-ECTS..... $100,320.00
  GOE-0-S-CA4-EO-ECTV $103,455.00
  Total Career and Technology $203,775.00
- Savvas Learning Co LLC for textbooks and related resources,
  DTI-0-S-8F4-EO-ECTS $336,798.00
- Sector Management Consulting Group LLC for executive coaching,
  HXP-0-0-SSF-DW-ECTS $90,000.00
- Truescreen Inc for continued criminal background screenings,
  BGC-0-0-EMB-HR-ECTS $300,000.00
- Urban Learning Collaborative (ULC) for services to support MPS employees with FoRT, Praxis, and Portfolio Licensure Requirements,
  STF-0-0-ATT-HR-ECTS $200,000.00

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Recommendation

The Administration recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments provided under separate cover.

Director Jackson moved approval of the Administration’s recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 12) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Authorize Various Purchase Orders and Contracts

RFP 1042 Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt Publishing Co. for English Language Arts Textbooks with Eight-Year Digital Licenses

The Administration is requesting that the Board waive Administrative Policy 3.09(9)(e)'s three-year term limit and issue a purchase order to Houghton Mifflin Harcourt Publishing Co for 6th-, 7th-, and 8th-grade HMH into Literature student editions and eight-year digital services. Contractor will be used to deliver 163 sixth-grade, 182 seventh-grade, and 115 eighth-grade HMH into Literature textbooks with consumable resources, teacher resources, and an eight-year digital license to Milwaukee School of Languages.

The vendor was chosen pursuant to RFP 1042, which closed on March 19, 2021.

The Administration is requesting to waive Administrative Policy 3.09(9)(e)'s three-year term limit to align with the current MPS textbook adoption. The contractor will provide Milwaukee School of Languages with the MPS-adopted textbooks, textbook consumables, and digital resources for sixth through eighth grade for a term of eight years to align with the current MPS textbook adoption.

The purchase order will run from August 1, 2023, through June 30, 2031. The total cost of the contract will not exceed $81,166.50.

Budget Code: DTI-0-S-8F4-EO-ECTS.....$81,166.50

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	10%	NA	NA	NA	300	10

RFP 1107 Authorization to Issue a Purchase Order to Music Sales Digital Services, LLC, dba Musicfirst, for Music Instructional Materials Subscriptions

The Administration is requesting that the Board waive Administrative Policy 3.09(9)(e)'s three-year term limit and issue a purchase order to Music Sales Digital Services, LLC, dba Musicfirst, for music instructional materials subscriptions. This purchase will be used to deliver access to a six-year subscription for Soundtrap, Musicfirst Classroom, Focus on Sound, Practice First, Sight Reading Factory, Auralia, Musition, Noteflight Learn, and Noteflight with Soundcheck. The purchase of Musicfirst digital resources will enable all music students in grades 3-8 to have access to the Soundtrap digital audio workstation. In addition, all MPS student musicians in grades 6-12 will have access to the Musicfirst suite of platforms for composition, practice, and assessment.

The Administration is requesting that the Board waive Administrative Policy 3.09(9)(e)'s three-year term limit to align with the current MPS textbook adoption.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, textbooks/instructional material- evaluation committees were formed as a result of the Board's action on December 22, 2022, which opened subject areas for selection studies. The contractor was chosen pursuant to RFP 1103, which closed on April 28, 2023.

The subscriptions will run from July 28, 2023, through July 28, 2029. The total cost of the subscriptions shall not exceed $780,489.60.

Budget Code: GEN-0-0-INV-DW-ETXB (Curriculum & Instruction) $780,489.60

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	400	10

——— Authorization to Contract with Brown University for the Choices Curriculum Program

The Administration is requesting that the Board waive Administrative Policy 3.09(9)(e)'s three-year term limit and enter into a contract with Brown University for a digital district license for the Choices Curriculum Program, which will be available to all our students and teachers in all our high schools. The Choices Program creates engaging educational resources and makes innovative scholarship accessible to diverse classrooms. The Choices Curriculum empowers students to understand the relationship between history and current issues while developing the analytical skills to become thoughtful global citizens.

The Choices Curriculum relies on up-to-date historiography to tell an inclusive, responsible history, while also encouraging students to challenge and to grapple with this history in the ways that historians do. It provides teachers with high-quality, carefully researched curricular content that is used in all levels of high-school classrooms and some middle schools, as well as in some introductory-level college courses. This culturally-responsive curriculum has won the Best Digital Tool for Teaching and Learning 2023 by the American Association of School Librarians. These resources will be embedded into the high-school social studies curriculum guides.

The waiver for a five-year term is being requested to ensure one-of-a-kind teacher and student services and to enhance learning, to engage learners, and to collaborate with educators.

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 one-of-a-kind. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from August 1, 2023, through August 1, 2028. The total cost of the contract will not exceed $173,961.00.

Budget Code: SSC-0-1-8G3-CI-ETXB $173,961.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	0

RFP 1112 Authorization to Contract with Sedgwick Claims Management Services, Inc., for Family Medical Leave Act (FMLA) Administration

The Administration is requesting that the Board waive Administrative Policy 3.09(9)(e)'s three-year term limit and enter into a contract with Sedgwick Claims Management Services, Inc., to provide Family Medical Leave Act (FMLA) administration and accommodation support under the American with Disabilities Amendments Act in compliance with federal and state regulations. The District partnered with Brown & Brown (Benefit Consultants) to develop and to evaluate RFP 1112 for the FMLA's administration. This contract will provide continuity for employees and efficiency for the District, since Sedgwick is the current vendor and is familiar with MPS's leave plans and policies.

The contractor was chosen pursuant to RFP 1112, which closed on May 3, 2023. The contract will run from January 1, 2024, through December 31, 2026, (the "Initial Term") with an additional two one-year options to extend if certain performance metrics incorporated into the contracts are met. The rates are guaranteed for three years.

The total cost of the contract will not exceed $885,000.

Budget Code: DWC-00-EMB-DW-ECTS (FMLA Administration)… $885,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
24,588	9,816	17,790	No	NA	5%	$1,935	NA	600	10

RFP 1112 Authorization to Contract with Standard Insurance Company for Life and Disability Insurance

The Administration is requesting that the Board waive Administrative Policy 3.09(9)(e)'s three-year term limit and to enter into a contract with Standard Insurance Company for life insurance, accidental death and dismemberment (AD&D) insurance, voluntary supplemental life insurance, voluntary short-term disability (STD) insurance, and voluntary long-term disability (LTD) insurance. The District partnered with Brown & Brown (Benefit Consultants) to develop and to evaluate RFP 1112 for the administration of these insurance plans.

The insurance policies provided by the Standard Insurance Company will enable the District to continue benefit plan offerings to staff and to provide increased financial security opportunities for employees and their families in the event of unfortunate life circumstances. The standard supplemental life and short-term and long-term disability policies are employee-paid and offered on a voluntary basis. This contract will provide simplification and consistent administration of these benefits.

The Administration is asking the Board to waive Administrative Policy 3.09(9)(e)'s three- year term limit and authorize the contract for two years with two one-year options to extend to ensure rates.

Contractor was chosen pursuant to RFP 1112, which closed on May 3, 2023. The contract for life, AD&D, and voluntary STD and LTD will run from January 1, 2024, through December 31, 2026, with two one-year option to extend if certain performance metrics incorporated into the contract are met. The rates are guaranteed for three years.

The total cost of the contract in the Initial Term will not exceed $10,200,000.

Budget Code: DWC-00-EMB-DW-EGLI (Group Life Insurance).....$10,200,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
116	8	83	No	NA	NA	NA	NA	600	10

RFP 1109 Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Two Contracts with Delta Dental of Wisconsin, Inc., for Dental Insurance

The Administration is requesting a waiver of Administrative Policy 3.09(9)(e)'s three-year term limit and to enter into a contract with Delta Dental of Wisconsin, Inc., ("Delta Dental") for the administration of the District's dental plans to avoid disruption of services and to maintain costs. The District partnered with Hays (Benefit Consultants) to develop and to evaluate RFP 1109 for the administration of the self-funded dental Preferred Provider Plan (PPO) and the fully-insured Dental Health Maintenance Organization (DHMO) plan. Of the employees enrolled, 45% are in the PPO plan, and 55% are in the DHMO plan. Delta Dental quoted a replication of the current self-funded PPO and the fully-insured DHMO. Both plans' designs would mean no disruption to employees.

For the self-funded PPO plan, Delta Dental proposed an administrative-service-only (ASO) fee of $2.30 per employee per month, with a five-year fee guarantee. The total cost of this contract is $290,200 in the initial term. Delta Dental also included other performance guarantees.

For the fully-insured DHMO plan, Delta Dental proposed a monthly premium of $34.52 for single coverage and $114.09 for family coverage. This is a 6% increase, compared with the current monthly premiums. The rates are guaranteed for three years.

The total cost of this contract is $13,109,800.

The contractor was chosen pursuant to RFP 1109, which closed on April 14, 2023. The contract for the self-funded PPO plan will run from January 1, 2024, through December 31, 2026, with two one-year options to extend if certain performance metrics incorporated into the contract are met.

The contract for the fully-insured DHMO plan will run from January 1, 2024, through December 31, 2026, with two one-year options to extend if certain performance metrics incorporated into the contract are met.

The three-year total cost of the self-funded PPO plan will be $290,200. The cost of the fully-insured DHMO plan will be $13,109,800. The total cost of the two contracts in the Initial Term will not exceed $13,400,000.

Budget Code: DWC-00-EMB-DW-EDNI (Employee Benefits — Dental).....$13,400,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
348	26	275	No	NA	NA	NA	NA	800	20

RFP 945 Authorization to Extend a Contract with Airoldi Brothers, Inc., for Leasing of Refrigerated Trucks

The Administration is requesting that the Board waive Administrative Policy 3.09(9)(e)'s three-year term limit and extend a contract with Airoldi Brothers, Inc., to lease ten refrigerated trucks. These trucks will be used by School Nutrition Services to deliver pre-packed meals from central kitchens to schools across the district in a timely manner.

The 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 agree to extend the contract for a seventh additional one-year term.

The request to waive administrative policy and to issue the contract for a sixth extension, or seventh year, is that the manufacturer needs up to 12 months to build new vehicles. There are supply-chain issues with chassis, body, and refrigeration units; therefore, we are requesting to extend the current contract to continue using the existing vehicles.

This contract extension will run from September 1, 2023, through August 31, 2024. The total cost of the contract in this extension year will not exceed $350,000.

Budget Code: LNC-0-0-LNH-NU-ESDF (Food Service Storage and Delivery).....$350,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
154	46	15	No	0	0	NA	NA	0	0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following requests to waive Administrative Policy 3.09(9)(e) relative to purchase orders and contracts:

- Houghton Mifflin Harcourt Publishing Co. for English language arts textbooks with eight-year digital license, DTI-0-S-8F4-EO-ECTS.....$81,166.50
- Music Sales Digital Services, LLC, dba Musicfirst, for music instructional materials subscriptions, GEN-0-0-INV-DW-ETXB.....$780,489.60
- Brown University for the Choices Curriculum Program, SSC-0-1-8G3-CI-ETXB.....$173,961.00

- Sedgwick Claims Management Services. Inc., for Family Medical Leave Act (FMLA) administration, DWC-00-EMB-DW-ECTS $885,000.00
- Standard Insurance Company for life and disability insurances, DWC-00-EMB-DW-EGLI.....$10,200,000.00
- Delta Dental of Wisconsin, Inc., for dental insurance, DWC-00-EMB-DW-EDNI $13,400,000.00
- Airoldi Brothers, Inc., for leasing of refrigerated trucks, LNC-0-0-LLNH-NU-ESDF .....$350,000.00.

Implementation and Assessment Plan

Upon approval by the Board, the purchase orders and contracts will be issued as indicated in the attachments provided under separate cover.

Recommendation

The Administration recommends that the Board waive Administrative Policy 3.09(9)(e) and authorize the purchase orders, contracts, and exceptions-to-bid as set forth in the attachments provided under separate cover.

Director Carr moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 13) Reports of the Board's Delegates

The Board received a report of the activities of the Milwaukee Public Library Board.

* * * * *

(Item 14) Monthly Report of the President of the Milwaukee Board of School Directors

July Recess

As there were no committee meetings held during the month of July, I used this time to catch up on unfinished projects and to prepare for August's meetings of the Board and its committees.

I am excited about the start of the 2023-24 school year.

Effective and Efficient Operations

I attended meeting of the WPEN (Wisconsin Public Education Network) regarding the state budget updates as they related to public school funding. Of specific interest was the per-pupil aid, the increase in the SPED reimbursement rate, and funding for students' mental health services.

I also attended the meetings of WASB (Wisconsin Association of School Boards) regarding the state budget and its impact on MPS. Again, the focus was on the per-pupil aid, the increase in the SPED reimbursement rate, and funding for students' mental health services.

I conferred with the Office of the City Attorney regarding issues of importance to MPS.

I also had meetings with the Administration regarding three-tier busing and building leases.

Student, Family and Community Engagement

As sponsor of resolution 2223R-007, I met with Citizens Action's administration in making plans to move forward with the objectives of this resolution. This resolution is part of the climate justice initiative, in

which we joined forces with the City and County to seek resources from the federal and state governments. We wish to undertake a large-scale energy-conservation and renewable-energy retrofit of all district-owned buildings. We desire to do so in a way that creates green-economy learning and career-development opportunities for its students.

* * * * *

RESOLUTIONS

Resolution 2324R-001

By Director Gokalgandhi

WHEREAS, In March 2020, the Board adopted Resolution 1920R-011 to establish a Comprehensive Health Initiative to address the mental health complexities of students in a multi-faceted approach; and

WHEREAS, The COVID-19 pandemic brought the relationship between work and employee well-being into clearer focus; and

WHEREAS, A study by the World Health Organization (WHO) and the International Labor Organization (ILO) showed that long working hours led to 745,000 deaths for stroke and heart disease in 2016, a 29% increase since 2000, attributed to working at least 55 hours a week; and

WHEREAS, According to the U.S. Surgeon General, 76% of U.S. workers reported at least one symptom of a mental health condition; 84% of survey respondents said that their workplace conditions had contributed to at least one mental health challenge; and 81% of workers reported that they will be looking for workplaces that support mental health in the future; and

WHEREAS, The 2022 Alight International Workforce and Well-Being Mindset study, three quarters of U.S. employees report moderate to high stress levels, which haven't subsided even as the pandemic has slowed; and

WHEREAS, Many companies are increasingly prioritizing mental health, but fewer than half of employees surveyed by Alight feel that their employer cares about their well-being and that the burden of getting well is on the individual employee; and

WHEREAS, While the district has offered an Employee Assistance Program (EAP) and Wellness on Site benefits to employees for some time, we must consider how else we can cultivate a culture where the well-being of employees is central to our employment policies; and

WHEREAS, Many employees in the district have not used their earned vacation time benefit to the extent that their vacation time accumulates to a point where an employee is no longer earning it; and

WHEREAS, This unused vacation time creates a significant financial liability for the district and the Administration has requested Board approval to offer compensation in lieu of using this time for vacation, most recently in November 2022; and

WHEREAS, Compensating employees for time off not taken defeats the whole purpose of a vacation benefit, which is to allow time for rest, relaxation, tending to personal matters, and simply taking a break from work routines; and

WHEREAS, With employees prioritizing workplaces that support mental health, implementing practices that show a desire to improve employee well-being by reducing stress and burnout may also help attract and retain employees and improve employee morale; now, therefore, be it

RESOLVED, That the District end the practice of periodic compensation for unused vacation time and, instead, implement a mandatory paid week of vacation; and, be it

FURTHER RESOLVED, That Central Office be closed for one full week in July so that all Central Office employees can have the week off; and, be it

FURTHER RESOLVED, That the Administration bring a minimum of two recommendations for implementation to the Board by the October 2023 board cycle.

Referred to the Committee on Accountability, Finance, and Personnel.

* * * * *

The Board having disposed of the balance of its agenda, it returned to consideration of the following item of Regular Business, which had been postponed from earlier in the meeting.

(Item 3) Action on a Request to Retire to Closed Session Relative to Crime Detection and Prevention Strategies in Follow up to Resolution 2223R-006

Background

On August 25, 2022 the Board adopted Resolution 2223R-006, the resolved portions of which read, in part:

> RESOLVED, that the Milwaukee Board of School Directors hereby directs the Administration to issue a Request for Proposals (RFP) for a school security expert to conduct a school safety risk and vulnerability assessment for the district; and be it
>
> FURTHER RESOLVED, that the school safety assessment shall be completed no later than December 31, 2022, and shall include, but not be limited to, the following components:
>
> - unannounced walkthroughs of randomly selected school buildings to audit building security, documenting any potential risks for intrusion from outsiders or other physical school safety concerns;
> - analysis of building-level security, emergency, and crisis-response policies and procedures, with a focus on policies and procedures related to preventing and responding to violent incidents on school grounds; and
> - assessment of the content, frequency, participation, and quality of school safety trainings conducted by schools and the central office…

On December 22, 2022, the Board authorized a contract with Safe Havens International, Inc., for the purpose of conducting the required study. The Administration is requesting that, in follow up to the resolution, the Board retire to a closed session for the purpose of considering strategies for crime detection and prevention.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.03, Security

Recommendation

The Administration recommends the Board retire to closed session for this item.

Director Gokalgandhi moved to retire to closed session, pursuant to Wisconsin Statutes, §19.85(1)(d), for the purpose of considering strategy for crime detection or prevention.

The motion passed, the vote being as follows:

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

The Board retired to closed session at 7:10 p.m.

The Board adjourned from the closed session at 9:32 p.m.,having taken no action.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 15, 2023

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

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

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING
5:30 P.M., TUESDAY, AUGUST 15, 2023

August 10, 2023

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, for consideration of the following item of business:

1. Action on a Request to Retire to Closed Session for Consideration of and Possible Action on Employment, Compensation, and Performance Evaluation Data Relative to the Board Clerk/Chief Officer, Office of Board Governance, and the Superintendent of Schools

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.

Executive Session Notice

Pursuant to the provisions of Wisconsin Statutes, Chapter 19.85(1)(c), the Board may retire to 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. 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.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Gokalgandhi moved to 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 the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance.

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.

The Board retired to closed session at 5:39 p.m.

The Board reconvened in open session at 9:42 p.m.

Director Zombor moved to extend the contract with Dr. Keith Posley the Superintendent of Schools, with terms as outlined 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.
Abstain —- Director Carr — 1.

The Board adjourned at 9:49 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 29, 2023

Special meeting of the Board of School Directors called to order by President Herndon at 7:15 p.m.

Present — Directors Carr, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused — Director Garcia — 1.

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING
6:00 P.M., TUESDAY, AUGUST 29, 2023
(or immediately following the meeting of the Committee on Student Achievement and School Innovation scheduled to begin at 5:30 p.m.)

August 24, 2023

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, for consideration of the following item of business:

1. Action on a Request to Retire to Closed Session for Consideration of and Possible Action on Employment, Compensation, and Performance Evaluation Data Relative to the Board Clerk/Chief Officer, Office of Board Governance, and the Superintendent of Schools

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.

Executive Session Notice

Pursuant to the provisions of Wisconsin Statutes, Chapter 19.85(1)(c), the Board may retire to 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.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Gokalgandhi moved to retire to closed session, pursuant to Wisconsin Statutes, §19.85(1)(c), for the purpose of considering the employment, promotion, compensation or performance-evaluation data relative to the Board Clerk/Chief Officer, Office of Board Governance, and of the Superintendent of Schools.

The motion passed, the vote being as follows:

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

The Board retired to closed session at 7:21 p.m.

The Board adjourned from closed session at 8:43 p.m., having taken no action.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 31, 2023

Regular meeting of the Board of School Directors called to order by President Herndon at 5:33 p.m.

Present — Directors Carr (5:35 p.m.), Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent — None.

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

- Jamillian Brown, a student from James Madison Academic Campus;
- Demere Bunn, a student from North Division High School;
- Zakirah Burris, a student from Vincent High School;
- Keyshon Harris, a student from Vincent High School;
- Russell Hynst, a retired teacher from Milwaukee School of Languages;
- Samuel A Molinar Jr., a student from Riverside High School;
- Tyrone Reese, a student at Riverwest Elementary School;
- Andrea Sanders, a student from Riverside High School;
- John Steffes, a teacher from Lloyd Barbee Montessori; and
- Jajuan Taylor , a student in the Milwaukee Virtual Program.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of July 2023 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

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's 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:

- increasing academic achievement and accountability
- improving district and school culture
- developing our staff
- ensuring fiscal responsibility and transparency
- strengthening communication and collaboration.

Activities from late July through mid-August are also included in the following report.

This summer was busy, exciting, and productive. While our young people were working, traveling, and taking in the many festivals for which Milwaukee has become world famous, the people at MPS were moving the district forward. Notably, our Office of Human Resources worked diligently to fill staff and educator vacancies. We are proud to report that, as a result of these efforts, several MPS schools are now fully staffed and ready for our scholars. What is more, the District also executed a timely New Educator Institute, at which we welcomed and onboarded educators who were new to the district.

This is just one example of the wonderful things that have happened in MPS this summer. Following are a few other highlights,

Freshman Bridge

On August 3 and 4, 2023, MPS high schools hosted Freshman Bridge, an MPS program that helps students to be prepared for their first day of classes and to discover the supports available to them in high school. The program includes skill-enrichment projects, community-building activities, and information about high-school courses, credits, and the importance of their GPAs. Students also learn about after-school programs, clubs, and sports and have an opportunity to meet schools' staff. This year, more than 1,900 incoming freshmen enhanced their transition from middle school to high school by attending Freshman Bridge. The Class of 2027 has a promising future ahead!

Parkview Elementary's Students Serve the Community

Parkview's students practiced their leadership skills through WE LEAD, a program that focuses on developing leadership skills in grades 3-5. Parkview's students in grades 4 and 5 developed projects that focused on kindness.

The grade-4 kindness project was a competitive food drive. All of the food that the grade-4 students collected was donated to Pampered Darlings, an organization that helps expecting mothers and mothers of newborns.

The kindness project developed by grade-5 students called for them to spread the warmth of kindness with a donation of blankets to Children's Hospital. They made and donated 25 knotted fleece blankets for the MACC Fund Center's patients, young patients who are being treated for cancer and blood disorders.

Milwaukee Recreation's Annual Run Back to School

MPS invited the community to celebrate the start of the 2023-24 school year at the 16th annual Run Back to School on Saturday, August 26. Participants registered for the 5K fun run or 1.5-mile walk through Washington Park, followed by family-friendly activities. Proceeds from the event will support youth recreational programs.

The event was coordinated by Milwaukee Recreation, a department of MPS. The 5K fun run and 1.5-mile walk, which began at 9:00 a.m., started and ended at Wick Playfield, 4929 W. Vliet Street. Entrance fees were $5.00 for youth and $20.00 for adults. Event parking was available at MPS Central Services, 5225 W. Vliet Street.

The fees for the races included an event T-shirt, race bag, and snacks after the run/walk. First-, second-, and third-place awards were given to the top male/female adult finishers for the 5K run. The top three finishers in the youth divisions will receive medals: elementary school (kindergarten-grade 5), middle school (grades 6-8), and high school (grades 9-12). Every child received a participation medal. Additionally, the event featured a school mascot race, entertainment, refreshments, exhibit booths, activities for children, and much more.

The 2023 Run Back to School was made possible with generous support from Educators Credit Union; Edvest; Goodwill Industries of Southeastern Wisconsin and Metropolitan Chicago; Gabriel, Roeder, Smith & Company; Gruber Law Offices; UnitedHealthcare; and Voya Financial.

Burnham Playfield Renovated

Milwaukee Recreation's Burnham Playfield's renovation project received the Brewers Community Foundation's Public Space Award at the Milwaukee Awards for Neighborhood Development Innovation (MANDI) on Thursday, August 10. The MANDI awards, which were presented by U.S. Bank in partnership with Local Initiatives Support Corporation Milwaukee, recognized excellence in individuals, organizations, and projects that are improving conditions in Milwaukee's neighborhoods. Learn more about this wonderful project and well-deserved award.

GE HealthCare's Day of Service

More than 1,000 GE HealthCare employees, retirees, friends, and family rolled up their sleeves and painted, landscaped, and refreshed six MPS schools on Thursday, August 17, during the company's 27th annual Community Service Day at Milwaukee Public Schools.

The employees worked on projects in playgrounds, classrooms, and hallways at Allen-Field, Brown, Burbank, Cass Street, Franklin, and IDEAL schools. In addition to painting walls, murals, and playground lines and weeding, mulching, and planting, volunteers in some cases updated school furniture and shelving. Additionally, GE HealthCare gave $4,000 to each school for project supplies.

The GE HealthCare team plans its Community Service Day more than a year in advance, working with each selected school to identify projects for the volunteers to complete. We look forward to partnering with GE HealthCare next year.

International Baccalaureate's Primary Years Programme

Three MPS elementary schools — ALBA, Marvin E. Pratt, and Gilbert Stuart — started the new school year as the District's newest International Baccalaureate schools. The schools were authorized to offer the International Baccalaureate Primary Years Programme after a rigorous, multi-year application process. The IB program encourages critical thinking and helps to prepare students for post-secondary life in a global society.

In all, MPS now has 11 International Baccalaureate school sites with 15 IB programs: five grade schools in the IB Primary Years Programme for students 3-12 years old, four in the Middle Years Programme for students 11-16, four in the Diploma Programme for ages 16-19, and two in the Career-related Programme for ages 16-19.

MPS Day One Early Start Kickoff

Community stakeholders, state governmental leaders, and school leaders, along with cheerleaders and mascots, convened at Bay View High School to welcome students back to school on Monday, August 14. Milwaukee Public Schools began the new year for schools on the early-start calendar, which includes all high schools, grades 6-8 middle schools, kindergarten-grade 12 schools, and several elementary schools.

Bay View's students walked the red carpet lined with supporters as they were cheered into school on the first day of the 2023-24 school year. The crowd included several influential Bay View High School alumni and other elected officials, many of whom were graduates of MPS.

Speakers, other guests, and Milwaukee media also toured Bay View High School's Spanish-language and culinary arts classrooms after the program. Students in the culinary arts wowed guests with their food talents by serving up a hot breakfast of eggs, rice, bacon, and sausage.

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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 for Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Board Clerk/Chief Officer, Office of Board Governance, and the Superintendent of Schools

This item was postponed to the end of the meeting.

* * * * *

(Item 2) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

According to calculations from the WI Legislative Fiscal Bureau, in 2023-24 the State has a positive budget balance of $4.2 billion, with an additional $1.8 billion in the budget-stabilization, or "rainy day,"

fund. Year-end fiscal updates, which will be completed in the upcoming weeks, will continue to confirm that the State is holding a significant amount of revenue, as per-pupil funding lags behind inflation and necessary support levels.

An August 15, 2023, report from the Wisconsin Policy Forum highlights the high level of teacher turnover in the state. Policy solutions such as those being implemented in Michigan will be discussed. Updates on other policy will be provided as needed.

At the beginning of August, a lawsuit was filed asserting that Wisconsin's legislative maps violate the Constitution of the State of Wisconsin, and a request was made to have the case heard by the State Supreme Court.

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 Implication Statement

Board Governance Policy 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, from 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 following report is presented for the Board's consideration.

During the reporting period, the Office of Accountability and Efficiency began the analysis of FY23 activities, outputs, and outcomes. A final report on work completed as part of the FY23 Work Plan will be transmitted to the Board upon its completion.

Accountability and Efficiency Services

Between July 15, 2023, and August 19, 2023, Accountability and Efficiency Services fulfilled five requests for information/research and one special project.

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 the reporting period, Contract Compliance Services (CCS) staff members focused on Historically Underutilized Business (HUB) and student-engagement programming.

CCS staff members attended the American Contract Compliance Association's (ACCA's) training institute in Memphis, TN. The training institute is designed to provide compliance administrators with

comprehensive training from nationally recognized experts within contract compliance, suppliers' diversity initiatives, public initiatives, public administration management, projects' goal setting, and legal updates impacting federal and state diversity programs.

Additionally, ACCA training allows CCS staff to assess current processes to ensure efficiency within the District's operations in which contract-compliance requirements are assigned to district bids and request for proposals, implementing any necessary adjustments based on industry trends.

Lastly, CCS wrapped up many of the summer student internships under the student-engagement programming. We proudly sponsored more than 80 internships between May and August. Students gained valuable on-the-job awareness and skills in administrative services, agricultural services, architecture, carpentry, technology, and tutoring services. We look forward to partnering with internal departmental sponsors in the 2023-2024 school year to create additional work-based learning opportunities for our high-school students.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy 1.16, Board Officers

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

(Item 1) Action on the Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)

The Board Clerk presented two expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from August 14, 2023, at 10:00 a.m., and August 25, 2023, at 9:00 a.m.

Also provided under separate cover for the Board's information were the monthly expulsion summaries.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers of August 14, and August 25, 2023.

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

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

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REPORTS OF THE STANDING COMMITTEES

No items having been set aside for separate consideration, Director Gokalgandhi moved approval of the Committees' reports.

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.

REPORT OF THE 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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Dashon Belcher	Building Service Helper I	$17.17/hr.	07/17/2023
2	Mario Green	Building Service Helper I	$17.17/hr.	07/10/2023
2	Jaqueal Carson	IT Service Technician	$60,321.52	07/11/2023
2	Ariana Buck	Paraprofessional	$21,339.00	07/31/2023
2	Jhutai Dixon	Paraprofessional	$21,339.00	07/31/2023
4	Enrique Santos	Paraprofessional	$22,648.00	07/31/2023
2	Tiffany Stribling	Paraprofessional	$34,382.00	07/31/2023
2	Debra Owens-Goudy	School Secretary I, 10-month	$31,679.00	07/31/2023
4	Maria Perez	School Secretary I, 11-month	$33,658.00	07/25/2023
4	Mari Ornelas	School Secretary I, 12-month	$51,285.31	07/17/2023
2	Brooke Washington	School Secretary I, 12-month	$38,548.22	07/10/2023
2	Salina Beckley	Secretary II	$46,012.89	07/24/2023
5	Andrew Widmann	Steamfitter	$50.00/hr.	07/05/2023
Promotions				
4	Alejandro Barba	Electrician	$46.38/hr.	07/24/2023
4	Gabriel Burgos	IT Service Technician II	$63,008.21	07/01/2023
5	Charles Nimke	IT Service Technician II	$64,187.59	07/01/2023
2	Lakicia Douglas	School Secretary I, 10-month	$29,517.00	07/31/2023
2	Shaqita Morehouse	School Secretary I, 10-month	$29,517.00	07/31/2023
2	Antranice Jones	School Secretary I, 12-month	$42,793.92	07/17/2023
5	Constance Hapka	Secretary II	$49,226.51	07/10/2023
Rehires				
2	Willie Jenkins III	Building Service Helper I	$19.46/hr.	07/17/2023
2	Leandra Kimbrough	Building Service Helper I	$18.32/hr.	07/17/2023
2	Myesha Price	Paraprofessional	$31,247.00	07/31/2023

Codes:

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

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
Educator, Project Aware Grant					
5, r	Bersch, Michael L	General Operations	0l/2FM	$99,500.00	8/8/2023
Teachers					
4, nr	Carbajal, Mikaela P	SAGE	01/BA	$50,737.00	8/28/2023
5, nr	Dyhr, Jennifer E	Kindergarten (four-year-old)	01/BA	$50,737.00	8/28/2023
4, nr	Fiet, Crystal M	SAGE	01/BA	$80,571.00	8/28/2023
l, nr	Gutierrez-Hoem, Silvia	Gen'l Elem & K8, all grades	01/MA	$90,944.00	8/28/2023

Codes	Name	Appointment	Level	Salary	Date
Academic Coach Literacy					
5, r	Harris, Robin		01/MA	$92,853.00	8/8/2023
School Social Worker					
5, r	Kunath, Veronika	School Social Work	0l/2A	$63,689.00	8/18/2023
School Social Workers, Early-start					
2, nr	Daniels, Amandla M	School Social Work	0l/2A	$75,925.00	7/31/2023
2, r	Hegwood, Cheri D	School Social Work	0l/2A	$63,689.00	7/31/2023
2, r	Jaspers, Morris M	School Social Work	0l/2A	$63,689.00	7/31/2023
2, r	Pierce, Quan'Tavia	School Social Work	0l/2A	$63,689.00	7/31/2023
2, r	Thomas, Caree S	School Social Work	0l/2A	$63,689.00	7/31/2023
2, r	Tucker, JohnQuell	School Social Work	0l/2A	$63,689.00	7/31/2023
5, r	Vujosevich, Nicole	School Social Work	0l/2A	$71,846.00	7/31/2023
Teachers Early-start					
5, nr	Aho, Chris A	Title I, School-wide	01/MA	$86,865.00	8/8/2023
5, r	Baumann, Eli	Music	01/BA	$61,925.00	8/8/2023
5, r	Bolton, Lisa C	Science	01/BA	$61,925.00	8/8/2023
5, nr	Bowen, Kelly A	English	01/BA	$52,601.00	8/8/2023
5, r	Brink, Lara A	AMP Music	01/MA	$62,391.00	8/8/2023
5, r	Brown, Kramer W	Science	01/BA	$50,737.00	8/8/2023
5, nr	Coronado, Emily R	Gen'l Elem & K8, all grades	01/MA	$70,549.00	8/8/2023
5, r	Curtin, Riley T	Social Studies	01/BA	$50,737.00	8/8/2023
5, nr	Edinger, Melissa	Foreign Language	01/BA	$50,737.00	8/8/2023
5, r	Emond, Alissa R	Science	01/BA	$67,518.00	8/8/2023
4, r	Garcia, Xiomara	Foreign Language	01/BA	$56,331.00	8/8/2023
6, r	Hasan, Mahmoud	Mathematics	01/BA	$50,737.00	8/8/2023
5, nr	Henkel, Daniel J	AMP Music	01/MA	$92,983.00	8/8/2023
5, r	Hock, Lillian M	Foreign Language	01/BA	$50,737.00	8/8/2023
5, nr	Ingersoll, Matthew J	Science	01/MA	$95,023.00	8/8/2023
5, nr	Janeshek, Sara R	Social Studies	01/BA	$50,737.00	8/8/2023
5, r	Johnke, Carter G	English	01/BA	$50,737.00	8/8/2023
5, nr	Kiiskila, Kelly M	English	01/BA	$50,737.00	8/8/2023
5, nr	Kroeze, David H	Categorical Math, High-school	01/BA	$56,331.00	8/8/2023
4, nr	Landeros Cortes, David A	AMP Music	01/BA	$50,737.00	8/8/2023
5, r	Lavris, Kathleen J	Categorical English, Middle-school	01/BA	$50,737.00	8/8/2023
5, r	Lewis, Rachael M	Kindergarten (four-year-old)	01/BA	$52,601.00	8/8/2023
5, nr	Linares, Tamara A	Foreign Language	01/MA	$90,944.00	8/8/2023
5, nr	Lynn, Gerald R	Social Studies	01/BA	$50,737.00	8/8/2023
5, nr	Makhlouf, Madeline	Social Studies	01/MA	$58,312.00	8/8/2023
5, nr	Marifern, Keegan M	Social Studies	01/BA	$52,601.00	8/8/2023
5, r	McCreedy, Kyle J	Social Studies	01/BA	$61,925.00	8/8/2023
5, r	McMahon Jr, John J	Gen'l Elem & K8, all grades	01/BA	$69,384.00	8/8/2023
2, r	Miller, Shakeda M	Kindergarten (four-year-old)	01/MA	$62,391.00	8/8/2023
5, r	Moriarity, Andrea	Foreign Language	01/MA	$86,865.00	8/8/2023
5, r	Neumann, Jennifer M	AMP Music	01/MA	$66,471.00	8/8/2023
5, r	Noble, Brandon	English	01/BA	$67,518.00	8/8/2023
5, r	Obluck, Patricia J	SAGE	01/BA	$52,601.00	8/8/2023
5, r	Olson, Jeannine M	Reading	01/MA	$95,023.00	8/8/2023
5, nr	Osinga, Lyda K	AMP Music	01/MA	$95,023.00	8/8/2023
5, nr	Petersen, Benjarnin A	General Operations	01/BA	$52,601.00	8/8/2023
5, nr	Phelps, Ella M	Social Studies	01/BA	$50,737.00	8/8/2023
5, nr	Pinchard, Samantha J	Reading	01/BA	$54,467.00	8/8/2023
5, r	Rath, Jennifer A	Foreign Language	01/MA	$95,023.00	8/8/2023
5, r	Rebelak, Damon A	Social Studies	01/BA	$50,737.00	8/8/2023
2, nr	Reed, Arthur	Multi-categorical Comp. SE	01/BA	$50,737.00	8/8/2023
5, r	Renier , Alexander	AMP ART	01/BA	$50,737.00	8/8/2023
5, nr	Robinson, Zachary	Social Studies	01/BA	$50,737.00	8/8/2023
5, nr	Sielaff Johnson, Kristine Patricia	Science	01/MA	$86,865.00	8/8/2023
5, nr	Stambaugh, Myles	AMPHPE	01/MA	$76,668.00	8/8/2023
5, nr	Tippe, Laurel A	Music	01/BA	$65,654.00	8/8/2023

Codes	Name	Appointment	Level	Salary	Date
5, nr	Topp, Kathryn R	AMP Music	01/MA	$72,588.00	8/8/2023
2, r	Turner, Jordyn L	Social Studies	01/BA	$50,737.00	8/8/2023
5, r	Whitford, Donald	Foreign Language	01/BA	$80,571.00	8/8/2023
5, nr	Winston, Kimberly R	English	01/BA	$50,737.00	8/8/2023
2, r	Wood, Dorothy	Spec Ed Multi-categorial	01/MA	$78,706.00	8/8/2023
School Support Teacher, Early-start					
5, nr	Wagner, Patrick W	School Support Teacher	01/MA	$95,023.00	8/8/2023
School Counselor, Early-start					
5, nr	Dix, Maya J	Guidance	01/MA	$54,233.00	8/8/2023
Speech Pathologist, Early-start					
5, nr	Hamby, Peggy P	Speech Pathology	01/SLP	$97,892.00	8/8/2023
Teacher, Trauma-informed Coach					
4, r	Rivera, Marielle	General Operations	0l/2FM	$88,822.00	8/8/2023
Innovation Coach					
5, nr	Kleibor, Andrea L	General Operations	lD/MA	$109,698.00	8/18/2023
Math Leader, Early-start					
5, nr	Beal, Krista M	Math	lD/MA	$76,736.00	8/18/2023
Academic Coach Literacy, Early-start					
5, r	Slingerland, Cara Ann		lD/MA	$93,217.00	8/8/2023
District Mentor Teacher, Early-start					
2, nr	Anyanwu, Chukwuka 0	General Operations	lD/MA	$97,926.00	8/1/2023
School Psychologists					
4, r	Diez, Santiago A	School Psych Services	FLT/51C	$65,408.00	8/18/2023
5, nr	Johnson, Taylor J	School Psych Services	FLT/51C	$79,004.00	8/18/2023
5, nr	Warnacut, Rachel M	C.S. — Psychological Services	FLT/51C	$81,723.00	8/18/2023
School Psychologists, Early-start					
5, r	Crowley, Margaret C	School Psych Services	FLT/51C	$65,408.00	7/31/2023
5, r	McElroy, Corey	School Psych Services	FLT/51C	$65,408.00	7/31/2023
5, r	O'Brien, Tierney	School Psych Services	FLT/51C	$65,408.00	7/31/2023
Permit Teachers					
l, r	Capers, Khalil C	Day-to-day Teacher	XX/4W2	$49,836.00	8/8/2023
5, nr	Gauthier, Peter	AMP Music	XX/4W2	$49,836.00	8/28/2023
2, r	Martin, Brontrall D	Day-to-day Teacher	XX/4W2	$49,836.00	8/8/2023
l, nr	Nejedlo, Edith N	Day-to-day Teacher	XX/4W2	$49,836.00	7/26/2023
4, r	Olivas, Arianna Mariel	Bilingual Education	XX/4W2	$49,836.00	8/28/2023
2, r	Sampson-Wood, Quinton L	AMPHPE	XX/4W2	$49,836.00	8/28/2023
Permit Teachers, Early-start					
2, r	Austin, Damischa L	Kindergarten (four-year-old)	XX/4W2	$49,836.00	8/8/2023
5, r	Breininger, Nathanael D	Spec Ed Multi-categorial	XX/4W2	$49,836.00	8/8/2023
2, r	Christian, Semaj Eamon	Social Studies	XX/4W2	$49,836.00	8/14/2023
5, r	Gustafson, Kathryn G	Spec Ed Multi-categorial	XX/4W2	$49,836.00	8/8/2023
5, r	Keith, Carson	AMP Art	XX/4W2	$49,836.00	8/8/2023
5, r	Kohlhagen, Logan R	English	XX/4W2	$49,836.00	8/8/2023
5, r	Lemonholm, Lucas E	Music	XX/4W2	$49,836.00	8/8/2023
5, nr	Macklin, Amber L	Mathematics	XX/4W2	$49,836.00	8/8/2023
2, r	McClellan, Amani K	AMPHPE	XX/4W2	$49,836.00	8/8/2023
4, r	Menzies, Dillon A	AMP Art	XX/4W2	$49,836.00	8/8/2023
5, r	Stelmacher, Margaret E	Social Studies	XX/4W2	$49,836.00	8/8/2023
2, r	Traylor, Valyncia	Educational Operations	XX/4W2	$49,836.00	8/8/2023
5, r	VandenHouten, Ty	Social Studies	XX/4W2	$49,836.00	8/8/2023
5, nr	Winkler, Paul J	English	XX/4W2	$49,836.00	8/8/2023

Code		Teachers	SSWs	Psychs	Other	Total
1	Native American	3	0	0	0	3

Code		Teachers	SSWs	Psychs	Other	Total
2	African American	11	6	0	0	17
3	Asian/Pacific Islander	0	0	0	0	0
4	Hispanic	7	0	1	0	8
5	White	62	2	5	1	70
6	Other	1	0	0	0	1
7	Two or more ethnic codes	0	0	0	0	0
	Male	38	2	2	0	42
	Female	46	6	4	1	57

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, April 2023		
Holly Schwigel	Starms Center	April 24, 2023
Illness Leave, May 2023		
Sarah McGair	Clarke Street School	May 1, 2023
Marion Loss	Out of Assignment	May 10, 2023
Personal Leave, August 2023		
Laura Kilton	Student Information Services	August 7, 2023

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Personal	0.9	2	Rahenya Anderson	Teacher	Green Tree	07/06/2023
Personal	1.0	5	Melissa Argenzio	Teacher	Maryland	08/02/2023
Retire	32.4	5	Laurie Bartow	Teacher	Vieau	09/16/2023
Personal	6.0	5	Elizabeth Bersch	SSW	Douglas	07/31/2023
Personal	21.6	2	Danielle Brown Ruddock	Teacher	MacDowell	08/07/2023
Personal	3.9	5	Haleigh Burt	Teacher	Franklin	07/12/2023
Personal	10.7	5	Michelle Clausing	Teacher	Grantosa	07/24/2023
Other Dist	26.2	2	Gregory Coleman	Principal	Zablocki	08/11/2023
Retire	26.9	5	Lori Collenburg	Coach	Central Svcs	08/15/2023
Personal	3.0	5	Melissa Cook	Teacher	Central Svcs	08/03/2023
Personal	3.0	5	Michael Danahey	Teacher	Obama SCTE	08/01/2023
Other Dist	2.0	2	Laurin Davis	Teacher	Riverwest	07/03/2023
Personal	6.8	5	Barbara Dean	Teacher	Central Svcs	08/02/2023
Other Dist	4.0	5	Davis Endries	Teacher	Bradley Tech	07/20/2023
Personal	15.7	4	Jose Garcia Joven	Curr Spec	Central Svcs	07/18/2023
Retire	20.2	5	Robert Gavronski	Rec Coord II	Central Svcs	07/21/2023
Retire	20.9	5	Cindy Gibbs	Teacher	Central Svcs	06/30/2023
Personal	1.0	5	Jessica Heinlein	OT	Central Svcs	07/03/2023
Personal	7.8	5	Nicole Hilgen	Teacher	Thoreau	07/28/2023
Other Dist	0.1	1	Silvia Hoem	Teacher	Jackson	08/01/2023
Personal	5.0	5	Maya Kaspar	Teacher	Riverwest	07/05/2023
Personal	18.5	6	Joshua Kraner	Teacher	MSOL	07/21/2023
Personal	4.0	1	Aspen Kuk	Teacher	Pulaski	07/20/2023
Personal	5.0	5	David Laack	Teacher	Clemens	06/16/2023
Personal	1.5	5	Jennifer Landherr	Teacher	Carson Acad	06/28/2023
Personal	2.7	5	Elizabeth Lindsay	Teacher	Washington	07/03/2023
Personal	26.1	5	Colleen Luedtke	Specialist	Central Svcs	08/07/2023
Personal	9.0	5	Angela Luna	Teacher	Manitoba	07/26/2023
Retire	35.4	5	Luann McKinney	Teacher	Burbank	06/16/2023
Other Dist	1.0	5	Caitlin Mitchell	Teacher	Whittier	07/25/2023
Retire	16.0	5	Heatherlee Muehlius	Teacher	Grant	07/18/2023
Personal	7.0	5	Ashley Newman	Teacher	Central Svcs	07/01/2023
Other Dist	10.0	5	Lindy Niemiec	Teacher	Cooper	08/08/2023
Retire	26.0	5	Stephanie Olson	Teacher	Wedgewood Park	08/06/2023
Other Dist	21.0	5	Mary Papp	Teacher	Parkview	07/10/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Work	3.0	1	Alexis Prag	Teacher	Grantosa	06/27/2023
Personal	3.0	5	Matthew Retterath	Teacher	Pulaski	07/02/2023
Personal	6.9	2	Kissha Riley Hendricks	Teacccher	Elm	07/20/2023
Personal	7.9	2	Krista Russell	Teacher	Marshall	07/01/2023
Personal	5.2	5	Derek Schneider	Teacher	Meir	05/26/2023
Personal	0.9	5	Alexyss Schulz	Teacher	Pulaski	05/24/2023
Personal	0.6	2	Jill Wallace	Counselor	WCLL	08/04/2023
Other Dist	20.0	5	Joseph Zimmer	Teacher	Sherman	07/06/2023
Classified Retirements						
Retire	33.7	2	Kim Anderson	Para	Central Svcs	08/03/2023
Retire	35.7	4	Martha Daleccio	Exec Asst	Central Svcs	07/31/2023
Retire	26.6	5	James Gorton	Manager II	Central Svcs	07/21/2023
Retire	36.4	2	Michele McWilliams	Secretary II	Project STAY	07/14/2023
Retire	32.3	2	Melissa Thomas	Sch Secty I	Central Svcs	07/15/2023
Retire	22.0	2	Dorothy Vanderkolk	Para	MacDowell	08/04/2023
Retire	7.9	2	Carlyn Wagner	Para	MacDowell	08/04/2023

Codes:

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

Summary

Other District.....8
Other Work.....1
Personal.....27
Retirement.....14 (7 Classified & 7 Certificated)

Committee's Recommendation

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

Approved with the roll call vote to approve 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 60 Days

Recommended Appointments

Your Committee recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Location	Salary Sched	Salary Range	Salary Amount
2, r	Nicole Coleman	Manager Ill, Student & Family Services	Office of the Chief of School Administration	03	13A	$141,602
2, r	Deirdre Lafford	Principal I, Siefert	Office of the Chief of School Administration	03	13T	$131,699
4, r	Hector Rivera	Special Education Program Supervisor, Itinerant	Office of the Chief of Academics	03	09C	$87,061
2, r	Anthony Jacobs	School Safety, Supervisor I	Office of the Chief of School Administration	03	09A	$83,558
2, r	Andre Robinson	Coordinator Ill, Children's Court Liaison	Office of the Chief of School Administration	03	OBA	$82,238
2, r	Sophia Smith	Coordinator I, Grants	Office of the Chief of Finance	03	06A	$72,584

Codes	Name	Appointment	Location	Salary Sched	Salary Range	Salary Amount
3, r	Anuhya Kalvakala	Analyst I, Programmer	Office of the Chief of School Operations	03	05A	$64,676
2, r	Ronald Smith Ill	Planning Assistant II, Gender & Identity Inclusion	Office of the Chief of Staff	03	02A	$55,000

Recommended Limited-term Employment (LTE) Contracts Exceeding 60 Days

Your Committee recommends that the Board approve the following limited-term employment (LTE) contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Codes	Name	Position	Location	Hourly Wage	Dates
5, r	James Gorton	Employee Rights Administration	Office of the Chief of Human Resources	$67.00	07/31/23-01/31/24
2, r	Christopher Stancato	School Psychologist	Office of the Chief of Academics	$50.00	06/15/23-12/15/23
5, r	Denise Sather	School Psychologist	Office of the Chief of Academics	$50.00	08/18/23-12/21/23
2, r	Winifred Tidmore	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/08/23-12/08/23
2, r	Beverly Conner	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/23-12/08/23
2, r	Thresessa Childs	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/08/23-12/08/23
4 , nr	Janine Cano-Graber	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/08/23-12/08/23
2, r	Thyra Handford	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/08/23-12/08/23
5, r	Joseph Hartlaub	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/08/23-12/08/23
2, r	Yvette Martel	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/08/23-12/08/23
5, r	Virginia McFadden	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/08/23-12/08/23
2, r	John Sanchez	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/08/23-12/08/23
2, r	Peggie Swift	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/08/23-12/08/23
4, r	Dr. Evelyn Resto	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	$40.00	07/01/23-12/31/23
5, r	Jeffrey Krupar	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	$40.00	01/01/23-06/30/23
2, r	Lorraine Applewhite	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	$40.00	01/01/23-06/30/23
5, r	Barbara Hickling	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	$40.00	01/01/23-06/30/23
5, r	Linda Bolin	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	$40.00	07/01/23-12/31/23
2, r	Karen Green	College and Career Readiness	Office of the Chief of Academics	$40.00	08/01/23-01/01/24
5, r	Patricia Jacobs	College and Career Readiness	Office of the Chief of Academics	$35.00	06/01/23-11/30/23
2, r	Cassu Green	Youth Mentor	Office of the Chief of School Administration	$30.00	08/01/23-12/30/23
2, r	Danny Hamilton	Youth Mentor	Office of the Chief of School Administration	$30.00	08/01/23-12/30/23
5, r	Gabriella Sustache	Musical Choreographer	Office of the Chief of School Administration	$30.00	10/16/23-01/30/24
5, r	Michelle Wielebski	Teals Support	Office of the Chief of School Administration	$30.00	08/01/23-12/30/23

Codes	Name	Position	Location	Hourly Wage	Dates
5, r	Awilda Aceredo	Transportation Associate	Office of the Chief School Administration	$30.00	08/14/23-09/29/23
2, r	Elizabeth Brown	Bookkeeper	Office of the Chief of Finance	$30.00	08/01/23-12/31/23
2, r	Cortez Van Felder	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/01/23-02/28/24
6, r	Kathleen Krug	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/01/23-02/28/24
2, r	Dr. Minnie Pulliam-Novy	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/01/23-02/28/24
2, r	Archie Ivy	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/01/23-02/28/24
5, nr	Aleczander Wandler	Accountant II, School Nutrition	Office of the Chief of Finance	$28.95	08/14/23-02/14/24
5, r	Rachel Rendon	College and Career Readiness	Office of the Chief of Academics	$28.00	06/01/23-11/30/23
5, r	Dawn Butler	School Kitchen Manager Mentor	Office of the Chief of Finance	$25.00	08/14/23-01/14/24

Codes:

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White		
3	Asian/Pacific Islander	6	Other		
r	Resident	nr	Non-resident		

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

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(Item 3) Action on Resolution 2324R-001 by Gokalgandhi regarding Time Off for Mental Health

Background

At its regular meeting on July 27, 2023, the Board referred Resolution 2324R-001 by Director Gokalgandhi regarding time off for mental health to the Committee on Accountability Finance and Personnel.

WHEREAS, In March 2020, the Board adopted Resolution 1920R-011 to establish a Comprehensive Health Initiative to address the mental health complexities of students in a multi-faceted approach; and

WHEREAS, The COVID-19 pandemic brought the relationship between work and employee well-being into clearer focus; and

WHEREAS, A study by the World Health Organization (WHO) and the International Labor Organization (ILO) showed that long working hours led to 745,000 deaths for stroke and heart disease in 2016, a 29% increase since 2000, attributed to working at least 55 hours a week; and

WHEREAS, According to the U.S. Surgeon General, 76% of U.S. workers reported at least one symptom of a mental health condition; 84% of survey respondents said that their workplace conditions had contributed to at least one mental health challenge; and 81% of workers reported that they will be looking for workplaces that support mental health in the future; and

WHEREAS, The 2022 Alight International Workforce and Well-Being Mindset study, three quarters of

U.S. employees report moderate to high stress levels, which haven't subsided even as the pandemic has slowed; and

WHEREAS, Many companies are increasingly prioritizing mental health, but fewer than half of employees surveyed by Alight feel that their employer cares about their well-being and that the burden of getting well is on the individual employee; and

WHEREAS, While the district has offered an Employee Assistance Program (EAP) and Wellness on Site benefits to employees for some time, we must consider how else we can cultivate a culture where the well-being of employees is central to our employment policies; and

WHEREAS, Many employees in the district have not used their earned vacation time benefit to the extent that their vacation time accumulates to a point where an employee is no longer earning it; and

WHEREAS, This unused vacation time creates a significant financial liability for the district and the Administration has requested Board approval to offer compensation in lieu of using this time for vacation, most recently in November 2022; and

WHEREAS, Compensating employees for time off not taken defeats the whole purpose of a vacation benefit, which is to allow time for rest, relaxation, tending to personal matters, and simply taking a break from work routines; and

WHEREAS, With employees prioritizing workplaces that support mental health, implementing practices that show a desire to improve employee well-being by reducing stress and burnout may also help attract and retain employees and improve employee morale; now, therefore, be it

RESOLVED, That the district end the practice of periodic compensation for unused vacation time and, instead, implement a mandatory, paid week of vacation; and, be it

FURTHER RESOLVED, That Central Office be closed for one full week in July so that all Central Office employees can have the week off; and, be it

FURTHER RESOLVED, That the Administration bring a minimum of two recommendations for implementation to the Board by the October 2023 board cycle.

The resolution requests the Administration provide a minimum of two recommendations be brought back to the Board for implementation.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.08, Health and Safety

Fiscal Impact Statement

The fiscal impact will be estimated in the recommendations shared with the Board.

Implementation and Assessment Plan

Implementation will be determined upon completion of the recommendations presented to the Board.

Committee's Recommendation

Your Committee recommends the Board adopt Resolution 2324R-001 by Director Gokalgandhi regarding time off for mental health with the revisions as follows:

RESOLVED, That the district ~~end~~ continue the practice of periodic compensation for unused vacation time ~~and, instead, implement a mandatory, paid week of vacation~~; and, be it

FURTHER RESOLVED, That ~~Central Office be closed for one full week in July so that all Central Office employees can have the week off; and, be it~~ the district implement paid time off not to exceed five consecutive days for 12-month employees; and, be it

FURTHER RESOLVED, That the Administration bring a minimum of two recommendations for implementation to the Board by the ~~October~~ December 2023 Board cycle.

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

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(Item 4) Report with Possible Action on the District Compensation Study

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

Background

At its regular monthly meeting on July 28, 2022, the Board approved a contract with Gallagher Benefit Services to conduct a compensation study. Provided under separate cover is an update on the status of the compensation study.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.20, Contracts, Employee Benefits, and Compensation Plans

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

N/A

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(Item 5) Action on a Request for Approval of Job Descriptions for Family Advocacy Coordinator and Program Analyst I (MPS Foundation)

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth a request for approval of the job descriptions for the Family Advocacy Coordinator and Program Analyst I (MPS Foundation) positions.

Coordinator III, Family Advocacy

Last Revised/Approved: August 2023
Reports To: Director, Business & Community Partnerships
Office: Chief of Communications and School Performance
Department: Business & Community Partnerships
Pay Grade: 8A
Civil Service: Y
Probation period: Y
Length: 1 year
FLSA Status: Exempt.
Term of Employment: Full-time

Position Summary/Purpose

Executes the District's family-and-community-engagement framework, programs, and initiatives to ensure that families have the ability to serve as equal partners with schools and the District in their children's educational process. Works closely with families to help them navigate through the District's disciplinary process to ensure that they have a clear understanding of state statutes, the MPS Code of Conduct, and other relevant district policies and procedures. Connects families with resources to support student achievement and behavioral interventions.

Core Competencies

- Decision quality and problem solving
- Communication and customer service
- Professionalism
- Equity, access, and inclusion

Essential Functions

An essential function is a duty or responsibility that is fundamental to the job — a critical, or basic component of that job. An essential function cannot or should not be assigned elsewhere.

1. Serves as parent representative at discipline hearings to help families clearly understand the disciplinary and hearing process.
2. Meets with parents and students and directs them accordingly to appropriate school personnel for resolution of issues and concerns, changing school placements, obtaining work permits, etc.
3. Establishes and maintains effective and cooperative working relationships with Student Services, Office of Board Governance, schools (social workers/ parent coordinators), and governmental agencies as an advocate for MPS students and families.
4. Connects families with district and community resources to support student achievement and behavioral interventions.
5. Effectively communicates state statutes and district policies to families.
6. Serves as the Parent Dispute Resolution System's administrator.
7. Develops programming to educate families on the District's code of conduct and restorative-practice resources.
8. Works closely with independent hearing officers on expulsions and reinstatements and to ensure that appropriate educational services are provided.
9. Actively supports the MPS Strategic Plan.
10. Completes other duties as assigned.

Job Requirements

Educational Requirements

- A master's degree in social work and certification as a school social worker in the state of Wisconsin (license 7050) or five or more years of experience in community relations, non-profit management, social work, counseling, education, or social services.

Experience Requirements

- Three or more years of experience working with families or in community outreach to families.

Knowledge, Skills and Abilities

- Effective oral and written communication and presentation skills are required.
- Must be able to work collaboratively with a diverse group of people at all levels of the organization.
- Skilled at organizing resources and establishing priorities.
- Excellent teamwork skills are essential.
- Must have excellent planning and organizational skills.
- A strong working knowledge of computer applications, to include MS Office software, Office 365, MPS databases, and the MPS website is required.
- Must be able to effectively manage numerous responsibilities with varying deadlines.
- The ability to gather data, compile information, and prepare reports is required.
- Effective conflict/dispute-resolution skills required.

Working Environment

- General office environment with basic standing, walking and typing required.
- Should be able to lift up to 30 pounds.
- Employee required to work periodically on weekends.
- Evening meetings, home visits, and events are required as a part of the job or other duties as assigned.
- Reliable, insured vehicle and valid driver's license required, as frequent travel around the greater Milwaukee area is required.

Physical Demands

- General office environment.

Equal Opportunity

Nondiscrimination

No person may be denied admission to or participation in the benefits of any public school in the Milwaukee Public Schools, or be discriminated against in any curricular, extracurricular, student service, recreational, or other program or activity, because of the person's sex, gender, gender identity, gender expression, gender nonconformity, race, color, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap, or any other characteristic protected by applicable law, including without limitation by enumeration: section 118.13, Wis. Stats.; Title IX of the Education Amendments of 1972 (sex); Title VI of the Civil Rights Act of 1964 (race, color, and national origin); and section 504 of the Rehabilitation Act of 1973 (disability). The district may operate single-gender schools and/or provide single-gender classes, in accordance with sections 118.13(1) and 120.13(37m), Wis. Stats.

Milwaukee Public Schools is committed to equal employment opportunity and non-discrimination, as required by the law for all individuals in the MPS workplace regardless of race, color, ancestry, religion, gender, gender identity, gender expression, gender nonconformity, sex, national origin, disability, age, creed, sexual orientation, marital status, veteran status, or any other legally protected characteristic or legally protected activity, such as participation in the complaint process. MPS will not tolerate illegal treatment based on a protected characteristic or activity.

Discrimination complaints in educational or employment policies and practices shall be dealt with in an expeditious and forthright manner. The Superintendent shall establish procedures to process alleged discrimination complaints to implement administrative policy.

Job Title: Program Analyst I, MPSF

Last Revised/Approved: August 2023
Reports To: Director, Milwaukee Public Schools Foundation (MPSF)
Office: Superintendent
Department: Milwaukee Public Schools Foundation (MPSF)
Pay Grade: 05A
Pay Range: $64,676-$93,057
FLSA Status: Exempt
Term of Employment: Full-time

Position Summary/Purpose

Coordinates the MPSF's scholarship program. Facilitates all current MPSF programs and serves as the primary liaison to all MPS departments and external partners and stakeholders for program delivery. Serves as an additional face of the MPSF within the local nonprofit community.

Core Competencies

- Decision quality and problem solving
- Communication and customer service
- Professionalism
- Equity, access, and inclusion

Essential Functions

An essential function is a duty or responsibility that is fundamental to the job — a critical or basic component of that job. An essential function cannot or should not be assigned elsewhere.

Note: An Essential Function must meet the following criteria:

- Does the job exist to do this function?
- Would taking this function from the job fundamentally change the job?
- Would there be significant consequences if this function were not performed?
- Can other employees do this function if necessary?
- How much time per week is spent doing this function?
- Do people in similar positions elsewhere do this function?

1. Works with the MPSF team in the development, implementation, and evaluation of programs and standards in alignment with the MPSF's overall mission, vision and goals.

2. Monitors programmatic impact with program dashboards and establishes consistent, objective program performance standards of accountability.

3. Coordinates and monitors outreach and retention, provides fund-management support, reviews grant documentation and reporting needs, and establishes timelines/calendars with program partners.

4. Reports to grantors, donors, and external stakeholders in a timely manner.

5. Participates with and represents MPSF in local partner meetings and events as necessary.

6. Composes and drafts documents and correspondence for presentations, conferences, seminars, and reports.

7. Provides administrative and operational support.

8. Provides consistent marketing and communication support at the direction of the Director, public relations consultant, and team.

9. Tracks expenditures for donor-directed funds and programs.

10. Recruits and oversees training and orientation of all MPSF's volunteers.

11. Maintains the MPSF's scholarship program, including preparation of new scholarship agreements, maintenance and monitoring of existing scholarship agreements, and maintenance of regular contact with donors, students, the school district, and external partners.

12. Develops a scholarship-application process for students and coordinates scholarship applications' reading, scoring, and awarding. Assists with marketing materials used in student recruitment.

13. Plans and executes annual scholarship reception, Celebration of Scholars.

14. Creates outreach materials and other collateral for the promotion of all MPSF's scholarships.

15. Maintains the Foundation's scholarship software. Manages applicant data and reporting, as well as post-award follow-up and tracking.

16. Maintains financial and student records.

17. Actively supports the MPS Strategic Plan.

18. Performs other duties as assigned.

Job Requirements

Education/Experience Requirements

- A bachelor's degree in public policy, non-profit administration, or a related field is required — a master's degree is preferred.
- Three to five years of demonstrated success in program development and management.

Knowledge, Skills and Abilities

- Effective oral and written communication and presentation skills are essential, with the ability to communicate with employees at all levels of the organization.
- The ability to develop effective working relationships with diverse individuals at all levels is required.
- Ability to foster and maintain strong relationships with internal and external stakeholders.
- Proficient in using technology as a management-reporting tool and experience working with information technology staff to develop and to implement program-evaluation systems.
- Strong project-management skills are necessary.
- Experience with a high-performance, collaborative, constructive peer group.
- Experience in managing complex projects with competing priorities.

Working Environment

The work environment's characteristics described here are representative of those which an employee encounters while performing the essential functions of this job.

Physical Demands

- General office environment, must be able to handle light lifting and occasional standing, bending.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job with or without reasonable accommodation.

Equal Opportunity

It is the policy of the District that persons seeking employment with the District shall not be discriminated against in employment by reason of their age, race, creed, color, religion, handicap or disability, pregnancy, marital or parental status, sex, citizenship, national origin, ancestry, sexual orientation, arrest record, conviction record, military service, membership in the National Guard, state defense or reserves, political affiliation, use or nonuse of lawful products off the employer's premises during nonworking hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, the authorized use of family or medical leave or worker's compensation benefits, genetic information, physical, mental, emotional or learning disability, or any other factor protected by local, state or federal law in all employment practices including terms, conditions and privileges of employment.

Reasonable accommodations requested by qualified individuals with disabilities will be made in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship on the District. Requests for accommodations under the Americans with Disabilities Act or under the Wisconsin Fair Employment Act must be submitted to the Employee Rights Administration Department in the Office of Human Resources.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval of the Board, the Administration will implement the above job descriptions.

Committee's Recommendation

Your Committee recommends that the Board approve the above job descriptions for the Family Advocacy Coordinator and Program Analyst I (MPS Foundation) positions.

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

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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 Budget Transfers, Report on Contracts under $50,000 and Cumulative Total Report, Report on Monthly Grant Awards, and Acceptance of Donations

Authorization to Make Purchases

RFP 1102 Authorization to Issue a Purchase Order with Learning without Tears and Savvas Learning Company, LLC, for Writing, Handwriting, and Spelling Textbook Adoption

The Administration is requesting authorization to issue a purchase order contract with Learning without Tears and Savvas Learning Company, LLC, for handwriting and spelling materials to be used during the 2023-24 school year.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, textbooks/instructional materials evaluation committees were formed as a result of the Board's action on December 22, 2022, which opened subject areas for selection studies. The committees have completed the necessary studies with respect to grades K5-2 and grades 3-5.

Contractors were chosen pursuant to RFP 1102, which closed on February 17, 2023. The total of the two purchase orders will not exceed $223,643.40.

Learning without Tears.....$54,643.40
Savvas Learning Company, LLC $169,000.00

Budget Code: ENG-0-I-9B4-CI-ETXB (Textbooks).....$223,643.40

Learning without Tears

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	Yes	5%	5%	TBD	NA	600	10

Savvas Learning Company, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,372	340	843	No	5%	5%	TBD	NA	600	10

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. This is an informational item, and no action is required.

C031462 Boys & Girls Clubs of Greater Milwaukee, Inc.

Original Contract Amount:.....$48,500.00
RCC 5/2/2023.....$48,500.00
Ending Amount $97,000.00

On March 28, 2023, the Milwaukee Board of School Directors and Boys & Girls Clubs of Greater Milwaukee, Inc., entered into Professional Services Contract number C031462, with a term of April 10, 2023, through September 30, 2023, to provide overnight camp experiences for MPS students. A Request to Change Contract (RCC) was submitted on May 2, 2023, to increase funds for additional summer camping services due to increased demand from parents/guardians.

C030788 Kreative Fruitz by Imani Raiyne

Contract Amount: $36,000.00
RCC 5/3/2023.....$40,000.00
Ending Amount $76,000.00

On August 22, 2022, the Milwaukee Board of School Directors and Kreative Fruitz by Imani Raiyne entered into Professional Services Contract number C030788, with a term of August 22, 2022, through May 22, 2023, for art classes with Fruit at Ten MPS CARES Twilight Centers (Pulaski, Bay View, North Division, South Division, Washington, Obama, Madison, Andrew Douglas, Hayes, and Carmen South). On May 3, 2023, a Request to Change Contract (RCC) was approved to extend the contract through May 22, 2024, and to add funds of $40,000.

C030449 Mad Science of Milwaukee, Inc.

Original Contract Amount:.....$25,000.00
RCC 2/20/2023.....$35,000.00
Ending Amount $60,000.00

On April 1, 2022, the Milwaukee Board of School Directors and Mad Science of Milwaukee, Inc., entered into Professional Services Contract number C030449, with a term of April 1, 2022, through March 31, 2023,

for programming for students within the grade range of K5-12 as per RFP 1066, Extended Learning Opportunities for Community Partnerships, with two additional one-year options to extend upon mutual consent. On February 20, 2023, a Request to Change Contract (RCC) was submitted to extend the contract through March 31, 2024, and to increase compensation by $35,000.

C030048 Truescreen, Inc.

Original Contract Amount:.....$200,000.00
RCC 5/10/2023.....$249,999.00
Ending Amount $449,999.00

On June 18, 2021, the Milwaukee Board of School Directors (MBSD) and Truescreen, Inc., entered into Professional Services Contract number C030048, with a term of August 1, 2021, through July 31, 2022, for criminal background-screening services, including fingerprinting. On August 29, 2022, the contract was extended through July 31, 2023. On May 10, 2023, a Request to Change Contract (RCC) was submitted to add funds to the contract due to the high volume of screenings.

Contract: C030225 Grizz Sports

Original Contract Amount:.....$25,650.00
RCC 5/12/2022.....$32,550.00
RCC 5/3/2023.....$34,200.00
Ending amount: $92,400.00

On October 9, 2021, the Milwaukee Board of School Directors and Grizz Sports entered into Professional Services Contract number C030225, with a term of October 9, 2021, through August 31, 2022, to provide services to Milwaukee Recreation for the Midnight League basketball program. On May 12, 2022, a Request to Change Contract (RCC) was submitted to extend the contract through August 31, 2023, and to add funds of $32,550. On May 3, 2023, an RCC was submitted to extend the contract through November 30, 2024, and to add additional funds of $34,200.

B0001469 Houghton Mifflin Harcourt Publishing Company

Original Contract Amount:.....$10,575,382.40
RCC 5/18/2023.....$43,000.00
Ending amount: $10,618,382.40

On July 16, 2021, the Milwaukee Board of School Directors and Houghton Mifflin Harcourt Publishing Company entered into Blanket Professional Services Contract number B0001469, with a term of July 1, 2021, through June 30, 2029, to provide textbooks and professional development as per RFP 1042. On May 18, 2023, a Request to Change Contract (RCC) was submitted to add additional funds of $43,000.00 for additional books.

C031095/B0001532 Robert Half International, Inc.

Original Contract.....$500,000.00
Amount: RCC 2/21/2023.....$350,000.00
RCC 4/4/2023.....$500,000.00
RCC 5/12/2023.....$500,000.00
Ending amount: $1,850,000.00

On November 18, 2022, the Milwaukee Board of School Directors and Robert Half International, Inc., entered into Professional Services Contract number C031095, with a term of November 28, 2022, through November 27, 2025, for temporary account and human resources staffing personnel. This contract was updated to reflect a blanket contract B0001532 due to more than one department's using the services. On February 21, 2023, a Request to Change Contract (RCC) was approved for additional funds of $350,000 to meet the additional staffing needs in these departments. On April 4, 2023, additional funds of $500,000 were added to cover staffing needs while positions are filled. On May 12, 2023, additional funds of $500,000 were added to cover additional staffing needs.

C029938 Parallel Employment Group, Inc.

Original Contract Amount:.....$49,999.00
RCC 10/29/2021.....$60,000.00
RCC 12/10/2021.....$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
Ending Amount $2,299,999.00

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc., entered into Professional Services Contract number C029938, 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 to be added to cover additional needs for teachers and to add paraprofessionals to the contract, and the contract was 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 that we have the support staff to cover student supervision and classroom coverage. On June 28, 2023, an RCC was submitted to add additional funds for paraprofessional substitute teacher coverage.

C030797 Adroit Advanced Technologies, Inc.

Original Contract Amount:.....$750,000.00
RCC 6/30/2023.....$300,000.00
Ending amount: $1,050,000.00

On September 1, 2022, the Milwaukee Board of School Directors and Adroit Advanced Technologies, Inc., entered into Professional Services Contract number C030797, with a term of September 1, 2022, through July 31, 2025, to provide taxi services for students to and from school throughout metro Milwaukee area. On June 30, 2023, a Request to Change Contract (RCC) was submitted to add funds of $300,000 to cover the need for additional services.

C030798 Collaborative Student Transportation of Minnesota

Original Contract Amount:.....$450,000.00
RCC 6/30/2023.....$420,000.00
Ending amount: $870,000.00

On September 1, 2022, the Milwaukee Board of School Directors and Collaborative Student Transportation of Minnesota entered into Professional Services Contract number C030798, with a term of September 1, 2022, through July 31, 2025, to provide taxi services for students to and from school throughout metro Milwaukee area. On June 30, 2023, a Request to Change Contract (RCC) was submitted to add funds of $420,000 to cover the need for additional services.

Routine Monthly 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 have been provided under separate cover. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Amy Kolo	$500.00	General School Supplies
Andrew S. Douglas	Office Of Human Resources	$190.00	General School Supplies
Burdick School	Box Tops for Education	$61.25	General School Supplies
Carver Academy	Box Tops for Education	$9.10	General School Supplies
Cass Street School	Jacks American Pub	$1,000.00	PBIS Donation
Cass Street School	TriCity National Bank	$3,000.00	Neep Project Donation
Clemens School	Box Tops for Education	$3.80	General School Supplies
Clement Avenue School	Clement PTO	$100.00	Phy Ed
Congress School	Box Tops for Education	$14.40	General School Supplies
French Immersion School	Anonymous	$1.00	General School Supplies
French Immersion School	Mekong Cafe	$261.00	General School Supplies
Hawthorne School	Milwaukee Urban League	$300.00	General School Supplies
Hawthorne School	Anonymous Staff	$250.00	Vending-Soda Fund
King Elementary School	Betty Palmer	$100.00	Field Trip
Kluge School	Anonymous	$4.00	Vending-Soda Fund
LaFollette School	Evan Burgess	$200.00	Field Trip
LaFollette School	Hill on Wheels Transport LLC	$200.00	Field Trip
LaFollette School	Box Tops for Education	$5.60	General School Supplies
Lincoln Avenue School	Box Tops for Education	$9.30	General School Supplies
Milwaukee School of Languages	Box Tops for Education	$54.80	General School Supplies
North Division High School	Christopher Gerou	$75.00	Student Graduation Fee
North Division High School	Saleem El Alem	$1,125.00	15 Students Graduation Fees
Office of Academics — College and Career Readiness	Milwaukee Public Museum	$1,050.00	Summary Academy
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Colleen McManus	$50.00	MPS School Supply Drive
Office of Finance — Milwaukee Recreation	Milwaukee Public Market	$200.00	Youth Program Fund
Office of Finance — Milwaukee Recreation	Block Zwieg Bakery Inc	$300.00	Youth Program Fund
River Trail School	Box Tops for Education	$169.60	General School Supplies
Riverside High School	Fork Farms	$2,140.00	Fork Farms Supplies
Siefert School	Kellie Carson	$75.00	General School Supplies
Thoreau School	Box Tops for Education	$64.00	General School Supplies
Wisconsin Conservatory	Box Tops for Education	$29.10	General School Supplies
	Total Monetary Donations	*$11,541.95*	
Non-monetary Donations			
Academy of Accelerated Learning	DonorsChoose	$315.19	Educational Kits & Games

Location	Donor	Amount	Gift or Purpose
Bay View High School	DonorsChoose	$830.43	New Year, New Supplies
Browning School	DonorsChoose	$297.76	Learning Letters
Clement Avenue School	DonorsChoose	$238.00	Classroom Basics
Doerfler School	DonorsChoose	$211.80	Self-love Library
Doerfler School	DonorsChoose	$255.48	Do You "Measure Up?"
Doerfler School	DonorsChoose	$287.48	"I Can Grow My Own Food"
Dr. B Carson Academy of Science	DonorsChoose	$141.14	Books
Dr. B Carson Academy of Science	DonorsChoose	$161.95	Listening to the Earth
Dr. B Carson Academy of Science	DonorsChoose	$171.08	Budding Artists
Dr. B Carson Academy of Science	DonorsChoose	$179.65	Earth Day
Fernwood School	DonorsChoose	$386.32	Art Supplies
Fifty-third Street School	DonorsChoose	$521.34	Food, Clothing & Hygiene
Forest Home Avenue School	DonorsChoose	$378.59	Color Materials
Forest Home Avenue School	DonorsChoose	$404.04	Educational Kits & Games
Gaenslen School	DonorsChoose	$500.48	Classroom Basics
Gaenslen School	DonorsChoose	$548.91	Reading Nooks, Desks & Storage
Gilbert Stuart School	Nicole Elmore*	$839.72	Graduation Caps and Gowns
Goodrich School	DonorsChoose	$163.63	Sharp Pencils for Sharp Minds
Goodrich School	DonorsChoose	$189.68	Art Supplies
Goodrich School	DonorsChoose	$260.49	Fun in the Sun
Goodrich School	DonorsChoose	$337.61	B is for Bubbles, J is Jump
Goodrich School	DonorsChoose	$391.74	Animal Incentives
Hi-Mount School	DonorsChoose	$380.08	End of the School Year Fun
King High School	DonorsChoose	$390.80	Cool and Cost Saving
King High School	DonorsChoose	$496.12	Showcase Showdown
King High School	DonorsChoose	$505.83	Annotating Readers
Kluge School	DonorsChoose	$392.90	Magna-Imagination Play
MacDowell Montessori	DonorsChoose	$151.79	Ukulele Magic
MacDowell Montessori	DonorsChoose	$257.01	The Orchard at MMS
Marshall High School	DonorsChoose	$241.63	Science World Reading II
Milwaukee High School of the Arts	DonorsChoose	$200.17	Food, Clothing & Hygiene
Milwaukee High School of the Arts	DonorsChoose	$324.31	Focus Headphones
Milwaukee High School of the Arts	DonorsChoose	$517.19	Communication is Key
Milwaukee School of Languages	DonorsChoose	$190.99	Classroom Comforts
Milwaukee Sign Language School	DonorsChoose	$243.12	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	$314.14	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	$317.60	Our Quest- Graphic Novels
Milwaukee Sign Language School	DonorsChoose	$381.16	Independent and Organized
Milwaukee Sign Language School	DonorsChoose	$550.48	ASL in our Classrooms
Mitchell School	DonorsChoose	$151.78	Scan It
Mitchell School	DonorsChoose	$434.24	Keeping It Clean
Mitchell School	DonorsChoose	$862.31	Games to Play Together
Neeskara School	DonorsChoose	$229.24	High Quality Cultural Literacy
Ninety-fifth Street School	DonorsChoose	$145.49	We Have a Ball on Starfall
Ninety-fifth Street School	DonorsChoose	$239.24	Food, Clothing & Hygiene

Location	Donor	Amount	Gift or Purpose
Ninety-fifth Street School	DonorsChoose	$371.76	Reading Nooks, Desks & Storage
Ninety-fifth Street School	DonorsChoose	$392.65	Because of Winn Dixie
Ninety-fifth Street School	DonorsChoose	$421.36	Fractured Fairy Tale Fun
Ninety-fifth Street School	DonorsChoose	$439.91	Literacy Night
Ninety-fifth Street School	DonorsChoose	$449.97	Loose Parts to Explore
Office of Communications and School Performance — Research, Assessment and Data	Books Del Sur	$7,799.00	Classroom Libraries
Pulaski High School	DonorsChoose	$480.38	Books
Pulaski High School	DonorsChoose	$997.04	#CPHS Reads
River Trail School	Clockwork Farms	$6,343.00	Barn Style Portable Building, Display Unit
Rogers Street Academy	DonorsChoose	$152.21	Art Supplies
Spanish Immersion School	DonorsChoose	$379.62	Instructional Technology
Thoreau School	DonorsChoose	$188.16	Clay Supplies Needed
Trowbridge School	DonorsChoose	$431.19	Sonic, Warriors and Survivors
Trowbridge School	DonorsChoose	$501.42	Super Readers
Trowbridge School	DonorsChoose	$773.66	Swinging Into Happy Feelings
Vieau School	DonorsChoose	$175.21	Our World Is Beautiful
Vieau School	DonorsChoose	$204.35	Bee Kind Project
Vieau School	DonorsChoose	$231.17	In Life You Need Colors
Vincent High School	DonorsChoose	$371.94	Getting Them Settled in Class
	Total Non-monetary Donations	*$37,034.13*	
Total Value of Donations		$48,576.08	
*Donations from MPS Alumni		$839.72	

Committee's Recommendation

Your Committee recommends that the Board

1. authorize the purchases; and
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

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

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(Item 7) Action on the Award of Professional Services Contracts

RFP 1047 Authorization to Extend a Contract with Proximity Learning, Inc., for Online Interactive Learning Course System for World Languages, Grades K-12

The Administration is requesting authorization to extend 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 used to deliver services for American Sign Language (ASL), Chinese/Mandarin, French, German, and Spanish, at a minimum, to an estimated 10,264 students throughout the district during the 2023-24 school year.

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, which now include two years of a world language.

Proximity was chosen pursuant to RFP 1047, which closed on July 5, 2022. The original contract had a term of October 1, 2021, through September 30, 2022. The first contract extension had a term of October 1, 2022,

through September 30, 2023. This second, and final, contract extension will run from October 1, 2023, through September 30, 2024, and will not exceed $1,000,000.

Budget Code: 000-0-0-000-BL-ECTS $1,000,000.00

Proximity Learning, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
500	100	425	No	0	0	NA	NA	400	10

RFP 1053 Authorization to Extend Contracts with Korinthian Violins, LLC; Family Music Center; and Music and Arts for Musical Instrument Repair and Maintenance

The Administration is requesting authorization to extend contracts with Korinthian Violins, LLC; Family Music Center; and Music and Arts for musical instrument repair and maintenance services throughout the district.

Contractors were chosen pursuant to RFP 1053, which closed on June 22, 2021. The original contracts had a term of September 1, 2021, through August 31, 2022. The first extensions had a term of September 1, 2022, through August 31, 2023 (Year Two). The second, and final, extension contracts will run from September 1, 2023, through August 31, 2024 (Year 3).

The total of the three contracts will not exceed $105,000, as follows;

Music and Arts $50,000
Family Music Center.....$40,000
Korinthian Violins, LLC $15,000

Budget Code: IMS-0-0-IMC-DW-EMTC (Curriculum and Instruction — Contract Services) $105,000.00

Music and Arts

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	200	10

Family Music Center

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	200	10

Korinthian Violins, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	200	10

RFP 1057 Authorization to Extend a Contract with Kane Communications Group for an Integrated Marketing and Communication Strategy

The Administration is requesting authorization to extend a contract with Kane Communications Group for a comprehensive, multi-level, multi-year integrated marketing and communication strategy which will appeal to our English-, Spanish-, Hmong-, Arabic-, Keren-, Burmese-, and Rohingya-speaking stakeholders.

The marketing and communications strategy lays out a marketing/public relations plan that enhances the District's image, attracts and retains student enrollment and attendance, and positions MPS as an employer of choice for talented teachers and staff. The plan will include, but is not limited to:

- consistent messaging available in various communication formats to internal and external stakeholders;
- the agility to adapt to unforeseen internal and external changes that impact upon the district and its ability to reach the defined goals;
- measurable objectives and tactics that will include Key Performance Indicators (KPIs); and
- four point-in-time integrated implementation component plans — six months, year one, year two, and year three — with specific details of recommended actions at each implementation point and advice and guidance on implementation.

MPS is looking to build on successes and lessons learned during the COVID-19 pandemic. This includes the need to provide consistent messaging available in various communication formats to ensure that our families, students, staff, and community members are well informed. MPS's ability to attract and to retain students and staff in a highly competitive marketplace is critical to securing the resources needed to deliver world-class education and to achieve successful academic outcomes for students. To accomplish this, MPS will need to continue working on its image in the community to eliminate the perception that schools are underperforming academically and need to improve school climate and culture. Despite many examples demonstrating concrete progress in these areas, less desirable stories about the district tend to shape the public narrative.

Contractor was chosen pursuant to RFP 1057, which closed on July 15, 2021. The original contract, with a term of October 1, 2021, through September 30, 2022, provided for two additional one-year extensions upon the mutual written consent of parties. The contract was extended for the second additional one-year term, from October 1, 2022, through September 30, 2023. This second, and final, contract extension (Year 3) will have a term of October 1, 2023, through September 30, 2024, and will not exceed $120,000.00.

Budget Code: INF-0-S-9G4-IC-ECTS.....$120,000.00

Kane Communications Group

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
17	1	12	Yes	15%	100%	TBD	NA	100	10

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 That Have No Physical Education Teachers during the 2023-24 School Year

The Administration is requesting authorization to extend a contract with America Scores Milwaukee for $200,000 to provide physical education services to multiple MPS elementary/K-8 buildings during the 2023-24 school year. The vendor was selected from RFP 1078, which closed on June 1, 2022.

Currently MPS is facing a teacher shortage. The district currently has 20 vacancies in physical education that we have not been able to fill. Most of these are in K-8/elementary settings. This vendor will provide physical-activity lessons for students to support classroom teachers as they teach physical education. Respondent will work with schools to create schedules, and it 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 schools' physical education schedules and the vendor's 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 original contract had a term of September 1, 2022, through August 31, 2023, and provided for two additional one-year extensions upon the mutual written consent of parties. The contract will be extended for

the first additional one-year term, from September 1, 2023, through August 31, 2024, 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 will not to exceed $200,000.

Budget Code: 000-0-0-000-BL-ECTS (Blanket) $200,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	300	10

RFP 1046 Authorization to Extend a Contract with Milwaukee Christian Center, Inc., and with Running Rebels Community Organization for Violence-reduction Program Services

The Administration is requesting authorization to extend a contract with Milwaukee Christian Center, Inc., and with Running Rebels Community Organization for violence-reduction program services. These contractors will be used to provide services to decrease incidents of disruption and violence, to increase students' attendance, and to decrease suspensions due to disruptive behavior.

Contractors were chosen pursuant to RFP 1046, which closed on May 18, 2021. The contracts had an initial term of October 1, 2021, through September 30, 2022, with two additional one-year options to extend if certain performance metrics incorporated into the contracts were met. The first extension had a term of October 1, 2022, through September 30, 2023. The second, and final, contract extensions will run from October 1, 2023, through September 30, 2024 ("Year 3").

The contracts with Milwaukee Christian Center, Inc., ($1,030,000) and Running Rebels Community Organization ($1,442,000) will not exceed a total of $2,472,000.00 in Year 3.

Budget Code: OGA-0-0-SST-DW-ECTS.....$2,472,000.00

Milwaukee Christian Center. Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
96	66	61	No	4%	4%	TBD	NA	400	20

Running Rebels Community Organization

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1033	96	39	No	4%	4%	TBD	NA	400	20

RFB 5814 Authorization to Issue a Contract with Collaborative Student Transportation of Minnesota and with Lamers Bus Lines, Inc., for Human-service Vehicles or Van-type Transportation for Schools

The Administration is requesting authorization to enter into blanket contracts with Collaborative Student Transportation of Minnesota and with Lamers Bus Lines, Inc., for human-service vehicles or van-type transportation for students throughout the metro-Milwaukee area, to and from school. This will provide service for students who may require transportation to MPS schools and/ schools in the surrounding suburban districts. The contractors will provide both ambulatory and orthopedically-impaired (OI) services requiring wheelchair transport.

The vendors were chosen pursuant to RFB 5814, which closed on June 30, 2023. The blanket contracts with Collaborative Student Transportation of Minnesota and with Lamers Bus Lines, Inc., will run from September 1, 2023, through July 31, 2026.

The total cost of these contracts will not exceed $1,450,000.00. The three-year total cost of each of the blanket contracts will not exceed:

Collaborative Student Transportation of Minnesota
Ambulatory.....$850,000
Orthopedically Impaired (OI).....$350,000
Total $1,200,000

Lamers Bus Lines, Inc.
Ambulatory.....$150,000
Orthopedically Impaired (OI).....$100,000
Total $250,000

Budget Code: 000-0-0-000-BL-ECTS (Contracted Services — Blanket Contract).....$1,450,000.00

Collaborative Student Transportation of Minnesota

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
25	8	7	No	25%	25%	TBD	NA	(Sliding Scale)	10

Lamers Bus Lines, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,523	102	569	No	25%	25%	TBD	NA	(Sliding Scale)	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following professional services contracts:

- Proximity Learning, Inc. for Online Interactive Learning Course System for World Languages, grades K-12, 000-0-0-000-BL-ECTS $1,000,000.00
- Korinthian Violins LLC for musical instrument repair and maintenance, IMS-0-0-IMC-DW-EMTC.....$15,000.00
- Family Music Center for musical instrument repair and maintenance, IMS-0-0-IMC-DW-EMTC.....$40,000.00
- Music and Arts for musical instrument repair and maintenance, IMS-0-0-IMC-DW-EMTC.....$50,000.00
- Kane Communications Group for an integrated marketing and communication strategy, INF-0-S-9G4-IC-ECTS.....$120,000.00
- 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 2023-24 school year,
000-0-0-000-BL-ECTS $200,000.00

- Milwaukee Christian Center, Inc for violence-reduction program services,
OGA-0-0-SST-DW-ECTS $1,030,000.00
- Running Rebels Community Organization for violence-reduction program services,
OGA-0-0-SST-DW-ECTS $1,442,000.00
- Collaborative Student Transportation of Minnesota for human-service vehicles or van-type transportation for schools,
000-0-0-000-BL-ECTS $1,200,000.00
- Lamers Bus Lines, Inc., for human-service vehicles or van-type transportation for schools,
000-0-0-000-BL-ECTS $250,000.00

Total $4,347,000.00

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 8) Action on the Award of Exception-to-bid Contracts

——— Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Madison's Wisconsin Center for Education Research (WCER) for Milwaukee Partnership-school Evaluation

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Madison's Wisconsin Center for Education Research (WCER) to evaluate the Milwaukee Partnership School Project. WCER will conduct focus groups and survey teachers to garner perceptions around key components of the Initiative, particularly the support and professional development provided to teachers. Survey content and focus groups' agendas will be appropriately vetted with stakeholders, including the project's steering committee. WCER will analyze the results and produce a report for inclusion in an annual progress report by August 1, 2024, as well as a project final report.

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 was in effect from October 1, 2021, through September 30, 2022. The first extension had a term of October 1, 2022, through September 30, 2023. The second, and final, contract extension will run from October 1, 2023, through September 30, 2024.

The total cost of the contract in Year 3 will not exceed $159,181.

Budget Code: SDV-H-S-M44-CI-ECTS (Contracted Services) $159,181.00

——— Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee to Evaluate the Milwaukee Partnership School Project

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee, to evaluate the Milwaukee Partnership School Project. The Center for Urban Population Health will provide formative data regarding the implementation of the Milwaukee Partnership Schools Project to the project's team members (including the building intervention teams, steering committee, and executive committee). The evaluation will address the metrics described in the Milwaukee Partnership Schools Project's grant, including interventions provided to students (math, reading social- emotional learning), student-achievement data, students' attendance, family-event attendance, student suspensions, and project collaboration.

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 was in effect from October 1, 2021, through September 30, 2022. The first extension had a term of October 1, 2022, through September 30, 2023. The second, and final, extension (Year 3) will run from October 1, 2023, through September 30, 2024.

The total cost of the contract shall not exceed $153,891 in Year 3.

Budget Code: SDV-H-S-M44-CI-ECTS (Contract Services).....$153,891.00

——— 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 will support the recent transition to the updated digital Second Step curriculum. Materials purchased will assist teachers in generalizing the skills learned and in coaching students to use social and emotional skills across educational environments. Second Step teaches students skills of self-regulation, empathy, emotion management, friendship, and problem solving.

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 $59,287.50.

Budget Code: GEN-0-I-D8X-DW-ESUP (Ex Ed/Supportive Services).....$59,287.50

——— Authorization to Issue a Contract with Language Learning Network for Bilingual Montessori Licensed Teachers

The Administration is requesting authorization to enter into a contract with Language Learning Network to provide the school district with bilingual Montessori licensed teachers to fill vacant positions for the 2023-24 school year. In addition, Language Learning Network will provide licensed world language teachers for current vacancies in the district.

This partnership will provide licensed teachers in world language and bilingual Montessori-credentialed educators.

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 one-of- a-kind (Administrative Policy 3.09 (7)(E)(1)(b)(i)).

The contract will run from September 1, 2023, through August 31, 2024. The total cost of the contract will not exceed $1,125,000.00.

Budget Code: GEN-0-I-BDL-DW-ECTS.....$1,125,000.00

——— Authorization to Issue Two Contracts with Wisconsin Center District (WCD) for Graduation Ceremonies

The Administration is requesting authorization to enter into two contracts 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 from May 22, 2024 through May 29, 2024. Two contracts are submitted for two days each of graduation ceremonies. The graduation activities are being issued as two separate contracts at the vendor's request to differentiate the activities. While the dates of graduation (May 22/23 and May 28/29) are grouped by two-day periods, the start date of the contracts reflect payment milestones for deposits payable to the vendor. 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 in-person 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 from bid has been granted on the basis of continuity: (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contracts will run from October 1, 2023, through May 23, 2024, and October 1, 2023, through May 29, 2024. Each contract is $88,028.68, for a total cost not to exceed $176,057.36.

Budget Code: OGA-0-0-ADS-LS-ECTS (Office of School Administration — Contract Services).....$176,057.36

——— Authorization to Issue a Contract with Wisconsin Center District for the 50th MPS Biennial Music Festival Rehearsals and Performances

The Administration is requesting authorization to enter into a contract with Wisconsin Center District for the 50th MPS Biennial Music Festival rehearsals and performances. Contractor will be used to deliver services including setting up, cleaning, staffing, video, sound, and lights for rehearsals and performances.

The UWM Panther Arena has been the site of the MPS Biennial Music Festival for many years. The Wisconsin Center District is uniquely qualified to provide exceptional service for an event of this size. The professional quality of the sound and lights available at this venue will enable MPS's students and families to appropriately celebrate 100 years of making music in Milwaukee Public Schools.

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, 2023, through May 17, 2024. The total cost of the contract will not exceed $190,002.34.

Budget Code: CCM-0-0-MFE-DW-ECTS (Curriculum & Instruction) $190,002.34

——— 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 2023-24 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 schools that follow the approved Community Schools application process to be determined at a later date.

United Way will serve as a backbone partner for the Milwaukee Community Schools Partnership. The role which 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 that every student is successful. While each Community School may use different strategies and activities to

improve its school and community, each shares 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 basis of continuity of previous services (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 a term of August 1, 2022, through July 31, 2023. The contract will be extended for the first additional one-year term, from September 1, 2023, through July 31, 2024, 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 first extension year will not exceed $580,000.00. These board funds do not cover the full cost of the project — MPS and United Way will partner to apply for relevant government, foundation, and corporate support.

Budget Code: OSC-0-S-1T4-LS-ECTS $580,000.00

——— Authorization to Extend a Contract with Courageous Conversation, LLC, for Courageous Conversations about Race

The Administration is requesting authorization to extend a contract with Courageous Conversation, LLC, formerly known as Pacific Educational Group, Inc., for Courageous Conversations about Race for professional development services. The contractor will be used to provide coaching to district leadership guiding implementation, as well as to train an identified cohort of staff members to be licensed facilitators of the work to maintain district sustainability over time.

For the 2023-24 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.

A cohort of identified staff members from across the district will participate in their practitioner's cohort, learning more about integration of this work throughout the district. This group can also be considered to become facilitators going forward.

This work is connected to the professional development Beyond Diversity provided through the Wisconsin Department of Public Instruction, which more than 400 MPS staff members and community members have attended, and will be aligned with the text *Courageous Conversations about Race,* which multiple schools, teams, departments, and staff members have been using.

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 contract provided for two additional one-year extensions upon the mutual written consent of parties; with a term of October 1, 2021, through June 30, 2022. The contract was extended for the first additional one-year term, from January 1, 2023, through December 31, 2023. The contract will now be extended for the final term, through September 30, 2024, under the same terms and conditions as set forth in the original Contract except for those specifically modified in this final extension.

The contract will run from January 1, 2023, through September 30, 2024. The total cost of the contract shall not exceed $273,050.00.

Budget Code: NST-0-S-9H4-SN-ECTS $273,050.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following exception-to-bid contracts and purchase orders:

- Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Madison Wisconsin Center for Education Research (WCER) for Milwaukee Partnership School Evaluation,
  SDV-H-S-M44-CI-ECTS.....$159,181.00
- Board of Regents of the UW System on behalf of the University of Wisconsin-Milwaukee to evaluate the Milwaukee Partnership School Project,
  SDV-H-S-M44-CI-ECTS.....153,891.00
- Committee for Children for supplemental materials for the Second Step curriculum
  GEN-0-I-D8X-DW-ESUP $59,287.50
- Language Learning Network for bilingual Montessori licensed teachers,
  GEN-0-I-BDL-DW-ECTS $1,125,000.00
- Wisconsin Center District (WCD) for graduation ceremonies,
  OGA-0-0-ADS-LS-ECTS $176,057.36
- Wisconsin Center District for the 50th MPS Biennial Music Festival rehearsals and performances,
  CCM-0-0-MFE-DW-ECTS.....$190,002.34
- United Way of Greater Milwaukee & Waukesha County for services associated with the Community Schools Partnership,
  OSC-0-S-1T4-LS-ECTS $580,000.00
- Courageous Conversation, LLC, F/K/A Pacific Educational Group, Inc., for Courageous Conversations about Race,
  NST-0-S-9H4-SN-ECTS $273,050.00

Total $2,716,469.20

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon approval by the Board, the contracts and purchase orders will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts and purchase orders as set forth in the attachments to the minutes of your Committee's meeting.

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

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(Item 9) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract and Material Purchase Recommendation

Professional Services Contracts

RFQ #7915 Fitness Room Equipment and Athletic Flooring Purchase and Installation

A request for Quote (RFQ) was issued by Facilities and Maintenance Services to obtain a firm to provide fitness room equipment and athletic flooring and installation at Reagan High School. The selected firm is Direct Fitness Solutions.

Contract Amount: $257,189.00
Contract Period: September 1, 2023-July 30, 2024

Budget Code: OMN HSF D3 TL EMTC

Material Purchase

Keys & Cylinders

Bay View High School

Prime Contractor
Anixter, Inc.
2301 Patriot Boulevard
Glenview, IL 60026

Base Bid of.....$55,759.04

Funds are available for the keys and cylinders projects account code GN6 00 BDH BV EOSV FEDM (Project No. 8556). Pricing provided by the Omnia Partners Contract R192008.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Listed below are the contracts recommended for the Board's approval at this meeting:

Professional Services Contract

- Direct Fitness Solutions for Fitness Room Equipment and Athletic Flooring Purchase and Installation at Ronald Reagan High School; Code: OMN HSF D3 TL EMTC.....$257,189.00

Material Purchase

- Anixter, Inc., for Keys & Cylinders at Bay View High School; Code: GN6 00 BDH BV EOSV FEDM.....$55,759.04

Implementation and Assessment Plan

Upon the Board's approval, the professional services contract and material purchase as attached to the minutes of your Committee's meeting will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the professional services contract and material purchase as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 10) Action on a Request to Approve a Conservation Easement among the Milwaukee Public Schools, the City of Milwaukee, and the 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 $519,675 in a

partnership funding grant for a green infrastructure project at Washington High School, 2525 N Sherman Blvd. The funding agreement requires that, upon completion of this project, an 11-year limited-term conservation easement will be executed in order to ensure that the new green infrastructure is adequately maintained and protected.

This project has resulted in improved storm-water management through the installation of an underground cistern. This effort provides a direct benefit to the environment and creates additional opportunities for MPS's students to learn about advancing sustainability efforts through the implementation of green infrastructure.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the limited-term conservation easement will be executed with the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that 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, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 11) Action on a Request to Approve an Easement Between Milwaukee Public Schools and Wisconsin Historical Society at North Division High School Located at 1011 West Center Street

Background

The Wisconsin Historical Society would like to install a historical marker on the North Division High School property to commemorate and to celebrate the history of the St. Boniface Church site as part of a larger project to commemorate the open housing marches and civil rights history of Milwaukee.

St. Boniface and its campus at 1122 W. Clarke St. were the epicenter of Milwaukee's civil rights movement. A Catholic church with a predominantly Black congregation, St. Boniface served as a hub during the 200 consecutive days of open housing marches from fall 1967 to spring 1968. Strategies and routes for marches were organized in the church's basement by the NAACP Youth Council Commandos. Marches were planned, started, and ended at the church. St. Boniface supplied food, lodging, medical attention, and transportation to the movement.

Father James Groppi served at St. Boniface from 1963 to 1970 and advised the NAACP Youth Council during this period. Father Groppi was the successor to John Givens, who advised the group during its early forays into non-violent direct action. In 1965, St. Boniface was slated to be the site of a Freedom School, offering lessons on Black history and activism. This plan was prohibited by Catholic officials, leading to protests by the NAACP Youth Council and its allies. Luminaries from the nationwide civil rights movement, including Fannie Lou Hamer, Hosea Williams, Jesse Jackson, Dick Gregory, and Roy Wilkins, visited St. Boniface to attend rallies, marches, and strategy sessions.

The sanctuary, school, and other structures comprising St. Boniface were demolished in 1975 to make room for expansions to North Division High School. The parish moved to North Teutonia Avenue and West

Center Street. The history of St. Boniface illustrates the importance of local churches and their congregations in the organization and enactment of civil rights activities.

The Administration is seeking the Board's approval to enter into an easement with the Wisconsin Historic Society to allow public access to the historic marker and to acknowledge the history of the site while providing an educational opportunity for the students of the school.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the attached easement between Milwaukee Public Schools and Wisconsin Historical Society at North Division High School for public access to the historic marker, as attached to the minutes of your Committee's meeting. will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the easement between Milwaukee Public Schools and Wisconsin Historical Society at North Division High School for public access to the historic marker, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 12) Action on a Request to Approve Payments for the Use of School Facilities by Milwaukee Recreation

Background

The Community Program and Services (CPS) Fund 80 is used to account for activities such as adult education, community recreational programs (such as evening swimming pool operation and softball leagues), elderly food-service programs, non-special education preschool, daycare services, and other programs which are not elementary and secondary educational programs, but have the primary function of serving the community (Wisconsin Department of Public Instruction). Milwaukee Public Schools provides these Milwaukee Recreation programs primarily within school facilities via the Extension Fund.

The general fund cannot be used to pay costs related to the Extension Fund, including the cost for the use of school facilities by Milwaukee Recreation. Therefore, each year payments for the use of school facilities by Milwaukee Recreation are proposed. The payments are based on the actual cost to permit the use of our buildings, as this is an established charge.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.04, Fund Transfer

Fiscal Impact Statement

Milwaukee Recreation will pay the Department of Facilities and Maintenance Services (DFMS) the advertised permit rate to use school facilities ($45 per hour for weekday use; $55 per hour for Saturday use; $65 per hour for Sunday use). Thirty-five percent of the payment from Milwaukee Recreation to DFMS will be set aside to cover MPS's building modifications (ADA improvements, equipment replacement, facility enhancements) identified by Milwaukee Recreation and agreed upon by DFMS. The balance of the payments

is to be used at the discretion of DFMS for engineers' overtime, snow removal, buildings' wear and tear, cleaning supplies, etc. DFMS will bear the cost of electricity, gas, water, and sewer.

Additionally, 50% of the total annual expenses for pool chemicals for shared pools will also be paid by Milwaukee Recreation to DFMS upon receipt of actual costs at the end of the annual term.

Total cost to be transferred from the Extension Fund to the School Operations Fund and/or Construction Fund is estimated at $2,000,000 per year.

Implementation and Assessment Plan

Pending the Board's approval, the Administration will work with Milwaukee Recreation to ensure that proper payments are made and that 35 percent is designated for MPS's building modifications (Americans with Disabilities Act improvements, equipment replacement, facility enhancements) to benefit the schools and Milwaukee Recreation.

Committee's Recommendation

Your Committee recommends that the Board approve up to $2,000,000 for payments for the use of school facilities by Milwaukee Recreation annually.

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

* * * * *

(Item 13) Report with Possible Action on Limited-term Employees, January-June 2023

Your Committee reports having received the following report from the Administration. Although this item has been 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, is to 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.

Attached to the minutes of your Committee's meeting is the current list of LTEs active from January through June 2023.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

N/A

* * * * *

REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Herndon 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 7.45, Art Education

Background

The Administration recommends revisions to Administrative Policy 7.45, Art Education, to change the months in which the policy is reported to the Board, as follows:

(5) Monitoring and Evaluation

(a) Biannually, in ~~March and August,~~ October and May, a report shall be presented to the Board on the District's art education programs.

(b) The Fine Arts Manager will report that Administrative Policy 7.45 is being met based on information from school leaders and the Office of School Administration. Board Directors will receive that report each year in October and May.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.45, Art Education

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 proposed revisions to Administrative Policy 7.45, Art Education.

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

* * * * *

(Item 2) Action on a Request to Approve Revisions to Administrative Policy 7.44, Music Education

Background

The Administration recommends revisions to Administrative Policy 7.44, Music Education, to allow choices to students in each school in the seventh and eighth grades and also to change the months in which the policy is reported to the Board. The following policy modifications are recommended:

(1) Statement of Purpose

The Milwaukee Board of School Directors (Board) believes that each person deserves the opportunity to develop the skills and knowledge necessary for participation in and appreciation for the arts. To that end, the Board shall require that the instruction of music be provided within all Milwaukee Public Schools (MPS).

All students shall be provided with the opportunity to have music instruction and to develop 21st-century skills and understandings through music education.

(2) Standards for the Instruction of Music

(a) Music instruction shall be provided in accordance with a written comprehensive music curriculum, including developmental experiences involving singing, playing instruments, listening, movement, creative expression, and music reading.

(b) Music instruction shall be provided for all pupils in grades kindergarten through 6 and shall be performed by, or under the direction of, a licensed music teacher.

(c) Music instruction, including ~~general, vocal, and instrumental music classes~~ performing ensemble classes and classes for non-performers, shall be available to all pupils from grades 7 through 12 and shall be taught by a licensed music teacher.

(d) No student in MPS will be denied access to participation in any school's music education program. Students with disabilities shall have access to music instruction in a manner consistent with their individualized education plan.

(e) All classroom music teachers are to be employees of Milwaukee Public Schools and be licensed by the State of Wisconsin. Traveling music teachers must work in collaboration with the licensed music teacher in the building.

(f) School leaders, in collaboration with the classroom music teacher, are responsible for the scheduling of elementary, middle, and high school music classes to ensure that all students receive the appropriate amount of instruction.

(g) Class sizes for music instruction shall be determined pursuant to Administrative Policy 7.25, Class Size. Larger performing ensemble class sizes may be determined at the discretion of the music teacher in collaboration with the school leader.

(h) Music instruction shall be conducted in class space that is conducive to the study of music.

(3) Hours of Instruction

(a) The school leader shall be responsible for ensuring that the following hours of instruction are met. The district music curriculum specialist shall be responsible for monitoring elementary, middle, and high school music classes to ensure that all students receive the appropriate amount of instruction:

(1) Each student in grades K3-K4 shall have regular music instruction for no fewer than 30 minutes per week.

(2) Each student in grades K5-grade 2 shall have regular music instruction for no fewer than 60 minutes per week.

(3) Each student in grades 3-5 shall have regular music instruction for no fewer than 75 minutes.

(4) Each student in grades ~~6-8~~ 6 shall have regular music instruction for no fewer than 100 minutes per week.

(5) Each student in grades 7 and 8 shall be offered music instruction in each school for no fewer than 100 minutes per week

(~~5~~ 6) Instrumental and vocal classes in grades ~~K-8~~ 6-8 shall meet at least three times weekly for a minimum of 120 minutes per week.

(~~6~~ 7) All performance-based classes and general music classes at the high school level shall meet for a minimum of 200 minutes per week.

(~~7~~ 8) All schools shall budget for one ~~45-minute period~~ hour of lessons for each 100 students in grades 4 and above (minimum of two hours per school) either by an MPS traveling music teacher or another qualified music instructor.

(4) Musical Instruments

(a) ~~All MPS schools shall maintain an inventory of instruments to be made available for student rental and use.~~ Administrative Procedure 7.44 shall determine instrument distribution and inventory.

(1) All district-purchased instruments are the property of MPS and can be allocated to schools at the discretion of the district music curriculum specialist.

(2) Inventory, records, repair, and maintenance of these instruments shall be the responsibility of the building music teacher in collaboration with the district instrument specialist.

~~(3) Musical instruments that remain in the school building shall be stored in a secure location.~~

(~~4~~ 3) The district music curriculum specialist shall be responsible for maintaining a district- level inventory of instruments and developing appropriate rental policies.

(b) Instruments shall be made available for student use in an equitable manner that considers the needs of individual students.

(c) All district-purchased instruments are the property of MPS and must be allocated to schools in an equitable manner by the district music curriculum specialist.

5) Monitoring and Evaluation

(a) Biannually, in ~~March and August~~ October and May, a report shall be presented by the district music curriculum specialist to the Board on the district's music education programs.

(b) The music curriculum specialist shall report that Administrative Policy 7.44 is being met based on information from school leaders and the Office of School Administration. Board Directors will receive that report each year in October and May.

The following procedure 7.44, relative to instrument inventory and distribution, has been drafted:

Administrative Procedure 7.44
Instrument Inventory and Distribution for Schools

(1) Instruction Determines Inventory

(a) Schools must have a music teacher in place for an instrument inventory to be made available.

(i) In schools with existing teachers, new program requests that require an inventory must be submitted to the music curriculum specialist before the end of the school year. Inventory will be gathered over the summer with the goal that it is in place when the school year begins.

(ii) In schools with new hires, new program requests music be submitted to the music curriculum specialist when the teacher signs their contract so that inventory can be gathered over the summer with the goal that it is in place when the school year begins.

(b) If instruction is to be delivered by a certified music teacher, schools must also have an instrumental music class programmed in Infinite Campus before the end of the school year. Instrument inventory will not be delivered for a General Music class.

(c) Schools can offer instrumental music through one or more of the following means:

(i) A certified building music instructor. A minimum of 0.2 FTE (one day a week) is required to create an instrument inventory.

(ii) An MPS traveling music teacher (TMT). It is preferable for the traveling music teacher to support a building teacher rather than work on their own. If the TMT is the only available option, schools must purchase/provide a minimum of 4 hours of optional services each week for each instrumental program they wish to offer (i.e., 4 hours for band, 4 hours for strings, 4 hours for piano).

(iii) An MPS-selected vendor, such as the Wisconsin Conservatory of Music. A minimum of 0.2 FTE (one day a week) is required to create an instrument inventory. The process for instrument inventory distribution and redistribution for the Conservatory is the same as that for MPS school staff.

(d) If a school does not have an instrumental music teacher for three or more months, in accordance with MPS Administrative Policy 7.44,

> All district-purchased instruments are the property of MPS and can be allocated to schools at the discretion of the district music curriculum specialist.

(2) Redistribution of Instruments Is Prioritized by Need

(a) Instruments in good condition or in greater demand will be redistributed first.

(b) Instruments that need cleaning or repair will be redistributed once they have been cleaned and repaired.

(c) Instruments that are damaged or destroyed will be assessed by the instrument specialist and curriculum specialist and removed when time permits.

(d) If damage is deemed to be from neglect, the school may be liable for the replacement cost of the instruments. Please see the Instrument Loan Agreement for further details. When damage is noted, the teacher must communicate with the instrument specialist and building leadership.

(e) Instruments donated to a specific school or purchased with funds other than MPS board funds (e.g., PTO or other outside organization) stay at that school. Instrument donations that

are handled through the MPS Music Department can be placed wherever they are needed and may be redistributed at a later time if necessary.

(3) Inventory Is Supplied by Specific Need

(a) If a school meets one or more of the conditions listed above regarding instruction, it must use the Instrument Inventory Request form (available from the instrument specialists) to create a specific instrument request.

(b) A roster of students and ID numbers is required with the instrument request.

(c) A "blanket" inventory will not be provided.

(d) Instruments will be delivered in playing condition and entered into the district inventory system before they arrive at a school.

(e) Music teachers, including traveling teachers, will receive professional development in instrument policies and procedures every year. Presentations will be made available to building leaders on request.

(f) Once the specific request for inventory is shared with the instrument specialist, the inventory will be delivered within 10 school days when possible. Instruments may need to be cleaned, repaired, or purchased, or they may not be immediately available because of the supply chain. This may add to the timeline, but any issues will be communicated in a timely manner.

(4) Instrument Storage Requirements

(a) Secure storage must be available for an instrument inventory to be provided. If the instrumental music teacher is part time, instruments must be secured when the teacher is not in the building. Any part time teacher must have keys to the secure storage so that instruction can begin immediately upon arrival.

(b) Storage should be temperature- and humidity-controlled in a manner appropriate for the types of instruments being stored. The instrument specialist will assess the storage placement and provide guidance on dehumidifiers or humidifiers as necessary.

(c) Instruments that are stolen or damaged due to inappropriate storage at the school building will be replaced or repaired at the school's expense.

(d) Instruments damaged by school staff will be repaired or replaced at the school's expense.

(e) Unless they are in locked cabinets (provided by the school), instruments may not be housed in spaces shared with after-school or non-MPS programs.

(5) Instrument Loan Agreement (ILA)

(a) Parents must complete Instrument Loan Agreements before instruments can be released from the classroom.

(b) Instructions for completion and forms in English and Spanish will be given to each school. Additional forms can be obtained from the Instrument Specialist. Other languages can be provided upon request.

(c) Paper copies of the signed Instrument Loan Agreements must be stored in the binder provided by the music office and be available on request.

(d) Students can use the instrument in the classroom for up to two weeks while waiting for the Instrument Loan Agreement to be submitted. After two weeks, the teacher will make contact with the parent. If the form is not submitted after three weeks of instruction, the teacher will enlist the help of the school's main office. If the school's main office is unable to secure the form, building leadership will reach out to the family. Even if the student does not wish to take the instrument home, parent permission must be secured for use of valuable musical instruments in the classroom. If the Instrument Loan Agreement is not signed by the fourth week of instruction, music teachers should use their discretion as to whether the student should continue to use the instrument in the classroom.

(6) Procedures for Lost and Stolen MPS Musical Instruments

(a) Instruments are the property of Milwaukee Public Schools per administrative Policy 7.44(4)(c).

(b) While in a school building instruments must be stored in a secure and temperature/humidity controlled environment.

(c) Instruments are not to be removed from the school building by a student without a signed Instrument Loan Agreement in place.

(d) Instruments that are lost or stolen while out of the school building must be replaced with an instrument of equal quality by the student/family per the instrument loan agreement. Families must work with the MPS Instrument Specialist to ensure an appropriate replacement.

(e) Instruments that are lost or stolen while on school property must be replaced with an instrument of equal quality by the school.

(f) If an instrument is valued at over $1000, a report to the Milwaukee Police must be filed.

(g) An instrument is considered lost if the student has not been present with their instrument for 30 days or more. The music teacher or TMT must report the missing instrument to the family, the building principal, and the instrument specialist.

(h) If the teacher and building administrator are unable to secure the return of the instrument within 60 days, the music instrument specialist will send an invoice to the family for the replacement of the instrument with the signed instrument loan agreement included.

(i) Schools are responsible for securing the return of instruments checked out to students in their building. Schools must use the district check-out procedure with fidelity to ensure that students who transfer to a different MPS School or leave the district return their instrument.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.44, Music Education

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 the Administrative Policy 7.44, Music Education.

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

* * * * *

(Item 3) Action on the District's Policy-review Process

Background

The Milwaukee Public Schools operate in accordance with the Wisconsin Statutes, Chapter 119, and other applicable statutes governing Cities of the First Class. In accordance with these provisions, the Milwaukee Board of School Directors is empowered to establish rules for its own governance. In furtherance of this power, Board Governance Policy 2.11(1) states, in part:

(a) While reserving onto itself the responsibility and authority to determine policies for the Milwaukee Public Schools, the Board is earnest in its desire to seek out the judgment and counsel of students, employees, and community members in the development of policies before final adoption…

Furthermore, any proposal for new district policies or changes in existing district policies — which may be submitted by board members, students, student organizations, individual community members, community-based organizations, employees, or employee organizations, among others — is to be in writing and presented at a regular board meeting, at which time the Board's president will refer it to the appropriate committee for study and recommendation. At the committee, the Superintendent; the Board Clerk/Director, Office of Board Governance; and/or the management of the Office of Accountability and Efficiency shall submit their recommendations on the proposed policy. After considering the proposed policy, the committee then submits its recommendations to the Board for approval.

In regard to the evaluation and monitoring of policies, rules, and procedures governing the Board and the Milwaukee Public Schools, Board Governance Policy 2.11(4) provides that, every fifth year, the Board and its designee revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District. Board Rules and Board Governance Policies are to be evaluated and monitored by the Office of Board Governance. administrative policies and procedures are to be evaluated and monitored by the Administration. When appropriate, the Office of Accountability and Efficiency may monitor or evaluate the effectiveness of administrative policies, independent of, or in cooperation with, the Administration, and may report any concerns or recommendations thereto to the Board.

Also, the Office of Board Governance periodically may send policies that are due (or overdue) for a review to the Administration to review and to respond with a determination that will ultimately go before the Board for approval.

Criteria for review include, but are not limited to:

- research on policies' alignment to current federal, state, and local laws;
- adherence to the Wisconsin Department of Public Instruction's administrative rules or to the requirements of state administrative offices or other oversight agencies;
- alignment to best practices within the corresponding subject matter areas;
- alignment to other district rules, policies, and procedures and to district guidelines/handbooks;
- the extent to which the policies, rules, and procedures meet the current needs or mission/focus of the District;
- national, state and local trend data on necessity and implementation.

As a result of the review, the recommendation may be that the Board:

- adopt necessary modifications to specific policies, rules, or procedures, with any recommended changes presented in drafts indicating deletions of or additions to the text;
- rescind specific policies, rules, or procedures (i.e., eliminate them from the policy manual); or
- reaffirm specific policies, rules, or procedures (i.e., officially considered them "reviewed," but make no changes).

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy 2.11, District Policies: Development, Adoption, and Evaluation

Fiscal Impact Statement

This item has no fiscal impact.

Committee's Recommendation

Your Committee recommends 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 by October 2023.

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

* * * * *

(Item 4) Update with Possible Action on Legislative Activities

Your Committee reports having received the following report from the Office of Board Governance. Although this item has been noticed for possible action, no action is required.

Background

According to calculations from the Wisconsin Legislative Fiscal Bureau, in 2023-24 the State has a positive budget balance of $4.2 billion, with an additional $1.8 billion in the budget stabilization, or "rainy day," fund. Year-end fiscal updates, which will be completed in the upcoming weeks, will continue to confirm that the State is holding a significant amount of revenue as per-pupil funding lags inflation and necessary support levels.

A report from the Wisconsin Policy Forum, dated August 15, 2023, and provided under separate cover, highlights the high level of teacher turnover in the state. Policy solutions such as those being implement in Michigan will be discussed. Updates on other policy will be provided as needed.

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy 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.

* * * * *

REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Carr 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 the Milwaukee Public Schools' Department of Recreation and Community Services

Your Committee reports having received the following report from the Administration. Although this item has been 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 97 full-time employees — as well as nearly 1,600 part-time employees hired annually as instructors, leaders, field attendants, umpires and referees — works to program more than 100 schools and community locations on an annual basis. During the summer of 2023, Milwaukee Recreation provided multi-faceted programming for individuals of all ages throughout the city of Milwaukee.

In the interest of expanding recreation and community services, on October 25, 2022, the Milwaukee Board of School Directors approved an increase of $5,000,000 to the Extension Fund towards a Northside Community Center.

Milwaukee Recreation Update

Mission

To enrich and to 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 recreational 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 recreational experiences.
- Professional Staff — Employing staff who possess the core competencies of the Department.
- Quality Service Delivery — Exceeding customers' 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 for City of Milwaukee residents

- After-school programs
- Citywide programs
- Elementary-, middle-, and high-school programs
- Playgrounds and Community Centers
- Recreation operations

Looking Ahead

Fall Special Events

- Run Back to School, Saturday, August. 26
- Ultimate Sports Day, Saturday, September 16
- 30th Annual Halloween Glen, Friday & Saturday, October 6 & 7
- Mother/Son Superhero Night, Saturday, November 11
- Two more updated playfields!
- Carmen Playfield, 7320 W. Carmen Ave.
- Stark Playfield, 4951 N. 40th St.
- Launch design development tor Northside Community Center, 5575 N. 76th Street
- High-school Sports
    - City Conference's logo update
    - School mascot branding
    - Fall sports begin
    - Dedication of Jimmy Banks Memorial Stadium

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

* * * * *

(Item 2) Report with Possible Action on the 2023-2028 Strategic Plan Webpage Related to Parent and Community Use

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

Background

The 2023-28 Milwaukee Public Schools Strategic Plan took effect on July 1, 2023. The plan supports the District's Five Priorities for Success and was developed based on input from students, families, staff, and members of the community. As MPS continues to implement the steps laid out within the Strategic Plan, it is imperative that the District provide the tools necessary to keep our families and stakeholders informed of our progress.

The District launched a new webpage on the MPS website to ensure that updates and important information regarding the Strategic Plan are readily available to support the overall success of our students here at MPS.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

The District will continue to work to provide up-to-date information to our families and stakeholders on the progress of the 2023-28 Strategic Plan.

* * * * *

REPORT OF THE 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 on the Ambitious Instruction Reading Plan

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

Report on the Ambitious Instruction Reading Plan

Ambitious Instruction: Accelerating Learning

- Formative Practices
- Explicit Instruction
- Engagement

Research that Supports Our Reading Instructional Design

Studies tell us that, when students who are behind are given grade-appropriate assignments, the gap between these students and their higher-achieving peers narrows. (TNTP, 2018)

Differentiated instruction is an inclusive instructional practice that enables teachers to meet the needs of all learners in academically-diverse classrooms. (Graham et al., 2020; Pozas and Letzel, 2020)

Reading Instructional Design

Time Expectations

- Pre-K-integrated
- K5-5th grade — 90-minute block
- 6th-8th grade — 60-minute block
- 6th-8th-grade traditional middle schools/HS* — class period

*reading intervention classes

Explicit Instruction

Whole Group

- Explicit instruction based on grade-level standards
- Mini-Lesson Scaffold

Engagement

Teacher-led small group

Other students are working in collaborative groups or engaged in independent practice.

- Differentiate and/or Scaffold

Formative Practice

Whole Group

- Share, assess, and determine next steps
- Revisit Focus

Reading Curriculum

K3-K4th grade

Frog street Pre-K Comprehensive Pre-kindergarten Curriculum

Strengths of Frog Street Aligned with MPS's Strategic Plan

Teaches phonological awareness, letters and sounds, and print concepts in an explicit, systematic approach

Supports safe classrooms through daily embedded social-emotional learning

K5-8th grade

Our reading curriculum provides systematic phonics instruction. K5-2nd-grade curriculum includes decodable readers and is aligned to Wisconsin standards. The three-cueing system is not included in instructional materials or running record assessments

K5-5th grade

Houghton Mifflin Harcourt's *Into Reading 2022*
6th-8th grades
Houghton Mifflin Harcourt's *Into Literature 2022*

7th- and 8th-grade bilingual

Houghton Mifflin Harcourt's *Arriba la Lectura!*
Galeria de lengua y cultura

Instructional Guides

PreK-8th grade

High-school Curriculum

- myPerspectives curriculum
- Professional development
  - — myPerspectives (9th and 10th grades)
  - — Before-, during-, and after-reading strategies (content-area teachers)
  - — Monthly training (reading intervention teachers)

Ambitious Instruction Reflects the Science of Reading

We provide ongoing training on science-based literacy instruction.

- Small-group instruction, which includes instruction in the areas of phonemic awareness, phonics, vocabulary, and comprehension, as well as writing in response to reading
- 2023 Summer Reading Institute (K5-8th grade)
- Curriculum training
- LETRS training, pre-K-3rd grade
- Pre-K-K Summer Institute
- Play clinics to coach teachers on strategies that support oral language
- Science of Reading book study

Ambitious Instruction's Innovative Ideas

Strengthening the Core

- Oracy
- Early-childhood environment rating scale
- Shared-reading year-long cohorts
- Lexia Core5
- Amira pilot
- In-depth small-group instruction training
- District literacy coaches

Promoting a Culture of Reading

- Five Project Lit chapters (National Book Club) — Milwaukee School of Languages, Bay View, Pulaski, Vincent, Green Tree
- Partnership with Milwaukee Public Library
- Monthly booklist (MPS Reads)
- Culturally-responsive libraries and PD
- Professional development in building a culture of reading in the classroom/district

Ambitious Instruction in Action

Monifa Lacking, 3rd-grade teacher at Kluge

- In-depth training/Summer Institute
- Instructional guides
- Impact

Maria Colon, School support teacher/5th-grade bilingual teacher at Greenfield

- Oracy paragraph presentation
- Multiple pathways
- Video, think-pair-square

Janet Budney, Program support teacher, specialized services

- LETRS training
- Supports and adaptations for early literacy experiences

- Meeting IEPs' goals through specially designed instruction

Ambitious Instruction Beyond the Classroom

Promote Summer Reading

- Passport to Summer Reading
- Summer reading tips in newsletter
- MPS Reads special edition
- Summer reading options
  - — Summer Academy (K5-12th grade)
  - — Virtual tutoring (pre-K-12th grade)
  - — Seesaw (K5-2nd grade)
  - — My Books Summer (reading take-home packs) (K4-5th grade)
  - — Free audio books (8th-12th grades)
  - — Milwaukee Public Library Summer Reading Challenge (pre-K-12th grade)

Upcoming

- Parental workshops
- Parental classroom volunteers
- Read-in
- Reading-motivation idea videos
- Road-trip reading activities

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

NA

Implementation and Assessment Plan

The district will continue to support reading growth and development as part of the Ambitious Instruction and Strategic Action Plan.

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(Item 2) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-semester Report

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

Background

The Achievement Gap Reduction (AGR) program was authorized in 2015 after the Wisconsin Legislature passed Wisconsin Acts 53 and 71. This program comprises schools transitioning from the Student Achievement Guarantee in Education (SAGE) program.

Currently, MPS has 63 traditional schools and one non-instrumentality charter school that participate in the AGR program. Milwaukee Public Schools leverages instructional coaching for teachers provided by licensed teachers in grades K5 through three; 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 Board every semester.

Achievement Gap Reduction (AGR) End-of-year Report

AGR Schools, Grades K5 to3

- 10,596 students
- 64 schools
- 20.5% English-language learners
- 21.9% students with disabilities
- 90.7% economically disadvantaged

American Indian or Alaska Native	2.3%
Black or African American	59.8%
Multiple	3.7%
White	0.3%
Asian	5.7%
Hispanic	28.1%
Native Hawaiian or Other Pacific Islander	0.1%

AGR Schools by Region

Central (20)

Brown
Burbank
Clarke
Clemens
Fifty-third St
Franklin
Hi-Mount
Hopkins/Lloyd
Jackson
Keefe
LaFollette
Marvin Pratt
Metcalfe
MACL
Neeskara
Sherman
Starms (2)
Story
Westside

East (7)

Cass
Elm
Fratney
Gaenslen
Siefert
Victory
WCLL

Northwest (21)

Barton
Browning
Bruce
Bryant
Carson
Congress
Eighty-first St
Emerson
Engleburg
Grantosa
Hampton
Hawthorne
Kluge
Lancaster
Maple Tree
MSLS
Obama
Parkview
Stuart
Thoreau
Thurston Woods

Southwest (12)

Allen Field
Doerfler
Forest Home
Grant
Greenfield
Hayes
Lincoln Ave
Longfellow
Lowell
Mitchell
Rogers
Zablocki

Citywide (3)

MLK, Jr.
River Trail
Townsend

Contracted (1)

LaCausa

Achievement Gap Reduction

MPS has 64 elementary schools that participate in the AGR program. The following strategies are implemented within the participating schools:

- instructional coaching for teachers provided by licensed teachers in grades K5 through 3; and
- maintenance of 18:1 or 30:2 classroom ratio in K5 and provision of professional development in small-group instruction.

AGR Trimester Data, Comparative FY22 and FY23

AGR Percentage of Advanced and Proficient Scores

	ELA		Reading		Math	
	Tri 3, FY22	Tri 3, FY23	Tri 3, FY22	Tri 3, FY23	Tri 3, FY22	Tri 3, FY23
Grade K5	53.1%	52.9%	48.3%	49.3%	58.9%	57.6%
Grade 01	35.5%	36.3%	35.0%	38.3%	43.3%	45.5%

	ELA		Reading		Math	
	Tri 3, FY22	Tri 3, FY23	Tri 3, FY22	Tri 3, FY23	Tri 3, FY22	Tri 3, FY23
Grade 02	37.5%	34.9%	36.6%	36.0%	45.7%	46.8%
Grade 03	30.6%	29.4%	35.8%	32.3%	33.6%	32.3%
Grand Total	38.6%	38.2%	38.5%	38.7%	45.8%	46.5%

The percentages of Advanced and Proficient Scores were consistent with the scores from last year.

AGR Tier 1 Support

Lexia Cores implemented at ten (nine AGR) schools with positive results. Core5 supports the six areas of reading: phonological awareness, phonics, structural analysis, fluency, vocabulary, and comprehension.

Grade Level of Skills

	Total	Start			End		
	Students	PreK	K	1st	PreK	K	1st
PreK	102	84%	16%		1%	97%	2%
Kindergarten	41	32%	63%	5%	I	71%	29%
All Grades	143	69%	29%	1%	1%	90%	10%

Levels of Skills

	Start	End
Above Student's Grade	13%	79%
In Student's Grade	78%	21%
1 Below	9%	0
2+ Below	0	0

Summary of Accomplishments, March 2023-July 2023

- Implemented the Lexia Cores reading program within nine AGR schools
- Served on Bridges to School MKE's Planning Committee by supporting the coordinator, whose work connects the Milwaukee community with the school
- Provided specific early-childhood professional development opportunities and support for all current school support teachers and educators
- Collaborated with the Ambitious Instruction professional development team
- Supported the SSTs and school community with instructional resources

Next Steps

- Continue to increase coaching and support within AGR schools for FY24 with the onboarding of coaches in literacy and mathematics
- Focus on foundational skill improvements in Pre-K and Kindergarten with implementation of the Lexia Cores program in nine AGR schools
- Support the implementation of the Bridges to School MKE's activities
- Continue embedding early-childhood information within the Ambitious Instruction Learning Plan

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication 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

As the organizations to which the Board sends delegates were on summer recess, no reports were presented.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

The month of August 2023 has been extremely busy as we began the 2023-24 school year. It was such an honor to welcome early-start and traditional-start administrators, educators, international educators, and students to Milwaukee Public Schools.

In addition, I participated in all of the listed meetings and activities. I suggest everyone take the opportunity to visit one of our wonderful schools. Observe the beautiful environments created with our prudent use of our ESSER funds, as well as the exceptional hard work performed by our building engineers and Facilities/Maintenance staff.

Academic Achievement

- Attended the Early-start Educators Institute held at North Division High School
- Attended the New Educators Institute held at North Division High School

Effective and Efficient Operations

- Attended the Principal Leadership Institute held at Hamilton HS
- Attended meetings with Mayor Johnson and Police Chief Norman
- Attended meeting regarding the Green New Deal grant
- Attended the meeting of the Committee on Legislation, Rules and Policies regarding modifications to MPS's art and music policies
- Attended the meeting of the Committee on Accountability, Finance, and Personnel
- Attended Maple Tree's teacher orientation
- Attended special board meetings

Student, Parent, and Community Engagement

- Attended the Run Back to School event
- Attended the 7th Annual Green & Healthy Schools Conference held at the Milwaukee County Zoo
- Attended early-start first day of School at Bay View High School
- Attended the Wisconsin Public Education Network's Summer Summit
- Attended Stuart Elementary's open house
- Attended Goodrich Elementary's open house

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COMMUNICATIONS

Communication 2324C-01

The K12 Civic Action Team

Subject: Recommendations for Updated Guidelines for Responsive and Consistent School Community Communication

Dear Members of the Milwaukee School Board of Directors,

We hope this letter finds you in good health and high spirits. As concerned members of the community and passionate advocates for the well-being of our students, per Board Governance 2.11(b), the K12 Civic Action Team is writing to propose new policies and guidelines be created and provided to school leaders and

staff to appropriately address and communicate information with all stakeholder groups in times of crisis. After gathering input from students, teachers, school leaders and central office staff, we have outlined our recommendations below.

Recommendation

Updated Guidelines for Responsive and Consistent School Community Communication

Objective

To ensure that all students receive responsive, trauma-informed, and developmentally appropriate communication in response to traumatic events, the district should provide updated guidelines that inform both district and school-based staff on when and how to communicate directly with students. Building upon the policies already in place, these guidelines should address internal and external events/incidents and define the potential impacts of such events at the individual, classroom, and school community levels.

Rationale

Effective communication is essential in supporting students who have experienced traumatic events. Clear and consistent communication helps establish a sense of safety, promotes understanding, and facilitates the healing process. By providing updated guidelines, the district can ensure that all schools are equipped with appropriate strategies for communicating with students in times of crisis, thereby creating a consistent and supportive environment across the district. The district does provide resources to students and staff, but given the growing rise of gun violence in our community, these events are happening more frequently, placing a burden on school administrators to determine how to address each situation. Our recommendation is that the district proactively reviews its current policies, practices and guidelines and update them to ensure consistency and minimize opportunities for additional harm.

Recommendations

Development of Updated Guidelines

The district should establish a task force or committee consisting of experts in trauma-informed practices, child development, mental health, and school administration to develop updated guidelines for student communication. This task force should collaborate with school-based staff, parents, and community organizations to gather diverse perspectives and ensure the guidelines reflect the needs of the district's students and families. We recommend ensuring representatives from schools most directly impacted in the past few years be involved in the taskforce as they can best identify where the strengths are in current policies and guidelines, as well as where the greatest gaps are.

Inclusive Guidance for District and School-Based Staff

The guidelines should provide comprehensive information on when and how to communicate directly with staff, students, families, and in-school community partners in response to traumatic events. These guidelines should not only address the content and tone of communications but also emphasize the importance of appropriate timing for sharing information. Timing is crucial in ensuring that communications are delivered with sensitivity and effectiveness. It should be designed to address both district-wide incidents and events specific to individual schools. The guidance should emphasize the importance of utilizing trauma-informed approaches, taking into account the developmental stage of the students, cultural considerations, and any potential sensitivities or triggers related to the traumatic event. By including specific guidance for each level, the policy ensures that all staff members understand their roles and responsibilities in communicating during crises.

Definition of Impacts

The guidelines should define the potential impacts of traumatic events at different levels, including individual, classroom, and school-wide. This will enable educators and staff to recognize and respond appropriately to the diverse ways in which students may be affected. By understanding the specific impacts, such as emotional distress, behavioral changes, or academic challenges, educators can tailor their communication strategies and provide targeted support to students in need.

Consistency and Continuity

The district should emphasize the importance of consistent and ongoing communication to families and caregivers in the aftermath of traumatic events. Guidelines should outline recommended communication channels, such as emails, robo-calls, text messages, websites, social media, and in-person meetings, and encourage schools to provide regular updates to ensure families are well-informed and have access to necessary resources. This consistency will foster trust, reinforce a sense of community, and support families in navigating the recovery process.

Professional Development and Support

To effectively implement the updated guidelines, the district should allocate resources for professional development and support for staff. Training sessions and workshops should be provided to educate teachers, counselors, and administrators on trauma-informed communication strategies, active listening skills, and methods for maintaining their own well-being while supporting students. Additionally, the district should establish a system for ongoing feedback, collaboration, and learning from best practices across schools.

Conclusion

By providing updated guidelines for responsive and consistent student communication in response to traumatic events, the district will ensure that school communities have the resources and support necessary to appropriately respond to and address traumatic events. Open and transparent communication, delivered with sensitivity, will help promote healing, resilience, and a sense of unity within the school community. It will also ensure that all stakeholders receive consistent and well-timed information, enhancing the district's crisis response efforts and supporting the mental well-being of all those involved.

We urge the Milwaukee School Board of Directors to prioritize the development and implementation of these updated guidelines. Through this proactive approach, we can better support our students, families, and educators, and build stronger schools that are safe, welcoming, well-maintained, and accessible community centers that meet the needs of all.

Thank you for your attention to this crucial matter.

Sincerely,
The K12 Civic Action Team

**The K12 Civic Action team seeks system transformation in Milwaukee to eliminate the disparities and inequities caused by racism and white supremacy in our schools, policies, and local government. Originally convened by The Greater Milwaukee Foundation as the K12 Covid-19 Civic Response Team, we are a diverse partnership of stakeholders seeking to improve educational outcomes and experiences for Milwaukee's Black children, youth and families. We are targeted in our approach of driving towards equity through the centering of lived experiences and focusing on systemic solutions.*

Referred to the Superintendent.

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Having disposed of the balance of its agenda, the Board returned to the following item, which had been postponed from earlier in the meeting.

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

(Item 1) Action on a Request to Retire to Closed Session for Consideration of and Possible Action on Employment, Compensation, and Performance-evaluation Data Relative to the Board Clerk/Chief Officer, Office of Board Governance and the Superintendent of Schools

Background

Consideration will be given to employment, compensation, and performance-evaluation data relative to the Board Clerk/Chief Officer, Office of Board Governance and the Superintendent of Schools.

Pursuant to Wisconsin Statutes, §19.85(1)(c), the Board may retire to closed 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."

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 reconvene in open session to proceed with its agenda or 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 Implication Statement

Board Governance Policy 1.04, Executive Sessions

Recommendation

The recommendation is that the Board retire to a closed session, pursuant to Wisconsin Statutes, §19.85(1)(c).

Director Siemsen moved to retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(c).

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.

The Board retired to closed session at 6:07 p.m.

The Board adjourned from the closed session at 7:30 p.m., having taken no action in open session.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 28, 2023

Regular meeting of the Board of School Directors called to order by President Herndon at 5:34 p.m.

Present — Directors Carr, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused — Director Garcia — 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:

- Seleick Brown, a student at Obama SCTE;
- Ezell Conner, a retired principal at Bayview;
- Dakajion Harris, a student at Green Tree Preparatory;
- Ja'Karrion King, a student at Jackson Elementary;
- Aliyah Nerat, a student at Milwaukee School of Languages;
- Tyron Reese Jr., a student at Riverwest Elementary;
- Nancy Heimbold, a retired physical therapist; and
- Frances Townsel, a retired general education assistant at LaFollette.

The Chair also commemorated the passing of Charlene Hardin, who served on the Milwaukee Board of School Directors for District 4 for three terms, from 1997 to 2009. During her time on the Board, she was a champion for the safety of children. Her firm belief was that children are our future, regardless of what class they are in.

APPROVAL OF MINUTES

By consensus, the Board held approval of the minutes of its special and regular meetings of August 2023 to the regular November meeting.

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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's 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 August through mid-September are included in the following report.

MPS Day One Traditional Start Kickoff

On Tuesday, September 5, community stakeholders, parents, state officials, school leaders, and MPS staff gathered at Maryland Avenue Montessori School to welcome students and to kick off the traditional-start school calendar. As students arrived, the audience greeted them with enthusiasm and cheers, setting a positive tone for the start of the students' academic year. Students and parents alike exhibited eagerness and a hint of bashfulness as they were greeted. Adding to the festive atmosphere, members of the Riverside University High School band performed musical selections as the students and parents entered the premises.

Among the distinguished guests in attendance were Wisconsin Governor Tony Evers and Wisconsin State Superintendent Dr. Jill Underly, who took the opportunity to personally welcome the students of Milwaukee Public Schools to the 2023-24 school year.

Following the spirited reception of students, guests explored the amazing classrooms and warm atmosphere that Maryland Avenue Montessori School has to offer. Following the indoor tour of classrooms, guests took a stroll through the beautiful garden planted and cared for by the students of Maryland Avenue Montessori School.

Backpack and Supply Giveaways

This year, the MPS Department of Strategic Partnerships and Customer Service collaborated closely with the community and local businesses to ensure a successful start to the school year for MPS students by providing essential supplies. Support from Educators Credit Union, the Milwaukee Public Schools Foundation, United Way, Sleepover for Education, Burlington Coat Factory, and other contributing partnerships have provided filled backpacks for 80 MPS schools.

Also, the Salvation Army and WISN-TV and its viewers joined forces to provide filled backpacks to students, as they have done for the past 10 years through their Class Act School Supply Drive. This year's supply drive benefited 1,400 students from seven MPS schools. The campaign raised an impressive $55,451, enabling the purchase of more than 2,200 filled backpacks. Over the past decade, this initiative has collected more than $500,000 to benefit students in the Milwaukee area.

Backpacks from all partners were filled with essential school supplies such as pens, pencils, paper, notepads, and more.

U.S. Department of Education Visits MPS in Recognition of STEM

The U.S. Department of Education's Deputy Secretary, Cindy Marten, and U.S. Congresswoman Gwen Moore visited MPS schools on September 8 to gain firsthand insight into MPS's innovative expansion of its STEM (science, technology, engineering, and mathematics) curricula, which has been made possible through federal funding. The visit was a show of support of the Department of Education's 2023 initiative "Raise the Bar: Lead the World," which helps school districts to accelerate learning and to provide a rigorous education to all students.

During the visit, Deputy Secretary Cindy Marten and Congresswoman Gwen Moore toured Riverside University High School, where they engaged in a meaningful discussion with students enrolled in Project Lead the Way's biomedical innovations class. The two leaders commended the students for their innovative thinking and resilience, encouraging them to persist in their pursuit of academic and career goals. Following their remarks, Deputy Secretary Marten and Congresswoman Moore answered students' questions. In addition, Deputy Secretary Marten also visited the GE Innovation Labs at Audubon School.

In addressing the Milwaukee-area media, Deputy Secretary Marten applauded MPS for its dedicated efforts in the realm of STEM education. Deputy Secretary Marten stated, "Milwaukee Public Schools' leadership and educators are raising the bar in providing equitable, relevant, rigorous, and joyful STEM learning by investing their American Rescue Plan relief funds in cutting-edge STEM learning tools, lab equipment, and teacher professional development. I commend Superintendent Posley and his team for investing in STEM resources because all students should know they belong in STEM." Marten went on to say, "Because all students, regardless of their ZIP code[s], deserve to receive high-quality STEM education that equips them with the skills and knowledge to dream big and ensures their career readiness and global competitiveness."

Browning School Receives U.S. Department of Education's Green Ribbon Schools Award

Browning Elementary School has received national attention recently for its dedication to sustainability. The U.S. Department of Education presented Browning Elementary School with its Green Ribbon Schools: Effective Environmental and Sustainability Education award, recognizing Browning for its development of civic-engagement knowledge and skills and for its students' application of such knowledge to address sustainability and environmental issues.

Browning Elementary School was one of only 26 schools across the nation honored for its steadfast commitment to sustainable environmental practices and for the seamless integration of these practices into its educational curriculum. To celebrate this achievement, members of the Browning Elementary School staff journeyed to Washington, DC, to accept the award at a special ceremony.

The recognized activities that contributed to this award include the following:

- active participation in the Walking School Bus program;
- the revitalization of the school's greenhouse, complete with the installation of an aquaponics system;
- the installation of a video system within the greenhouse;
- the cultivation of partnerships to instruct both students and staff in sustainable programming;
- the installation of water-bottle refilling stations and a stormwater vault beneath the former playground; and
- thoughtful landscaping that incorporates native plants to enhance the school's environmental sustainability efforts.

MPS Celebrates Hispanic Heritage Month

National Hispanic Heritage Month, observed from September 15 through October 15, is a significant period during which many Latin American nations commemorate their independence. Additionally, it is a time for individuals with roots in Spain, Latin America, Central America, Mexico, or the Caribbean to celebrate their cultural heritage.

MPS is actively participating in honoring the rich culture and invaluable contributions of Hispanic and Latino communities. Festivities are set to unfold district-wide and within individual schools. The most prominent celebration is scheduled for October 7 at South Division High School, located at 1515 West Lapham Boulevard. This event, which is open to all members of the MPS community, offers a fantastic opportunity to explore Hispanic cultural displays, enjoy student music and dance performances, engage with community vendors, and partake in children's games organized by Milwaukee Recreation. For further details, please reach out to Ms. Gonzales at gonzals1@milwaukee.k12.wi.us.

MPS High-school Enrollment Fair

The MPS High-school Enrollment Fair is currently in progress and is expected to draw significant participation, given that more than 4,000 eighth-graders will apply for high-school placements for the 2024-25 school year.

Student enrollment officially commenced online on Saturday, September 23, and will remain open until Tuesday, October 31. Eighth-graders initially hsd had the opportunity to explore school options and to seek answers to their questions during the week of September 18. Subsequently, parents were encouraged to talk with school representatives on Saturday, September 23, at North Division High School between 9:00 a.m. and noon.

With a diverse array of more than two dozen high schools, many of which offer specialized programs, MPS offers something to cater to every student's interests and aspirations. It is important to note that students who submit their applications by the October 31 deadline during this early enrollment period enhance their probability of securing a placement in their preferred schools of choice.

Among the available programs and opportunities are Advanced Placement courses, dual enrollment, arts, culinary and nursing certifications, engineering, agriculture, skilled trades, bilingual and language immersion programs, and much more, ensuring that there is a suitable educational path for every student.

MPS's 20th Annual *Foro Latino*

Staff is prepared to receive families on September 23 between 8:30 a.m. and 2:30 p.m. at South Division High School for the 20th annual *Foro Latino*, an MPS initiative that provides valuable information and resources for the benefit of families with children receiving special education services in Milwaukee Public Schools. *Foro Latino* will be presented in English with Spanish interpretation available. Breakfast and lunch, as well as childcare, will be provided.

The event is a collaboration uniting MPS, *Alianza Latina Aplicando Soluciones*, the U.S. Department of Education, the Wisconsin Department of Public Instruction, Wisconsin Board for People with

Developmental Disabilities, Wisconsin Statewide Parent-Educator Initiative, Disability Rights Wisconsin, and WI FACETS (Wisconsin Family Assistance Center for Education, Training, and Support).

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(Item 2) Action on a Request to Retire to Closed Session Relative to Crime Detection and Prevention Strategies in Follow-up to Resolution 2223R-006

The Board postponed consideration of this item 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) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

According to calculations from the Wisconsin Legislative Fiscal Bureau, in 2023-24 the State has a positive budget balance of $4.2 billion, with an additional $1.8 billion in the budget stabilization, or "rainy day," fund.

Student proficiency scores will be published in the weeks ahead. Three articles, provided under separate cover, provide important historical context for how the state dramatically raised the proficiency bar in the same year that it dramatically reduced resources for students. An additional article from the Wisconsin Association of School Boards provides some additional history.

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 Implication Statement

Board Governance Policy BG 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 2) Consideration and Action to Not Renew the Administrator's Contract for the Position of Director of Office of Board Governance/Board Clerk, to be Effective upon Its Expiration on March 31, 2024

Consideration of this item was postponed 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.

The Report of the Office of Accountability and Efficiency 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 August through mid-September.

Accountability and Efficiency Services

Between August 19, 2023, and September 16, 2023, Accountability and Efficiency Services fulfilled ten requests for information/research and one special project. Accountability and Efficiency Services also completed one constituent inquiry and satisfied three impartial hearing officer (IHO) assignment 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 the reporting period, Contract Compliance Services (CCS) staff members focused on student-engagement programming.

CCS staff members participated in Reagan High School's College and Career Fair. The event provided CCS with an opportunity to engage juniors and seniors and togain an understanding of their career interests to determine how they align with our current internship opportunities. CCS is scheduled to participate in two more fairs this fall.

Additionally, seven students were referred for interviews. Five were hired in the architectural, culinary arts, and technological career industries.

CCS continues to partner with departmental and internal sponsors to create additional internships and work-based learning opportunities for our high-school students.

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

* * * * *

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

The Board Clerk presented 11 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times for the Board's consideration and action.

- September 7, 2023, at 9:00 a.m., 10:00 a.m., 11:00 a.m., and 1:00 p.m.
- September 11, 2023, at 9:00 a.m.
- September 12, 2023, at 9:00 a.m.
- September 13, 2023, at 9:00 a.m. and 11:00 a.m.
- September 22, 2023, at 9:00 a.m., 11:00 a.m., and 12:00 p.m.

Also provided under separate cover for the Board's information were the monthly expulsion summaries.

Consideration of this item was postponed to the end of the meeting.

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REPORTS OF STANDING COMMITTEES

Separate consideration of the Report of the Committee on Accountability, Finance, and Personnel, Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days, was set aside at the request of the Administration.

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

Ayes — Directors Carr, Gokalgandhi, Jackson, 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) 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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Antonio Bonds	Building Service Helper I	$18.32/hr	08/21/2023
2	Rodney Brown	Building Service Helper I	$17.17/hr	08/28/2023
2	Timothy Gray	Building Service Helper I	$17.17/hr	08/21/2023
2	Kimberly Green	Building Service Helper I	$17.17/hr	08/28/2023
2	Donnie Joiner	Building Service Helper I	$17.17/hr	08/28/2023
2	Joyce Thompson	Building Service Helper I	$19.46/hr	08/21/2023
2	Vanisha Wallace Nelson	Building Service Helper I	$17.17/hr	08/21/2023
2	Anthony Wiley	Building Service Helper I	$17.17/hr	08/21/2023
4	Atalia Barajas	Children's Health Assistant	$23,153.44	08/28/2023
4	Raven Ivey	Children's Health Assistant	$21,831.58	08/28/2023
2	Latrice Jones	Children's Health Assistant	$25,135.66	08/30/2023
2	Shaquisha Jones	Children's Health Assistant	$25,797.16	08/08/2023
2	Tashe Lane	Children's Health Assistant	$23,153.44	08/28/2023
2	Sheena Levy	Children's Health Assistant	$24,475.00	08/28/2023
4	Airlia Ruiz	Children's Health Assistant	$21,831.58	08/28/2023
2	Christina Spikes	Children's Health Assistant	$23,813.81	08/28/2023
2	Moneka Williams	Children's Health Assistant	$21,171.22	08/28/2023
2	Nikikka Woods	Children's Health Assistant	$21,171.22	08/08/2023
4	Emil Falck	Electrician	$46.38/hr	08/21/2023
2	Dorothy Anderson	Food Service Assistant	$18.20/hr	08/07/2023
2	Kimicko DeCleene	Food Service Assistant	$18.72/hr	08/28/2023
2	Ebony Donald	Food Service Assistant	$17.17/hr	08/07/2023
2	Destinee Fields	Food Service Assistant	$17.17/hr	08/31/2023
2	Yvonne Hubanks	Food Service Assistant	$18.20/hr	08/07/2023
4	Angelica Nazario Roman	Food Service Assistant	$17.17/hr	08/29/2023
2	Shantay Phillips	Food Service Assistant	$17.17/hr	08/28/2023
2	Amanda Reed	Food Service Assistant	$17.17/hr	08/21/2023
2	Anaya Smith	Food Service Assistant	$17.17/hr	08/21/2023
2	Shelby Strotter	Food Service Assistant	$19.75/hr	08/07/2023

Code	Name	Position	Salary	Date
2	John Wallace	Food Service Assistant	$18.20/hr	08/07/2023
2	Renee Watson	Food Service Assistant	$17.17/hr	08/28/2023
4	Miriam Meza	Human Resources Assistant	$42,216.92	08/02/2023
4	Robrialys Cepeda-Lacen	Paraprofessional — Parent Involvement	$30,197.00	08/21/2023
4	Liliana Diaz	Paraprofessional — Parent Involvement	$28,452.00	08/21/2023
2	Vanessa Jackson	Paraprofessional — Parent Involvement	$31,247.00	08/28/2023
5	Kristin Kluender	Paraprofessional — Parent Involvement	$37,516.00	08/28/2023
4	Yeimina Rivera	Paraprofessional — Parent Involvement	$30,197.00	08/21/2023
5	Rachelle Roach	Paraprofessional — Parent Involvement	$28,452.00	08/28/2023
2	Shardia Shorts	Paraprofessional — Parent Involvement	$22,648.00	08/28/2023
4	Maria Abrego	Paraprofessional	$26,574.00	08/21/2023
2	Joseph Alexander	Paraprofessional	$21,339.00	08/07/2023
5	Jessica Baker	Paraprofessional	$24,211.00	08/21/2023
2	Rochelle Ball	Paraprofessional	$25,786.00	08/28/2023
4	Jazmin Benitez Del Angel	Paraprofessional	$21,339.00	08/08/2023
5	Emily Bowlin	Paraprofessional	$21,339.00	08/08/2023
4	Belmary Capdevila	Paraprofessional	$25,786.00	08/21/2023
5	Alexander Carlson	Paraprofessional	$22,648.00	08/08/2023
2	Justin Carter	Paraprofessional	$21,860.00	08/08/2023
4	Katiria Chamorro Soto	Paraprofessional	$21,339.00	08/21/2023
4	John Chavez Rondon	Paraprofessional	$30,197.00	08/21/2023
4	Thalia Clemente	Paraprofessional	$22,648.00	08/28/2023
2	Terry Davis	Paraprofessional	$21,339.00	08/28/2023
2	Alise Dawkins	Paraprofessional	$21,339.00	08/28/2023
5	Connor Doheny	Paraprofessional	$21,339.00	08/08/2023
2	Monica Ducksworth	Paraprofessional	$22,648.00	08/21/2023
5	Jessica Enderby	Paraprofessional	$21,339.00	08/21/2023
1	Sonia Espinosa	Paraprofessional	$21,339.00	08/21/2023
2	LaKeyvia Finner	Paraprofessional	$26,574.00	08/21/2023
5	Alina Freund	Paraprofessional	$21,339.00	08/28/2023
6	Jacquelyn Heath	Paraprofessional	$21,339.00	08/21/2023
5	Katie Herrick	Paraprofessional	$21,339.00	08/21/2023
2	Chloe Hoze	Paraprofessional	$23,117.00	08/21/2023
5	Zachary Jensen	Paraprofessional	$21,860.00	08/28/2023
2	Cierra Johnson	Paraprofessional	$24,211.00	08/28/2023
2	JaQuan Jones	Paraprofessional	$21,339.00	08/28/2023
3	Hyunsoon Joung	Paraprofessional	$23,435.00	08/21/2023
5	Madilyn Larsh	Paraprofessional	$28,452.00	08/28/2023
5	Angela Livermore	Paraprofessional	$24,211.00	08/28/2023
2	Wesley Love	Paraprofessional	$21,860.00	08/21/2023
4	Julian Mayerstein	Paraprofessional	$21,860.00	08/21/2023
2	Gwendolyn Mayon	Paraprofessional	$21,339.00	08/21/2023
4	Alicia Mendoza	Paraprofessional	$22,648.00	07/31/2023
5	Genelle Missurelli	Paraprofessional	$23,435.00	08/21/2023
2	Keone Moore	Paraprofessional	$22,648.00	08/28/2023
4	Katherine Perez Moreno	Paraprofessional	$22,648.00	08/21/2023
2	Celcy Powers-King	Paraprofessional	$24,211.00	08/21/2023
4	Tamara Ramierez Castro	Paraprofessional	$24,999.00	08/21/2023
4	Karina Ronzon	Paraprofessional	$21,339.00	08/28/2023
5	Carianne Rzad	Paraprofessional	$25,786.00	08/28/2023
4	Michael Salva	Paraprofessional	$21,339.00	08/21/2023
5	Clarissa Skaletski	Paraprofessional	$21,860.00	08/28/2023
2	Denzel Sloan	Paraprofessional	$21,339.00	08/28/2023
5	Amanda Smith	Paraprofessional	$21,339.00	08/08/2023
2	Rayell Smith	Paraprofessional	$21,339.00	08/21/2023
3	Tabitha Sprecher	Paraprofessional	$21,339.00	08/28/2023
2	Ikia Sprewell	Paraprofessional	$24,211.00	08/30/2023
2	Taylor Sutton	Paraprofessional	$21,339.00	08/21/2023
2	Danielle Tribble	Paraprofessional	$21,339.00	08/28/2023
2	Kelly Tucker	Paraprofessional	$21,339.00	08/21/2023
5	Leah Wanta	Paraprofessional	$21,339.00	08/08/2023

Code	Name	Position	Salary	Date
5	Keith Werner	Paraprofessional	$21,339.00	08/21/2023
5	Kristie Williams	Paraprofessional	$22,648.00	07/31/2023
3	Chia Xiong	Paraprofessional	$24,999.00	08/28/2023
4	Bladymil Amedeo Castro	School Safety Assistant	$26,594.00	08/08/2023
2	Terrance Batton	School Safety Assistant	$28,258.00	08/08/2023
2	Lakayla Charley	School Safety Assistant	$26,594.00	08/08/2023
2	Kendra Coleman	School Safety Assistant	$26,594.00	08/08/2023
5	Chase Dispennette	School Safety Assistant	$26,594.00	07/13/2023
2	Dashionna Johnson	School Safety Assistant	$26,594.00	08/08/2023
2	Acacia Jordan	School Safety Assistant	$26,594.00	08/08/2023
2	Donkita Lee	School Safety Assistant	$26,594.00	08/08/2023
2	Ronetta Lipsey	School Safety Assistant	$26,594.00	08/08/2023
2	Antonious Partee	School Safety Assistant	$26,594.00	08/08/2023
2	Alexia Pickens	School Safety Assistant	$26,594.00	08/08/2023
2	Eric Shaw	School Safety Assistant	$26,594.00	08/08/2023
2	Davion Wilder	School Safety Assistant	$27,257.00	08/08/2023
2	Kentriana Woods	School Safety Assistant	$27,257.00	08/08/2023
4	Coral Lopez	School Secretary I — 10-month	$30,598.00	08/18/2023
4	Beatriz Yasaitis	School Secretary I — 10-month	$34,925.00	08/18/2023
2	Tatyana Jamison	School Secretary I — 12-month	$44,209.00	08/21/2023
2	Sabrina Washington	School Secretary I — 12-month	$39,963.46	08/15/2023
2	Cheryl King	School Social Work Aide II	$19,668.00	08/08/2023

Promotions

2	Danisha Childs	Paraprofessional — Parent Involvement	$28,452.00	08/08/2023
2	Temetria Johnson	Paraprofessional — Parent Involvement	$28,452.00	08/21/2023
5	Ashley Kirby	Paraprofessional — Parent Involvement	$32,281.00	08/28/2023
4	Francisco Aponte	Paraprofessional	$25,786.00	08/08/2023
2	Sandra Bradford	Paraprofessional	$28,925.00	08/08/2023
4	Rocio Gaytan	Paraprofessional	$21,860.00	08/08/2023
2	Amber Kendrick	Paraprofessional	$24,999.00	08/08/2023
4	Maria Montes	Paraprofessional	$21,339.00	08/28/2023
4	Maria Munoz	Paraprofessional	$24,999.00	08/08/2023
2	Alaric Neely	Paraprofessional	$22,648.00	08/28/2023
2	Jarrett Pryor	Paraprofessional	$25,786.00	08/08/2023
2	Lashonda Wilson	Paraprofessional	$24,999.00	08/08/2023
3	Lisa Woodall	Paraprofessional	$21,339.00	08/08/2023
4	Mariella Mora	School Secretary I — 10-month	$28,435.00	08/18/2023
4	Adriana Hernandez	School Secretary I — 11 Month	$36,037.00	08/21/2023
2	Carolyn Jackson Malone	School Secretary I — 11 Month	$37,227.00	08/28/2023
2	Marcia Reese	School Kitchen Manager I	$34,702.00	08/07/2023
2	Tiera Smith	School Kitchen Manager I	$30,503.00	08/07/2023
2	Loretta Thomas	School Kitchen Manager II	$39,546.00	08/28/2023
2	Carla Phillips	School Kitchen Manager III	$42,065.00	08/08/2023
2	Sharon Bell	School Kitchen Manager Trainee	$23.24/hr	08/07/2023
5	Kim Burzynski	School Kitchen Manager Trainee	$23.24/hr	08/07/2023
2	Christa Keys Richardson	School Kitchen Manager Trainee	$23.24/hr	08/07/2023
2	Janice Newson	School Kitchen Manager Trainee	$23.24/hr	08/07/2023
2	Jeanette Turner	School Kitchen Manager Trainee	$23.24/hr	08/07/2023

Rehires

2	Maelizia McCradic	Building Service Helper I	$17.17/hr	08/21/2023
2	Christionna Pierce	Building Service Helper I	$17.17/hr	08/28/2023
2	Priscilla Brooks	Children’s Health Assistant	$24,475.00	08/30/2023
2	Andrea Smart	Children’s Health Assistant	$24,475.00	08/28/2023
5	Breanna Stone-Grennier	Children’s Health Assistant	$21,172.22	08/30/2023
2	Mysonie Taylor	Children’s Health Assistant	$23,813.81	08/28/2023
2	Linda Moore	Food Service Assistant	$22.84/hr	08/21/2023
2	Lorraine Starks	Food Service Assistant	$18.20/hr	08/28/2023
2	Angela Thomas	Food Service Assistant	$17.17/hr	08/21/2023
4	Daniel Yasaitis	Food Service Assistant	$17.17/hr	08/28/2023
4	Kelsey Garcia	Interpreter	$53,010.00	08/08/2023

Code	Name	Position	Salary	Date
5	Chloe Bachman	Paraprofessional — Parent Involvement	$21,339.00	08/21/2023
5	Anna Nagle	Paraprofessional — Parent Involvement	$35,432.00	08/28/2023
2	Brianna Aikens Fojtik	Paraprofessional	$23,435.00	08/28/2023
2	Nasif Bowie	Paraprofessional	$21,339.00	08/28/2023
2	Brian Brooks	Paraprofessional	$21,339.00	08/21/2023
2	Gregory Buck	Paraprofessional	$28,925.00	08/08/2023
5	Penny Fox	Paraprofessional	$25,786.00	08/21/2023
4	Alejandra Gonzalez	Paraprofessional	$21,339.00	08/08/2023
2	Monique Haynes	Paraprofessional	$21,339.00	08/21/2023
4	Monica Hernandez	Paraprofessional	$23,435.00	08/21/2023
2	Laquida Jordan	Paraprofessional	$27,349.00	08/28/2023
2	Tyvion Kendrick-LeSueur	Paraprofessional	$21,860.00	08/28/2023
2	Fiasha Kimble-Holmes	Paraprofessional	$23,435.00	08/28/2023
2	Yaschica Kuykendall	Paraprofessional	$24,211.00	08/21/2023
2	Brandy Lee	Paraprofessional	$21,339.00	08/28/2023
4	Zaida Morales	Paraprofessional	$24,211.00	08/21/2023
2	Nadia Ransom	Paraprofessional	$21,860.00	08/07/2023
4	Yachira Rosemond	Paraprofessional	$22,648.00	08/21/2023
2	Ishmael Swain	Paraprofessional	$23,435.00	08/28/2023
4	Maritza Valentin	Paraprofessional	$22,648.00	08/28/2023
3	Seng Vang	Paraprofessional	$21,860.00	08/21/2023
5	Martina Varelis	Paraprofessional	$22,648.00	08/28/2023
2	Tiffany Ware-Callaway	Paraprofessional	$26,754.00	08/21/2023
2	Tina Wheeler	Paraprofessional	$29,712.00	08/21/2023
2	Comnesha Williams	Paraprofessional	$28,452.00	08/21/2023
4	Jessica Cruz	School Bookkeeper — 10-month	$43,597.00	08/21/2023
4	Luis Silva	School Safety Assistant	$30,278.00	08/14/2023
2	Johnelle Smith Brown	School Secretary I — 10-month	$31,679.00	08/18/2023
2	Barbara Rutledge	School Secretary I — 11 Month	$33,658.00	08/09/2023
2	Tamika Dowell Willis	School Kitchen Manager Trainee	$19.12/hr	08/28/2023

Codes:

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

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
School Support Teachers					
2, r	Bragg, Kay A	School Support Teacher	01/MA	$62,391.00	8/28/2023
5, nr	Knapp, Leigh M	School Support Teacher	01/MA	$84,825.00	8/28/2023
3, nr	Monato Krueger, Elizabeth H	School Support Teacher	01/MA	$95,023.00	8/8/2023
5, nr	Mueller, Maureen O	School Support Teacher	01/MA	$95,023.00	9/11/2023
1, nr	Wolter, Patricia	School Support Teacher	01/BA	$80,571.00	8/28/2023
Teachers					
5, r	Abrams, Gabrielle R	Spec Ed Multicateg.	01/MA	$54,233.00	8/28/2023
2, r	Akinyiga, Ayobami	Gen'l Elem & K8 — All Grades	01/BA	$73,113.00	8/28/2023
4, nr	Alonso, Amanda M	AMP Music	01/BA	$50,737.00	8/28/2023
5, r	Beres, Dustin	Art	01/BA	$50,737.00	8/28/2023
5, r	Berkson, Emily K	Gen'l Elem & K8 — All Grades	01/BA	$71,248.00	8/28/2023
5, nr	Bolling, Laura B	Educational Operations	01/BA	$50,737.00	8/28/2023
5, nr	Boyce, Krista M	Fed. Head Start — E.C.	01/MA	$68,510.00	8/28/2023
5, nr	Bretsch, Joy	Health & Phy Ed	01/BA	$80,571.00	8/28/2023
5, nr	Brunner, A J	AMP HPE	01/BA	$78,706.00	8/28/2023
5, nr	Cameron, Jay	Health — Phy Ed	01/MA	$92,983.00	8/28/2023
5, r	Campbell, Caitlin M	Gen'l Elem & K8 — All Grades	01/BA	$54,467.00	8/28/2023
5, r	Cerevic, Delaney	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
2, r	Cunningham, Robert	Gen'l Elem & K8 — All Grades	01/BA	$73,113.00	8/28/2023
5, r	Detroye, Laura A	Gen'l Elem & K8 — All Grades	01/MA	$84,825.00	8/28/2023

Codes	Name	Appointment	Level	Salary	Date
6, nr	Dryden, Gabrielle J	Multicateg. Comp. SEN	01/MA	$64,431.00	8/28/2023
3, r	Duong, Linh Thuy	Fed. Head Start — General	01/BA	$63,789.00	8/28/2023
5, r	Elliot, Pamela	Gen'l Elem & K8 — All Grades	01/MA	$66,471.00	8/28/2023
5, nr	Fekete, Rebecca	Gen'l Elem & K8 — All Grades	01/BA	$71,248.00	8/28/2023
4, nr	Forero Ramirez, Sandra	Gen'l Elem & K8 — All Grades	01/MA	$82,785.00	8/28/2023
5, r	Forman, Alexys K	Gen'l Elem & K8 — All Grades	01/BA	$54,467.00	8/28/2023
5, nr	Fox, Kathryn	Gen'l Elem & K8 — All Grades	01/MA	$84,825.00	8/28/2023
5, r	Grubor, Sierra	AMP HPE	01/BA	$50,737.00	8/28/2023
5, nr	Hacker, Caitlin	Gen'l Elem & K8 — All Grades	01/BA	$54,467.00	8/28/2023
4, r	Hammond, Gabriella E	Bilingual Education	01/BA	$50,737.00	8/28/2023
5, nr	Hecht, Charlene	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
2, nr	Hubbard, Kimberly R	Reg (Five-year-old) Kindergarten	01/MA	$95,023.00	8/28/2023
5, r	Jankowski, Abigail	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
5, nr	Jerabek, Jason C	Gen'l Elem & K8 — All Grades	01/BA	$67,518.00	8/28/2023
4, r	Jimenez, Emil	Bilingual Education	01/BA	$69,384.00	8/28/2023
5, r	Julius, Scott D	Spec Ed Multicateg.	01/MA	$88,903.00	8/28/2023
5, nr	Kaper, Angela Marie	Gen'l Elem & K8 — All Grades	01/BA	$74,977.00	8/28/2023
5, nr	Kaupla, Megan B	Kindergarten (Four-year-old)	01/BA	$80,571.00	8/28/2023
5, r	Kenny, Susan J	Day-to-day Teacher	01/MA	$74,628.00	8/28/2023
5, r	Kingston, Melissa	SAGE	01/MA	$86,865.00	8/28/2023
5, r	Koeller, Heather L	Early Childhood — Spec Ed	01/MA	$74,628.00	8/28/2023
5, r	Krueger, Kirk M	Kindergarten (Four-year-old)	01/BA	$78,706.00	8/28/2023
5, r	Krutsch, Jamie L	Multicateg. Comp. Sen	01/MA	$58,312.00	8/28/2023
5, r	Kubiak, Laura D	Reg (Five-year-old) Kindergarten	01/BA	$58,196.00	8/28/2023
5, nr	Kumbalek, Bethany J	Multicateg. Comp. Sen	01/BA	$80,571.00	8/28/2023
5, nr	Kumbier, Kelsie	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
5, nr	Larson, Dallas N	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
4, nr	Lopez, Doreen	Gen'l Elem & K8 — All Grades	01/MA	$95,023.00	8/28/2023
5, nr	Love, Julie M	Early Childhood- Spec Ed	01/MA	$92,983.00	8/28/2023
4, r	Mancheno, Veronica	Gen'l Elem & K8 — All Grades	01/MA	$74,628.00	8/28/2023
5, nr	Marcinkus, Amanda	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
2, r	Mays, Nyia C	Kindergarten (Four-year-old)	01/BA	$50,737.00	8/28/2023
5, r	Mccarron, Kelsey J	Gen'l Elem & K8 — All Grades	01/BA	$67,518.00	8/28/2023
5, r	Mcnamara, Katrina R	Gen'l Elem & K8 — All Grades	01/MA	$82,785.00	8/28/2023
5, nr	Mejac, Michelle B	Gen'l Elem & K8 — All Grades	01/MA	$76,668.00	8/28/2023
5, nr	Michaelchuck, Melissa M	Gen'l Elem & K8 — All Grades	01/MA	$86,865.00	8/28/2023
5, r	Miller, Kasey	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
5, r	Miller, Raessa	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
2, r	Miller, Sonia L	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
5, nr	Moeller, Camden	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
4, nr	Molina Canova, Vanessa	Gen'l Elem & K8 — All Grades	01/BA	$65,654.00	8/28/2023
4, nr	Pajaro Castro, Octavio R	AMP HPE	01/MA	$72,588.00	8/28/2023
5, r	Palffy, Karina	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
2, r	Patterson, Zarlesia	Gen'l Elem & K8 — All Grades	01/BA	$73,113.00	8/28/2023
5, nr	Pelo, Stephanie	Gen'l Elem & K8 — All Grades	01/BA	$67,518.00	8/28/2023
1, r	Perez, Stephen	Gen'l Elem & K8 — All Grades	01/BA	$67,518.00	8/28/2023
5, nr	Piekenbrock, Robert J	Gen'l Elem & K8 — All Grades	01/BA	$52,601.00	8/28/2023
4, nr	Pulos, Dena J	School Support Teacher	01/MA	$95,023.00	8/28/2023
5, nr	Quillin, Peyton	Health & Phy Ed	01/BA	$50,737.00	8/28/2023
5, r	Quimby, Kelly M	Day-to-day Teacher	01/BA	$80,571.00	8/31/2006
4, nr	Ramirez Tunjano, Ingrid	Bilingual Education	01/MA	$92,983.00	8/28/2023
5, nr	Reid, Stephanie	Gen'l Elem & K8 — All Grades	01/BA	$80,571.00	8/28/2023
4, nr	Resto, Madeline	Spec Ed Multicateg.	01/MA	$84,825.00	8/28/2023
4, nr	Rodriguez Sanchez, Guadalupe	Multicateg. Comp. Sen	01/BA	$50,737.00	8/28/2023
4, r	Saavedra-Ballesteros, Katheryn	Bilingual Education	01/BA	$50,737.00	8/28/2023
5, nr	Scheiblein, Makaila	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
5, nr	Schell, Lauren	AMP Music	01/BA	$69,384.00	8/28/2023
5, r	Scott, Melissa	Early Childhood- Spec Ed	01/BA	$74,977.00	8/28/2023
5, nr	Seitz, Jeanette	Day-to-day Teacher	01/B	$37,440.00	8/28/2023
4, r	Serna Rizo, Selina	Kindergarten (Four-year-old)	01/BA	$50,737.00	8/28/2023
5, r	Slightam, Julie A	Kindergarten (Four-year-old)	01/MA	$88,903.00	8/28/2023

Codes	Name	Appointment	Level	Salary	Date
5, nr	Turkseven, Fiona M	Art	01/MA	$95,023.00	8/28/2023
5, nr	Vascan, Julia C	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/28/2023
3, r	Wasi, Parveen A	Spec Ed Multicateg.	01/MA	$54,233.00	8/28/2023
5, nr	Watkins Gobbeo, Tracey Michelle	Multicateg. Comp. Sen	01/MA	$88,903.00	8/28/2023
5, r	Weiss, Mitchell	AMP Music	01/BA	$52,601.00	8/28/2023
5, r	Wessel, Heather R	SAGE	01/BA	$61,925.00	8/28/2023
3, r	Westover, Bethoven	Gen'l Elem & K8 — All Grades	01/BA	$69,384.00	8/28/2023
3, nr	Yang, Phoua L	Gen'l Elem & K8 — All Grades	01/BA	$67,518.00	8/28/2023
2, r	Young, Desiree D	Gen'l Elem & K8 — All Grades	01/MA	$60,353.00	8/28/2023
Speech Pathologists					
5, r	Cain, Jaclyn F	Speech Pathology	01/SLP	$57,105.00	8/28/2023
5, nr	Ferrin, Katelyn N	Speech Pathology	01/SLP	$57,105.00	8/28/2023
5, r	Glowacki, Molly	Speech Pathology	01/SLP	$57,105.00	8/28/2023
5, r	Kerno, Stephanie L	Speech Pathology	01/SLP	$57,105.00	8/28/2023
3, nr	Siegler, Paayal	Speech Pathology	01/SLP	$63,222.00	8/28/2023
5, r	Thomson, Gwen	Speech Pathology	01/SLP	$61,183.00	8/28/2023
Math Intervention Teachers					
2, r	Ozoenwu, Amaka	Grants — Milw Partnership Foundation	01/BA	$60,060.00	8/28/2023
School Social Workers					
5, r	Elam, Sarah M	School Social Work	01/2A	$90,201.00	8/18/2023
4, nr	Gomez, Ariana L	School Social Work	01/2A	$63,689.00	8/18/2023
5, nr	Johnson, Margaret J	School Social Work	01/2A	$71,846.00	8/18/2023
2, r	King, Felicia M	School Social Work	01/2A	$63,689.00	8/18/2023
7, nr	Miranda, Miriam	School Social Work	01/2A	$96,320.00	8/18/2023
School Social Workers, Early Start					
4, r	Hernandez, Guiviny	School Social Work	01/2A	$63,689.00	8/28/2023
Teachers, Early Start					
2, r	Abdullahi, Khadijat	Gen'l Elem & K8 — All Grades	01/BA	$69,384.00	8/28/2023
4, r	Acedo, Luis	Social Studies	01/BA	$80,571.00	8/28/2023
4, r	Barragan, Jose	Foreign Language	01/BA	$54,467.00	8/8/2023
4, nr	Cedillo, Ralph	Social Studies	01/MA	$80,746.00	8/8/2023
4, nr	Claire, Therese	Science	01/MA	$68,510.00	8/8/2023
2, r	Dyer, Chantal	Business Ed	01/BA	$60,060.00	8/28/2023
5, nr	Fell, Nathaniel J	Spec Ed Multicateg.	01/BA	$78,706.00	8/15/2023
5, nr	Ferkovich, Daniel R	Spec Ed Multicateg.	01/MA	$84,825.00	8/8/2023
4, r	Fontalvo Calvo, Camilo Ernesto	Mathematics	01/MA	$84,825.00	8/28/2023
4, nr	Hawkins, Issi A	Foreign Language	01/BA	$60,060.00	8/8/2023
5, nr	Hepburn Gray, Robert C	General Operations	01/MA	$56,273.00	8/8/2023
4, r	Herrera Villamizar, Maria	Bilingual Education	01/BA	$50,737.00	8/28/2023
2, r	Knight Edwards, Sandra	Specialty Program Implementor	01/MA	$95,023.00	8/28/2023
3, r	Li, Tong	Art	01/BA	$50,737.00	8/8/2023
5, nr	Mcconnell, Daniel	Health & Phy Ed	01/BA	$69,384.00	8/8/2023
5, r	Mueller, Jasmine	AMP Art	01/BA	$50,737.00	8/8/2023
4, r	Navarro Comas, Elna	Foreign Language	01/BA	$78,706.00	8/28/2023
2, r	Nelson, Demitrius D	English	01/BA	$50,737.00	8/15/2023
5, r	Newton, Marilyn	Gen'l Elem & K8 — All Grades	01/BA	$50,737.00	8/8/2023
6, r	Nyamekye, Kwame	Esl Alternative	01/BA	$56,331.00	8/8/2023
6, r	Nyamiobo, Benjamin	English	01/BA	$52,601.00	8/8/2023
2, nr	Olaolu, David	Cat Math — Middle-school	01/MA	$76,668.00	8/8/2023
6, r	Olowookere, Ebenezer	Cat Math, Middle-school	01/BA	$58,196.00	8/8/2023
2, r	Otieno, Philip	Social Studies	01/BA	$71,248.00	8/8/2023
6, r	Oyebamiji, Toyese	Multicateg. Comp. Sen	01/BA	$60,060.00	8/8/2023
6, nr	Pajaro, Maria	Bilingual Education	01/BA	$50,737.00	8/8/2023
2, r	Peterson, Wynona S	HS/MS Diagnostic	01/MA	$92,983.00	8/8/2023
2, r	Phairah, Beloved	Social Studies	01/BA	$56,331.00	8/8/2023
4, r	Rodriguez, Miguel	Foreign Language	01/MA	$54,233.00	8/8/2023

Codes	Name	Appointment	Level	Salary	Date
2, r	Sanders, Fred D	Spec Ed Multicateg.	01/BA	$80,571.00	8/28/2023
6, r	Spencer, Zulica	English	01/BA	$60,060.00	8/8/2023
2, r	Yeng, Enock	Cat Eng, Middle-school	01/MA	$60,353.00	8/28/2023
School Support Teachers, Early Start					
5, r	Downing, Tanya N	School Support Teacher	01/MA	$95,023.00	8/9/2023
5, r	Scott, Jessica L	School Support Teacher	01/MA	$95,023.00	8/8/2023
Library Media Specialist, Early Start					
5, nr	Anderson, Robin	Library	01/2FM	$76,008.00	8/21/2023
School Counselors, Early Start					
5, nr	Coenen, Emma	Guidance	01/MA	$56,273.00	9/6/2023
5, nr	Jung, Amber	Guidance	01/MA	$54,233.00	8/29/2023
Math Leader					
1, r	Lawson, Tiffanie A	Mathematics	1C/MA	$104,762.00	8/8/2023
Math Leader. Early Start					
4, r	Alvarado, Carmela A	Math	1D/MA	$104,989.00	7/31/2023
Innovation Coaches, Early Start					
5, r	Harris, Robin	Literacy Programs	1D/MA	$102,636.00	8/8/2023
5, r	Slingerland, Cara Ann	Literacy Programs	1D/MA	$95,572.00	7/31/2023
Teacher Leader, Early Start					
5, nr	Ziegler, Jared	AMP Music	1D/MA	$104,989.00	8/18/2023
School Psychologists					
4, r	Andino, Bianca	School Psych Services	FLT/51C	$65,408.00	8/18/2023
4, r	Barajas, Fatima	School Psych Services	FLT/51C	$65,408.00	8/18/2023
5, r	Blackley, Megan M	Gen'l Elem & K8 — All Grades	FLT/51C	$65,408.00	8/18/2023
4, nr	Cotto, Selena M	School Psych Services	FLT/51C	$65,408.00	8/18/2023
5, nr	Meari, Jana M	School Psych Services	FLT/51C	$65,408.00	8/18/2023
4, r	Pagan, Veronica	C.S — Psychological Services	FLT/51C	$65,408.00	8/18/2023
5, r	Thompson, Mikayla S	School Psych Services	FLT/51C	$65,408.00	8/18/2023
Permit Teachers					
4, nr	Altamar Orozco, Yenibeth	Early Childhood — Spec Ed	XX/4W2	$49,836.00	8/28/2023
4, r	Alva, Bianca	Bilingual Education	XX/4W2	$49,836.00	8/28/2023
4, r	Alvarado, Ivette	Bilingual Education	XX/4W2	$49,836.00	8/28/2023
2, r	Alvarez, Leana	Kindergarten (Four-year-old)	XX/4W2	$49,836.00	8/28/2023
4, nr	Arrichiello, Rebecca	AMP HPE	XX/4W2	$49,836.00	8/28/2023
2, r	Broadnax, Grace	Reg (Five-year-old) Kindergarten	XX/4W2	$49,836.00	8/28/2023
5, r	Brylow, Peter	Multicateg. Comp. SEN	XX/4W2	$49,836.00	8/28/2023
2, r	Cheeks, Monique	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
5, nr	Clancy, Alexis	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
2, r	Clay, Brittany B	Spec Ed Multicateg.	XX/4W2	$49,836.00	8/28/2023
4, r	Cruz Rodriguez, Juan	Reg (Five-year-old) Kindergarten	XX/4W2	$49,836.00	8/28/2023
4, nr	Davis, James L	SAGE	XX/4W2	$49,836.00	8/28/2023
1, nr	De Jesus, Yenitza	Kindergarten (Four-year-old)	XX/4W2	$49,836.00	8/28/2023
2, r	Delk, Markeese	Spec Ed Multicateg.	XX/4W2	$49,836.00	8/28/2023
5, nr	Domask, Samantha	Early Childhood- Spec Ed	XX/4W2	$49,836.00	8/28/2023
5, r	Doyle, Robert J	AMP HPE	XX/4W2	$49,836.00	8/28/2023
4, r	Garcia Clavel, Pilar	Kindergarten (Four-year-old)	XX/4W2	$49,836.00	8/28/2023
3, nr	Ghaywat, Rajshree	Kindergarten (Four-year-old)	XX/4W2	$49,836.00	8/28/2023
4, r	Gonzalez, Luz E	Spec Ed Multicateg.	XX/4W2	$49,836.00	8/28/2023
2, r	Guisse, Mamadou	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
2, r	Haggard, Donnette	Spec Ed Multicateg.	XX/4W2	$49,836.00	8/28/2023
2, r	Hamilton, Zerina M	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
4, nr	Heben, Danielych	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
4, r	Herrera, Daniela M	Reg (Five-year-old) Kindergarten	XX/4W2	$49,836.00	8/28/2023
5, nr	Kastner, Kelly M	Spec Ed Multicateg.	XX/4W2	$50,737.00	8/28/2023
4, r	Lacend De Leon, Sol B	SAGE	XX/4W2	$49,836.00	8/28/2023
5, nr	Lindseth, Brooke	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023

Codes	Name	Appointment	Level	Salary	Date
5, r	Maillefer, Peter	Spec Ed Multicateg.	XX/4W2	$49,836.00	8/28/2023
4, r	Martinez C, Gustavo Adolfo	Bilingual Education	XX/4W2	$49,836.00	8/28/2023
1, r	Mercado Garcia, Alondra	Multicateg. Comp. SEN	XX/4W2	$49,836.00	8/28/2023
2, r	Parker, Cherise R	Gen'l Elem & K8 — All Grades	XX/4W2	$50,737.00	8/28/2023
4, r	Parra, Camille P	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
2, r	Pritchard, Nyiomi	Kindergarten (Four-year-old)	XX/4W2	$49,836.00	8/28/2023
5, nr	Reader, Carson Leigh	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
2, r	Rings, Markplang	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
2, r	Roberts, Christy K	Early Childhood — Spec Ed	XX/4W2	$49,836.00	8/28/2023
2, r	Robinson, Calvin D	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
4, nr	Rosado, Melissa A	Kindergarten (Four-year-old)	XX/4W2	$49,836.00	8/28/2023
5, r	Rose, Mariette S	AMP Art	XX/4W2	$49,836.00	8/28/2023
5, nr	Ruffert, Hannah	Spec Ed Multicateg.	XX/4W2	$49,836.00	8/28/2023
5, r	Skonecki, Stacy	Multicateg. Comp. SEN	XX/4W2	$49,836.00	8/28/2023
2, r	Smith, Robert F	Spec Ed Multicateg.	XX/4W2	$49,836.00	8/28/2023
5, r	Steinberg, Kelly	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
5, nr	Strasser, Gabrielle	Reg (Five-year-old) Kindergarten	XX/4W2	$49,836.00	8/28/2023
5, nr	Talsky, Jessica F	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
5, nr	Timms, Jill	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
5, r	Von Sturm-Day, Isabelle	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/21/2023
5, r	Walters, Katherine	Reg (Five-year-old) Kindergarten	XX/4W2	$49,836.00	8/28/2023
5, nr	Way-Salinas, Deborah	Bilingual Education	XX/4W2	$49,836.00	8/28/2023
2, r	Williams, Leola M	Reg (Five-year-old) Kindergarten	XX/4W2	$49,836.00	8/28/2023
2, r	Williams, Toni	Early Childhood- Spec Ed	XX/4W2	$49,836.00	8/28/2023
4, r	Zapata-Castellano, Yamaris	Bilingual Education	XX/4W2	$49,836.00	8/28/2023
5, r	Zsebe, Kimberly	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023

School Counselors

5, nr	Kolpack, Draza	Guidance	XX/4W2	$49,836.00	8/29/2023

Permit Teachers, Early Start

2, nr	Coleman, Jaques T	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
5, r	Conroy, Anne M	Multicateg EEN	XX/4W2	$49,836.00	8/8/2023
5, nr	Czaplewski, Seth	Art	XX/4W2	$49,836.00	8/14/2023
5, r	Foote, Abigail	Multicateg. Comp. SEN	XX/4W2	$49,836.00	9/5/2023
2, r	Jacob, Timothy Toluwalope	School To Work	XX/4W2	$49,836.00	8/8/2023
2, nr	Jones, Latrail C	Gen'l Elem & K8 — All Grades	XX/4W2	$49,836.00	8/28/2023
2, r	Osho, Halima	Middle School- General	XX/4W2	$49,836.00	8/28/2023
5, nr	Schoen, Karen L	Spec Ed Multicateg.	XX/4W2	$49,836.00	8/28/2023
2, r	Vann, Kiearra D	Title I School-wide	XX/4W2	$49,836.00	8/21/2023

Codes		Teachers	SSWs	Psychs	Other	Total
1	Native American	4	0	0	1	5
2	African American	40	1	0	0	41
3	Asian/Pacific Islander	8	0	0	0	8
4	Hispanic	38	2	4	1	45
5	White	97	2	3	5	107
6	Other	7	0	0	0	7
7	Multi-ethnic	0	1	0	0	1
	Male	48	0	0	0	48
	Female	146	6	7	7	166
nr	Non-resident					
r	Resident					
B/BA	Bachelor's Level (Teachers)					
C/MA	Master's Level (Teachers)					

Certificated Leaves of Absence

	Present Assignment	Effective From
Personal Leave, August 2023		
Danyell Rodgers	Audubon Middle School	August 8, 2023
Personal Leave, September 2023		
Effia Owusu	Manitoba School	September 14, 2023
Megan Haug	Rufus King High School	September 27, 2023

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Personal	9.0	4	Ruth Adorno	Teacher	Mitchell	08/11/2023
Other Dist	9.9	2	Shanay Anderson	SST	Keefe	08/10/2023
Personal	1.0	5	Madeline Beeders	Psych	Roosevelt	06/02/2023
Personal	0.1	4	Ralph Cedillo	Teacher	WCLL	08/25/2023
Other Dist	22.0	5	Beth Clement	Teacher	Siefert	07/06/2023
Retire	35.0	2	Eric Coleman	Spec II	Central Svcs	09/29/2023
Other Work	2.0	5	Cornette Dillon	Teacher	Hartford	08/10/2023
Personal	10.4	2	Cheryl Ellsworth	Teacher	MACL	08/10/2023
Other Dist	1.0	5	Teresa Frattaruolo	Teacher	ALBA	08/07/2023
Personal	9.6	1	Karina Gandolfo Thompson	Teacher	ALBA	08/04/2023
Personal	5.0	5	Ashley Gemeinhardt	Teacher	Lincoln MS	08/07/2023
Other Dist	5.8	5	Magen Haffenden	Teacher	Lincoln Ave	08/14/2023
Other Dist	2.0	5	Denise Hansen	Teacher	Browning	08/04/2023
Personal	9.0	2	Keywana Harris	AP	Lincoln MS	08/23/2023
Retire	39.4	5	Curtis Hart	Teacher	Fairview	08/27/2023
Personal	2.0	5	Damian Klemish	Teacher	Congress	07/06/2023
Retire	34.3	3	Euanechith Khanthichit	Teacher	MACL	10/16/2023
Other Dist	2.9	5	Alec Lenczner Bagdasarian	Teacher	Wedgewood	05/25/2023
Other Dist	2.9	5	Noa Levin	Teacher	Marshall	05/27/2023
Personal	22.6	5	Abby Lucente	Teacher	Fairview	07/22/2023
Other Dist	4.1	2	TreQuan Martin	Teacher	Lancaster	07/07/2023
Other Dist	16.5	2	Melita Pate Tyler	Spec Ed Sup	Central Svcs	08/17/2023
Other Dist	3.0	5	Danielle Pauer	Teacher	Humboldt Park	08/22/2023
Other Work	4.0	4	Melitza Peterson	Teacher	Greenfield	08/22/2023
Other Work	3.0	5	Kess Ryan	Teacher	ALBA	08/11/2023
Other Work	4.0	4	Nelson Senda	Teacher	Wedgewood Park	08/13/2023
Personal	4.6	5	Dan Shinkle	Rec Assoc II	Central Svcs	09/01/2023
Retire	21.1	5	Julianne Solberg	Teacher	Browning	08/21/2023
Personal	6.5	2	Jaquil Spencer	Teacher	Franklin	08/28/2023
Other Dist	7.8	2	Constance Sprewer	Teacher	JMAC	08/11/2023
Personal	0.9	2	Yvette Woods	SST	Green Tree Prep	08/30/2023
Other Dist	1.0	3	Mai See Xiong	Teacher	Morgandale	08/07/2023
Classified Retirements						
Retire	25.8	2	Ameenah Pasha	Para	Clemens	08/19/2023

Summary

Other District	12	
Other Work	4	
Personal	12	
Retirement	5	(1 Classified & 4 Certificated)

Affirmative Action Monthly Personnel Transaction Report

The Affirmative Action monthly personnel transaction report for August 2023 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Committee's Recommendation

Your Committee recommends that the Board

1. approve the promotions, appointments, and leaves as listed, to be effective upon approval by the Board; and
2. include a listing of classified resignations with reports of monthly personnel matters.

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 60 Days

Administrative Appointments

Your Committee recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

				Salary		
Codes	Name	Appointment	Location	Sched	Range	Amount
2, nr	Willie Jude II	Director I, Milwaukee Public Schools Foundation	Office of the Superintendent	03	14A	$152,500
5, nr	Jason O'Brien	Principal II, Pulaski	Office of the Chief of School Administration	03	15A	$139,454
2, r	Debra Evans	Assistant Principal I, Grant	Office of the Chief of School Administration	03	10C	$105,110
5, nr	Erik Yellstrom	Assistant Principal I, Thoreau	Office of the Chief of School Administration	03	10C	$105,110
5, nr	Stephanie Wilson	Coordinator II, Recreation — Design & Development	Office of the Chief of Operations	03	07A	$89,619
2, nr	Bryan Murphy	Assistant Principal III, Transition High School	Office of the Chief of School Administration	03	12C	$84,445
2, nr	Erica Wasserman	Coordinator II, Recreation — Community Centers	Office of the Chief of Operations	03	07A	$76,038
2, r	Lea Hortman	Planning Assistant II, Gender Identity & Inclusion	Office of the Chief of Staff	03	02A	$54,975
4, nr	Aryela Hernandez	Planning Assistant II, Recreation	Office of the Chief of Operations	03	02A	$53,897

Recommended Administrative Reclassifications

Your Committee recommends that the following individual be reclassified to the classification indicated, to be effective upon approval by the Board.

				Salary		
Codes	Name	Appointment	Location	Sched	Range	Amount
5, nr	Mark Bethel	Construction, Manager II	Office of the Chief of Operations	03	12A	$118,000

Recommended LTE Contracts Exceeding 60 Days

Your Committee recommends that the Board approve the following limited-term employment (LTE) contracts exceeding 60 days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Codes	Name	Position	Location	Hourly Wage	Dates
5, r	Carol Arendt	School Nurse	Office of the Chief of Academics	$40.00	08/15/23-12/20/23
2, r	Roslyn Sampson	Art Literacy Program Teacher	Office of the Chief of School Admin	$40.00	09/05/23-02/14/24
2, r	Donald Bennett	ESSER III Extracurricular Engagement Project Manager	Office of the Chief of Operations	$40.00	08/15/23-02/15/24
2, r	Sharitta Wicks	DFMS Work-Based Learning Specialist	Office of the Chief of Operations	$40.00	09/15/23-03/15/24
5, r	Joseph Conti	Intervention Teacher, Garland School	Office of the Chief of School Admin	$33.00	08/14/23-02/14/24
5, nr	Laura Naughton	Induction & Support Specialist	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, nr	Collen Munch	Transformative Reading Instruction TRI) Coach	Office of the Chief of School Admin	$30.00	08/28/23-02/09/24
2, nr	Lawrence Ambrose	Youth Mentor	Office of the Chief of Academics	$30.00	08/20/23-12/30/23
2, r	Marcus Doucette	Radio Club Advisor	Office of the Chief of School Admin	$30.00	08/01/23-12/31/23
5, nr	Katharine Zabors	Launch Instructor, Lead The Way	Office of the Chief of School Admin	$30.00	08/28/23-02/09/24
5, nr	Christopher Geiser	Piano Accompanist	Office of the Chief of School Admin	$30.00	08/07/23-12/23/23
5, r	Luis Guitierrez	Band Instructor	Office of the Chief of School Admin	$30.00	08/07/23-12/31/23
2, r	Mary Grant	Extended Learning Opportunities/CCR/CAO	Office of the Chief of Academics	$30.00	07/17/23-01/17/24
5, nr	Todd Mallegni	Specialist II, Student Assignment	Office of the Chief of School Admin	$30.00	06/08/23-12/07/23
5, r	Paul Westfahl	Percussion Specialist, Ronald Regan	Office of the Chief of School Admin	$30.00	08/23/23-12/23/23
5, r	Thomas Biel	Induction Specialist & International Teacher Support	Office of the Chief of Academics	$30.00	08/01/23-12/31/23
5, r	Jeanne Demint	Independent Hearing Officer	Office of the Chief of School Admin	$30.00	07/01/23-12/23/23
2, nr	Phyllis Anderson	Independent Hearing Officer	Office of the Chief of School Admin	$30.00	08/01/23-02/28/24
2, nr	Sasha Parsons-Waters	53206 Initiative Coordinator	Office of the Chief of School Admin	$30.00	08/01/23-01/01/24
5, r	Candith Kolb	Reading Interventionist	Office of the Chief of School Admin	$30.00	09/12/23-03/12/24
5, nr	Aude Sauvignon	Reading Interventionist	Office of the Chief of School Admin	$30.00	09/18/23-03/18/24
4, r	Gabriel Sustache	Music Choreographer	Office of the Chief of School Admin	$30.00	08/01/23-01/01/24
2, r	Anthony Hibbler	Music/Teacher Artists	Office of the Chief of School Admin	$30.00	09/01/23-02/01/24
5, r	Dawn Norman	French Coach	Office of the Chief of School Admin	$30.00	09/18/23-03/18/24
5, nr	Peggy Serak	Science Lab Teacher-Trowbridge	Office of the Chief of School Admin	$26.33	09/05/23-12/22/23
5, r	Kris Bertram	Scanning/Filing	Office of the Chief of Human Resources	$26.00	08/26/23-02/26/24
5, r	Jennifer Flannery	School Kitchen Manager III	Office of the Chief of Finance	$25.01	09/01/23-02/29/24
2, r	Michael Johnson	Student Safety Monitor, Hamilton	Office of the Chief of School Admin	$25.00	08/21/23-02/21/24
5, r	Paula Kais	Scanning/Filing	Office of the Chief of Human Resources	$22.00	08/03/23-02/03/24
2, r	Henry Flemming	Monitoring Students, Visitors and Cameras	Office of the Chief of Academics	$25.00	08/21/23-02/21/24

Codes	Name	Position	Location	Hourly Wage	Dates
4, r	Alma Lopez	School Secretary	Office of the Chief of School Admin	$21.69	08/10/23-02/10/24
2, r	Willie Jones	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
2, r	Carmelita Williams	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
2, r	Dajana Green	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
?, r	Lacarla Ginlack	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
?, r	Doloris Soto	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
?, r	Alexander Wright	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
2, r	Tamika Harris	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
2, r	Shamyra Allen	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
2, r	Alauna Barbee	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
2, r	Ouinteris Harris	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
5, r	Angelica Meyo	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
5, r	Jasmine Mayo	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
2, r	Kenyanna McNeil	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
2, r	Demarko Lewis	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
2, r	Raven Hendricks	Food Service Assistant	Office of the Chief of Finance	$17.17	08/28/23-02/14/24
2, nr	Kennedi Adams	School Support	Office of the Chief of School Admin	$17.17	08/28/23-02/14/24

Codes:

1	Native American	4	Hispanic	7	Two or more ethnic codes
2	African American	5	White		
3	Asian/Pacific Islander	6	Other		
r	Resident	nr	Non-resident		

Director O'Halloran moved to approve the administrative appointments, promotions, reassignments and reclassifications, salary increases/decreases, and limited-term employment (LTE) contracts exceeding 60 days.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.

Noes — None.

* * * * *

(Item 3) 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; and Acceptance of Donations

Purchase

——— Authorization to Issue a Purchase Order to Lexia Learning Systems, LLC, for Personalized Reading Development Subscription

The Administration is requesting authorization to issue a purchase order to Lexia Learning Systems, LLC, for Personalized Reading Development subscription licenses. Lexia Core5 provides at-risk, on-level, and advanced students an opportunity to work at their own pace as they develop their skills in the six areas of reading.

The personalized learning paths enhance reading development and assist the teacher in providing appropriate reading resources to the student.

MPS acknowledges the need to continue the use of this program due to the success demonstrated by students in the schools (Auer, Clarke, Hi Mount, Hopkins Lloyd, Jackson, Keefe, LaFollette, Metcalfe, Sherman, and Westside) that participated in the prior pilot during FY21.

This purchase is made under TIPS Contract #210301.

The total cost of this purchase will not exceed $125,900.00.

Budget Code: SDV-E-S-8G3-CI-ECTS (Purchase Goods) $125,900.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	100	10

RFB 5812 Authorization for Purchases of Chrome Devices from CDW Government LLC

The Administration is requesting authorization to enter into a blanket contract with CDW Government LLC for various Chrome devices running the Google Chrome operating system (OS) and related configuration services, software, and accessories.

These Chromebooks, Chromeboxes, Chromebook service, and Chrome operating system licenses will be used in schools to continue to refresh current inventories. Chromebooks are used from kindergarten through high school in MPS by students to demonstrate their learning through digital product creation and curation and to receive interventions that support our Ambitious Instruction: Accelerated Learning plan, as well as to take district and state-wide assessments. These devices will be used by students to produce digital documents, presentations, videos, and much more while accessing information from curated MPS resources.

Contractor was chosen pursuant to RFB 5812, which closed on July 13, 2023. The contract will run from December 1, 2023, through November 30, 2026.

The total cost of the contract for the three-year term will not exceed $15,000,000.

Budget Code: 000-0-0-000-BL-ECTS (Various Departments) $15,000,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
11,756	435	604	No	15%	85%	$4,828,160	NA	500	12

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. This is an informational item, and no action is required.

C031095/B0001532 Robert Half International, Inc.

Original Contract Amount	$500,000.00
RCC 2/21/2023	$350,000.00
RCC 4/4/2023	$500,000.00
RCC 5/12/2023	$500,000.00
RCC 7/20/2023	$500,000.00
Ending amount	$2,350,000.00

On November 18, 2022, the Milwaukee Board of School Directors and Robert Half International, Inc, entered into Professional Services Contract number C031095, with a term of November 28, 2022, through November 27, 2025, for temporary accounting and human resources staffing personnel. This contract was updated to reflect a blanket contract B0001532 due to more than one department having used the services. On February 21, 2023, a Request to Change Contract (RCC) was approved for additional funds of $350,000 to meet the additional staffing needs in these departments. On April 4, 2023, additional funds of $500,000 were added to cover staffing needs while positions are filled. On May 12, 2023, additional funds of $500,000 were added to cover additional staffing needs. On July 20, 2023, additional funds of $500,000 were added to cover additional staffing needs.

C030102 Forward Service Corporation

Original Contract Amount	$25,000.00
RCC 6/21/2022	$25,000.00
RCC 7/18/2023	$25,000.00
Ending amount	$75,000.00

On July 20, 2021, the Milwaukee Board of School Directors and Forward Service Corporation entered into Professional Services Contract number C030102, with a term of August 16, 2021, through June 30, 2022, for a full-time person to fulfil the responsibilities of the Jobs for America's Graduates (JAG) specialist and to fully implement the JAG program at South Division High School for 35-45 at-risk students. On June 21, 2022, a Request to Change Contract (RCC) was approved to extend the contract for another term. On July 18, 2023, an RCC was approved to extend the contract for a third term.

C030313 Professional Interpreting Enterprise

Original Contract Amount	$300,000.00
First extension	$450,000.00
RCC 7/20/2023	$463,399.15
Ending amount	$1,213,339.15

On December 17, 2021, the Milwaukee Board of School Directors and Smart Interpreting Services, Inc., dba Professional Interpreting Enterprise, entered into Professional Services Contract number C030313, with a term of January 1, 2022, through December 31, 2022, for interpretation services for students and staff who are deaf and hard of hearing in MPS. On December 22, 2022, the Board approved the first contract extension, with a term of January 1, 2023, through December 31, 2023, and compensation not to exceed $450,000. On July 20, 2023, a Request to Change Contract (RCC) was approved to add additional funds.

C030795 MC Transportation Services LLC

Original Contract Amount	$1,200,000.00
RCC 7/26/2023	$500,000.00
Ending amount	$1,700,000.00

On August 1, 2022, the Milwaukee Board of School Directors and MC Transportation Services LLC entered into Professional Services Contract number C030795, with a term of August 1, 2022, through July 31, 2025,

for taxi services for students throughout metro Milwaukee to and from school. These services were to be used primarily to transport students living in temporary situations such as shelters or emergency housing. On July 26, 2023, a Request to Change Contract (RCC) was approved to add additional funds to cover services.

C030797 Adroit Advanced Technologies, Inc.

Original Contract Amount.....$750,000.00
RCC 6/30/2023.....$300,000.00
RCC 8/11/2023.....$155,073.25
Ending amount $1,205,073.25

On September 1, 2022, the Milwaukee Board of School Directors and Adroit Advanced Technologies, Inc., entered into Professional Services Contract number C03079, with a term of September 1, 2022, through July 31, 2025, to provide taxi services for students to and from school throughout metro Milwaukee area. On June 30, 2023, a Request to Change Contract (RCC) was submitted to add funds of $300,000 to cover the need for additional services. On August 11, 2023, an RCC was approved to add additional funds for increased services.

Routine 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 to the minutes of your Committee's meeting. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
Office of Academics — Specialized Services	NLIT Society	$10,000.00	Students/Families Experiencing Homelessness
	Total Monetary Donations over $5,000	*$10,000.00*	
Monetary Donations			
King High School	MPS Foundation	$550.20	35 T-Shirts
King High School	Thomas F. Biel	$100.00	Cross Country
King High School	Green Bay Packers Football Team	$1,000.00	Busing Costs for Flag Football Team
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Milwaukee Jewish Foundation — Daniel Weber and Shelley Weber DAF	$100.00	MPS School Supply Drive
Pulaski High School	WaterStone Bank	$1,000.00	Water Stone Bank Donation
Washington High School	Community Baptist Church	$1,000.00	Ribbon Cutting
	Total Monetary Donations	*$3,750.20*	
Non-monetary Donations			
Albert E Kagel School	DonorsChoose	$476.50	Educational Kits & Games
Story School	DonorsChoose	$259.61	Classroom Basics
Mitchell School	DonorsChoose	$293.74	Basic Supplies for Learning
Allen-Field School	DonorsChoose	$204.58	Food, Clothing & Hygiene
Pulaski High School	DonorsChoose	$343.93	Art Supplies
Carver Academy	DonorsChoose	$501.12	Instructional Technology
Engleburg School	DonorsChoose	$486.40	Fine Motor Promotor!
Gwen T. Jackson School	DonorsChoose	$638.85	Starting on the Right Foot
Garland School	DonorsChoose	$385.03	Keep Calm and Learn On
Vincent High School	DonorsChoose	$222.38	Preparing for 2023-24
Hayes Bilingual School	DonorsChoose	$239.96	Fun With Fractions
James Fenimore Cooper School	DonorsChoose	$948.31	Lighting Up Our Learning!

Location	Donor	Amount	Gift or Purpose
Alcott School	DonorsChoose	$298.85	Zen Zone
Goodrich School	DonorsChoose	$249.17	Hands on Learning
Goodrich School	DonorsChoose	$267.32	Girls on the Run!
Goodrich School	DonorsChoose	$311.92	Kindergarten Essentials
Goodrich School	DonorsChoose	$333.48	T is for Table
Goodrich School	DonorsChoose	$405.49	Imaginative Play!
Goodrich School	DonorsChoose	$412.26	Oh My Goodness, a Guinea Pig!
Goodrich School	DonorsChoose	$514.16	Let's Get Organized!
MacDowell Montessori	DonorsChoose	$131.50	More Teacher-made Materials
MacDowell Montessori	DonorsChoose	$131.50	Instructional Technology
MacDowell Montessori	DonorsChoose	$301.95	Storage with Style
MacDowell Montessori	DonorsChoose	$468.58	Books
Milwaukee High School of the Arts	DonorsChoose	$346.03	Class Notebooks Plus Headphones
Parkside School	DonorsChoose	$536.48	Light Up Our Learning
Parkside School	DonorsChoose	$730.29	Educational Kits & Games
Milwaukee Sign Language School	DonorsChoose	$732.10	Stockin' Up on Supplies!
Ninety-fifth Street School	DonorsChoose	$216.49	Basic School Supplies
Ninety-fifth Street School	DonorsChoose	$294.88	Stand-up Magnetic Board
Project STAY Senior Institute	DonorsChoose	$699.88	Learning On The Move
Kluge School	DonorsChoose	$462.42	Let's Build a Garden
Riverwest Elementary	DonorsChoose	$593.23	Flexible Seating
King High School	DonorsChoose	$174.08	Food, Clothing & Hygiene
King High School	DonorsChoose	$468.87	Snacks and Supplies for Success
Siefert School	DonorsChoose	$202.58	Dazzling Disinfectant!
Trowbridge School	DonorsChoose	$352.42	We Want to Be Story Champions!
Trowbridge School	DonorsChoose	$668.48	Reel Them In!
Victory School	DonorsChoose	$403.35	Show What You Know
Vieau School	DonorsChoose	$132.23	Here Comes Summer
Vieau School	DonorsChoose	$191.19	Rewards for K5!
Vieau School	DonorsChoose	$312.12	Fun for My Kids Outside!
Vieau School	DonorsChoose	$355.79	Calming Our Emotions in K!
William Cullen Bryant School	DonorsChoose	$384.44	Art Supplies to Finish the Year
Zablocki School	DonorsChoose	$503.50	Second-grade STEM Success!
	Total Non-Monetary Donations	*$17,587.44*	
Total Value of Donations		$31,337.64	

Committee's Recommendation

Your Committee recommends that the Board

1. authorize the purchases;
2. accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board; and
3. direct the Administration to bring a report to the Board during the November board cycle that includes

    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.

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

* * * * *

(Item 4) Action on the Award of Professional Services Contracts

Background

Recommended for the Board's approval at this meeting are the following professional services contract:

——— 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, 2023, through September 30, 2024, and will not exceed $248,529.00.

Budget Code: INJ-0-0-DIJ-DW-EWCM (Contracted Services).....$248,529.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting is the following professional services contract:

- Gallagher Bassett Services, Inc., for administration of the workers' compensation program; INJ-0-0-DIJ-DW-EWCM $248,529.00

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 to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contract as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 5) Action on the Award of Exception-to-bid Contracts

——— Authorization to Extend a Contract with Brink's, Incorporated, for Armored Car Services for all MPS Schools

The Administration is requesting authorization to extend the contract with Brink's, Incorporated, to provide armored car services for all MPS Schools. Brink's will be required to pick up sealed deposits of money, checks, or other securities; sign for their receipt at each school; and deliver the deposits to local MPS-designated banks.

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 Department of Procurement had issued RFP 1073, which closed on April 12, 2022. The sole respondent quoted five times the cost of what we currently pay for these services.

The original contract, which ran from July 1, 2022, through June 30, 2023, provided for two one-year options to extend upon mutual agreement. This will be the first extension of this contract (Year 2), which will run from September 29, 2023, through June 30, 2024.

The total cost of the contract in Year 2 will not exceed $125,000.

Budget Code: FSC-0-0-SOS-FN-ECTS.....$125,000

——— Authorization to Extend a Contract with Charter Communications Holdings LLC, DBA Charter Communications Operating LLC, for Telephone Communication Services

The Administration is requesting authorization to extend a contract with Charter Communications Holdings LLC, DBA Charter Communications Operating LLC, for telephone communication services. The contractor will be used to provide 480 concurrent call paths for all district inbound and outbound telephone communication and to provide 105,000 monthly minutes of usage for long-distance and local calls. These services are necessary to support the more than 20,000 telephone numbers which the District uses in all schools and departments to make and to receive telephone calls internally and externally.

The exception to bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The original contract ran from October 1, 2022, through September 30, 2023. The contract extension will run from October 1, 2023, through September 30, 2025 (Years 2 and 3). The total cost of the contract in Years 2 and 3 will not exceed $199,200.

Budget Code: PIN-0-0-TLN-DW-ETEL (Technology — .Contracted Services).....$199,200.00

——— 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 2023-24 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 willarrange work-based learning for a minimum of 48 tenth- through twelfth-grade students. These services include career-awareness/exposure activities, such as in-person career conversations with local employers; work-readiness opportunities, such as job shadows and interactive site tours; and student internships and youth apprenticeship programming.

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 October 1, 2023, through June 30, 2024. The total cost of the contract will not exceed $60,000.

Budget Code: GOE-0-S-CA4-EO-ECTV (General School — Contract Services).....$60,000

——— Authorization to Enter into a Contract with Parallel Employment Group, Inc., to Provide Support Staff to MPS Schools

The Administration is requesting authorization to enter into a contract with Parallel Employment Group, Inc., to provide bachelor-degreed substitute teachers and paraprofessionals to support school-based staff for schools that have vacancies. This is part of the strategy of the Office of Human Resources to ensure that schools have appropriate staff to operate efficiently and to support teaching and learning in all schools.

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 will run from January 1, 2024, through December 31, 2024 and will not exceed $2,000,000.00.

Budget Code: GEN-0-I-BDL-DW-ECTS $2,000,000.00

——— Authorization to Enter into a Contract with Ref Call Something, LLC, for Basketball Officials for Milwaukee Recreation Elementary- and Middle-school Leagues

The Administration requests authorization to enter into a contract with Ref Call Something, LLC, to provide basketball officials for Milwaukee Recreation elementary- and middle-school league regular-season, tournament, and special event games.

Ref Call Something, LLC, will work with Milwaukee Recreation to fulfill the officiating assignments, assignment changes, and payments to officials for the MPS/Milwaukee Recreation Youth Sports fall and winter school-based basketball season. There will be a maximum of 691 games during the 2023-24 season, and ninety percent of the officials must be WIAA-approved. Two officials will be assigned per regular season game, and three officials per Final Four and Championship games will be assigned.

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)). Ref Call Something, LLC, has assigned officials for leagues in the past and, therefore, understands MPS's needs and will be able to supply the number of officials to run a successful season for our schools, students, and families.

This contract will run from October 1, 2023, through April 8, 2024, and will not exceed $66,320.

Budget Code: RYS-0-0-PRC-RC-ECTS $66,320.00

——— Authorization to Enter into a Contract with United Negro College Fund, Inc., for Empower Me Tour (EMT)©

The Administration is requesting authorization to enter into a contract with The United Negro College Fund, Inc., (UNCF) Empower Me Tour (EMT)©, a free, in-person college fair with educational sessions and motivational speakers for MPS seniors. The UNCF EMT is a national series established to inspire and to motivate high-school students, college students, and recent college graduates toward academic excellence, career success, and personal responsibility. The UNCF is the only organization that is able to provide MPS students the opportunity to meet with its 37 Historically Black Colleges and Universities (HBCUs) that belong to the UNCF's network of member institutions, along with local colleges, institutions, and universities at the Baird Center.

Hosted in Milwaukee, Wisconsin, in partnership with Milwaukee Public Schools, this year's EMT provides the opportunity for high-school seniors to gain acceptance into undergraduate schools, to earn scholarship funds, and to secure jobs and internships on location. Participants and parents/family attend a series of presentations, panels, and interactive workshops offered through two distinct tracks — a college-readiness program and a career-readiness program — to help them get successfully to and through college and to obtain meaningful employment thereafter.

On November 8, 2023, MPS parents will participate in an interactive session discussing ways to pay for college, understanding the admissions process, and seeing their students to and through college.

On November 9, 2023, MPS high-school seniors will have the opportunity to experience the tour firsthand. The event will take place at the Baird Center. MPS students attending the UNCF Empower Me Tour also have a chance to qualify for the EMT Merit Scholarship. Students will submit their applications on site, and winners will be announced during the day of the tour.

The exception to bid has been approved on the basis of one-of-a-kind services (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from November 8, 2023, through November 9, 2023, and will not exceed $200,000.00.

Budget Code: FLD-H-S-9Y4-EO-ECTS $200,000.00

——— Authorization to Extend a Contract with Milwaukee Education Partnership, Inc., to Enhance Teaching and Learning in Milwaukee Public Schools

The Administration is requesting authorization to extend the contract with Milwaukee Education Partnership, Inc., ("MEP"), to support MPS's efforts to enhance the quality of teaching and learning in Milwaukee Public Schools. The broad initiative of the MEP is to ensure that every child in MPS is performing at or above grade level in reading, writing, mathematics, and science through shared responsibility for student success. The framework for the initiative is a balanced, comprehensive literacy program that provides skills development across all curricular areas and focuses on reading, writing, listening, speaking, deep thinking, and research skills. Programmatic initiatives include teachers' and administrators' professional development, as well as student-character and academic skills enhancement.

The Board has supported the work of the Milwaukee Education Partnership from its inception and maintains an MEP representative.

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 contract ran from October 1, 2021 through June 30, 2022. The first extension had a term of October 1, 2022, through September 30, 2023 (Year 2). The second, and final, extension will run from October 1, 2023, through September 30, 2024, (Year 3) and will not exceed $75,000.

Budget Code: GSP-0-0-CTG-DW-ECTS (Contract Services) $75,000

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Recommended for the Board's approval at this meeting are the following exception-to-bid contracts:

- Brink's, Incorporated for Armored Car Services for all MPS schools;
  FSC-0-0-SOS-FN-ECTS$125,000.00
- Charter Communications Holdings LLC, DBA Charter Communications Operating LLC, for telephone communication services;
  PIN-0-0-TLN-DW-ETEL.....$199,200.00
- GPS Education Partners, Inc., to provide career awareness and work-based learning experiences;
  GOE-0-S-CA4-EO-ECTV $60,000.00
- Parallel Employment Group, Inc., to provide support staff to MPS schools;
  GEN-0-I-BDL-DW-ECTS $2,000,000.00
- Ref Call Something, LLC, for basketball officials for Milwaukee Recreation elementary- and middle-school leagues;
  RYS-0-0-PRC-RC-ECTS.....$66,320.00

- United Negro College Fund, Inc., for Empower Me Tour (EMT)©;
  FLD-H-S-9Y4-EO-ECTS.....$200,000.00
- Milwaukee Education Partnership, Inc., to enhance teaching and learning in Milwaukee Public schools;
  GSP-0-0-CTG-DW-ECTS $75,000.00

This item authorizes expenditures as indicated in the attachments to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts, with the exception of that of the Milwaukee Education Partnership, as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract, Change Order, Exception to Bid, Contract Extension Recommendation, and Acceptance of the Air Quality Report

Professional Services Contract

RFP #8317-8321 2024 Green Infrastructure Upgrades Cohort 6 At Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the 2024 Green Infrastructure Upgrades Cohort 6 at Various MPS Sites. SmithGroup, Inc., is the selected firm.

The contract will run from September 29, 2023, through November 30, 2024.

Budget Code: Various.....$282,470.50

Change Order

The Administration is reporting to the Board the following change orders in excess of $50,000.00. This is an information item, and no action is required.

Playfield Improvement Design

Emigh Playfield

Ayres Associates, Inc.,|
3433 Oakwood Hills Parkway,
Eau Claire, WI 54701

Total Amount of Change Order.....$225,000.00

Due to the award of the FCCP Grant, additional design upgrades will be made to the walking trails, pickleball and tennis courts, basketball courts, and trail lighting. It will also include extensive landscaping, sidewalk extensions, and the incorporation of wheel-play elements. Additionally, the fieldhouse will be modified, including ADA-compliant toilets and restrooms, as well as interior/exterior upgrades.

The change order will be funded from account code STS 00 RFI RC ECNC (Project No. 8198).

Exception-to-bid Request

The Administration recommends that the Board authorize the compatibility (exception-to-bid) contract, for AssetWorks Inc., $95,940.00. Funds are available for the AiM Upgrades project account code MBM 0A 9J4 FM ECNC (Project No. 8792).

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 needed due to compatibility, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(ii)).

Contract Extension

The Administration is reporting a contract extension for year two of the Contract with The Sigma Group, Inc., for asbestos inspection, abatement & environmental supervision services.

Term for year two will be from July 1, 2023, through June 30, 2024.

The vendor was chosen pursuant to RFP #22-009, with the year-one contract term of July 1, 2022, through June 30, 2023, with two additional one-year extensions and as modified by the Board on October 27, 2022, to increase spending authority to $250,000 per contract year.

Budget Codes: Various

Air Quality Report and Summary of ESSER II Project Activities through August 2023

Project Design Status

Since the last project status update in May of 2023, MPS, the Owner's Representative and the Integrated Project Delivery (IPD) teams continued meeting regularly, on a weekly basis, in project status update meetings, and with school staff as necessary to coordinate specific items of work identified to be completed in the near term. Additionally, school-specific meetings have been ongoing to keep the principals and building engineering staff informed on construction schedules and the details of the remaining ESSER II work anticipated to be completed by September of 2023. Those meetings continue to provide the IPDs and the MPS team an opportunity to raise issues or questions, to address critical items, and to resolve any outstanding scope related action items.

In addition to general project oversight, MPS design-related activities in 2023 have focused primarily on abatement planning and design. The Team continues to coordinate with the City of Milwaukee, Board of Zoning Appeal, and the Historic Preservation Committee (HPC) on the zoning and code-language impacts that will affect the ESSER II scopes of work and other projects that are targeted for City Plan Review and permitting submissions. The Team has also been working to assist the IPD teams in shortening permit timelines where they are able to, by continuing to coordinate with City of Milwaukee Department of Neighborhood Services (DNS) staff monthly in order to identify any plan review and permitting concerns that arise on individual projects that can be addressed in advance to streamline system-wide applications more efficiently.

The MPS Environmental Team and the Owner's Representative continues to coordinate with the IPD teams to identify project specific abatement needs, locations, and quantities, and have been coordinating with schools for completion of identified work and scheduling move-management services. The anticipated goal of this process has been to ensure that the identified abatement work required to facilitate the flooring replacement and capital projects was bid out and completed in advance of the IPD teams proceeding on schedule with their planned work to avoid any avoidable delays in completion of the ESSER II construction scopes.

The Owner's Representative's team, led by the Concord Group (CG), alongside MPS's Department of Facilities & Maintenance Services (DFMS) personnel, has provided review and oversight of the IPD teams' plan sets and has continued to work with those teams through the process of completion with bid packages. Nearly all of the scopes of work had been bid out by the end of May of 2023.

Each of the teams has approached the timing of the completion of various design phases — which include the bottle-filling stations, outdoor classrooms, capital project HVAC upgrades, unit ventilators, and temperature control systems, window and security screen replacements, carpeting and flooring — in slightly different sequences. Each of the teams has been progressing towards the completion of the scopes.

Project Procurement Status

The ESSER II procurement process has been completed, with the exception of some small flooring-material quantities and window screen materials.

Project Construction Update

The outdoor classrooms are nearly complete, with the exception of a couple of schools, with the submission of the HPC-related documentation needs required by the state, federal, and local municipal levels. City of Milwaukee staff are currently reviewing plan-review submissions from the IPD teams in advance of obtaining building permits and initiating construction of these spaces across the district.

MPS continued to coordinate abatement and removal activities across the district in advance of and, where necessary, in parallel with the carpet/flooring replacement and capital HVAC improvement projects. This effort will be completed by the end of September of 2023. To date, 240,252 square feet of flooring has been removed and abated in advance of replacement flooring being installed. This is broadly the equivalent to an area that would encompass just under 5.5 standard-sized football fields. The abatement team has additionally removed approximately 4.2 miles of pipe wrap in advance of HVAC valve and equipment replacements and another 1,550 square feet of HVAC ductwork. This is roughly the walking distance from the MPS administration building on Vliet Street to the Bronze Fonz statue in downtown Milwaukee.

The IPD team's construction activities, which included the replacement of outdated water fountains with new water-bottle filling stations, are ongoing throughout the district. To date, 480 bottle-filling stations have been replaced with new units. and an additional 50 installations are nearly complete. Flooring-replacement activities also continue throughout the district. To date, 1,392,158 square feet of new flooring has been completed. In many locations, the new resilient flooring or refinished wood floor was completed in parallel with the removal of carpeting that had finished its lifespan. This scope is the equivalent to the area of approximately 29 football fields.

Three other areas that have seen a significant amount of progress over the summer include the security/insect screen installations, the outdoor classrooms construction, and the mechanical upgrade projects, which include unit vent replacements and the installation of new fan wall units. These remaining scopes will be finished by September as well.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

- Professional Services Contracts $282,470.50
- Change Order $225,000.00
- Exception to Bid..... $95,940.00
- Contract Extension (per contract year)..... $250,000.00

Implementation and Assessment Plan

Upon the Board's approval, the professional services contract, change order, exception to bid, sndcontract extension, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached professional services contract, change order, exception to bid, and contract extension as attached to the minutes of your Committee's meeting.

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

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(Item 7) Action on a Recommendation to Waive Administrative Policy 5.01(6)(b) to Rename Harold S. Vincent High School, located at 7501 North Granville Road, to Harold S. Vincent School of Agricultural Science

Background

Administrative Policy 5.01(6)(b), Naming of School Facilities, states, in part,

> Changing the name of a school building shall be limited to elementary and middle schools. The recommendation of a name change shall be brought to the Board through the local governance structure of the school.

Due to the growth and development of the agriculture specialty program at Vincent High School, the Administration is seeking approval to rename Harold S. Vincent High School to Harold S. Vincent School of Agricultural Science.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

Any costs associated with this item would be absorbed within the local school budget.

Implementation and Assessment Plan

Upon approval of the name change, the Administration will work with the school community to execute the renaming of Harold S. Vincent High School, located at 7501 North Granville Road, to Harold S. Vincent School of Agricultural Science.

Committee's Recommendation

Your Committee recommends that the Board:

1. waive section (b) of Administrative Policy 5.01(6), Renaming of School Facilities; and
2. approve changing the name of Harold S. Vincent High School, located at 7501 North Granville Road, to Harold S. Vincent School of Agricultural Science.

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

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(Item 8) Action on a Recommendation to Waive Administrative Policy 5.01(6)(b) to Rename River Trail K-8 School, located at 12021 W. Florist Avenue, to River Trail School of Agricultural Science

Background

Administrative Policy 5.016(b), Naming of School Facilities, states, in part,

> (b) Changing the name of a school building shall be limited to elementary and middle schools. The recommendation of a name change shall be brought to the Board through the local governance structure of the school.

Due to the growth and development of the agriculture specialty program at River Trail School, the Administration is seeking approval to rename River Trail K-8 School to River Trail School of Agricultural Science.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

Any costs associated with this item would be absorbed within the local school budget.

Implementation and Assessment Plan

Upon approval of the name change, the Administration will work with the school community to execute the renaming of River Trail K-8 School, located at 12021 W. Florist Avenue, to River Trail School of Agricultural Science.

Committee's Recommendation

Your Committee recommends that the Board:

1. waive section (b) of Administrative Policy 5.01(6), Renaming of School Facilities; and
2. approve changing the name of River Trail School, located at 12021 W. Florist Avenue, to River Trail School of Agricultural Science.

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

* * * * *

(Item 9) Action on a Request for Authorization to Enter into a Master License Agreement with New Cingular Wireless PCS, LLC, (AT&T), a Delaware Limited Liability Company, for Telecommunication Sites

Background

The Administration is requesting authority to enter into a Master License Agreement with New Cingular Wireless PCS, LLC, (AT&T), a Delaware Limited Liability Company, to erect cellular antennas at sites to be determined, using 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 AT&T at Riverside University High School. As modifications to the existing lease at Riverside University High School 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.

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.

Lease Term will be five years, with the option to extend four additional five-year terms. A draft master license 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 Implication 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 AT&T.

In addition to the $500.00 Permitted Modification fee and the Other Modifications fee in the amount of $1,500, MPS will receive initial rent for each site, which will increase by 3.5 percent every year. Typical

rents for a site are approximately $30,000 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 $150,000.00. The revenue will be shared with the school per Administrative Procedure 5.0(13).

Under Administrative Procedure 5.0(13), 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 the Board's approval and receipt of approvals by other appropriate agencies for each license agreement, the Administration will finalize and execute the license agreements.

Committee's Recommendation

Your Committee recommends that the Board approve the site license agreements described above.

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

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(Item 10) Action on a Request to Approve the Fourth Amendment to Modify the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building, located at 5496 North 72nd Street

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. Milwaukee Public Schools and Carmen have cultivated a long-term working relationship. In November 2012, the Milwaukee Board of School Directors approved a lease agreement between Milwaukee Public Schools and Carmen to operate a non-instrumentality charter school within the Northwest Secondary School Building. The initial term of the lease agreement commenced on July 15, 2013, and ended June 30, 2018, with an option to extend two additional five-year terms. The lease term was amended at the January 25, 2018, board meeting to allow for the extension to be exercised for one year so it would align with the charter contract's term. In January 2019, the Board approved the second amendment to the lease agreement for a two-year term. In July 2021, the Board approved the third amendment to the lease agreement for a five-year term.

A request has been made to release the use of four classrooms on the second floor and to use four classrooms on the first floor, which adds 442 square feet to 133,379 leased square footage, for a new total of 133,821 square feet. The remaining lease revenue has been recalculated for the remainder years of the lease term.

The Administration is requesting approval of the proposed fourth amendment to the lease agreement with Carmen that will modify the lease term from September 1, 2023, through June 30, 2026, which aligns with the charter contract. A draft amendment is attached to the minutes of your Committee's meeting.

The lease rent revenue shall be as follows:

July 1, 2023-June 30, 2024 .....$700,722*
July 1, 2024-June 30, 2025 .....$714,736
July 1, 2025-June 30, 2026 .....$729,031

*July, August and September of 2023 were based on leased rates of 133,379 square feet. From October 2023 through June 2024, lease rates will be based on 133,821 square feet.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication 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 $2,144,489.

Implementation and Assessment Plan

Upon the Board's approval, the Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building, as attached to the minutes of your Committee's meeting, 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 the Northwest Secondary School Building, as attached to the minutes of your Committee's meeting.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Carr 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 this item has been noticed for possible action, no action is required.

Background

This work is aligned with the Five Priorities for Success, with the vision of creating a positive school climate for all students. Schools use proactive strategies and interventions within a multi-tiered system of support to support all students and to create an educational community and equitable school climate. School teams and administration use data to best-practice strategies within Tier 1 supports, focusing on those demonstrating a need for additional intervention.

Enhancing Educational Communities and School Climate, September 2023

A primary goal of Milwaukee Public Schools is to reduce the discipline disproportionality during the 2023-24 school year. The following is an update of activities that support creating a positive and inclusive educational community and equitable school climate. The monthly reporting for the 2023-24 school year will focus on the following proactive pathways:

- PBIS tiered interventions
- mental wellness
- antiracism and antibias
- restorative practices.

This work is supported at the school level through the PBIS Tier 1 Team, Building Intervention Team (BIT), and Student Discipline Committee.

Throughout the 2023-24 school year, MPS will reduce suspensions for learning-environment behaviors by 10% and lower disproportionality of exclusionary discipline for Black students by 5%. This will be achieved by using the Five Universal Supports through an equitable and restorative lens and

continually having Courageous Conversations about Race to address inequitable practices throughout the district.

For the 2023-24 school year, all schools have been provided a variety of best practices that can be found in:

- the Culture, Climate & Alternatives to Suspension Toolkit;
- the Directory of Support for Building an Educational Community & Equitable School Climate;
- the Integrating Universal Supports Guide; and
- the Educational Community and District Climate School Guide.

All best practices are available on the MPS website under "Student Support Strategies."

PBIS Tiered Interventions

Positive Behavioral Interventions and Supports (PBIS) is aligned to the MPS Strategic Plan's Initiatives of Student Achievement and Graduation and Postsecondary Readiness. Priorities for the 2023-24 school year will include:

- prioritizing school support based on ESSA Identification, Tiered Fidelity Inventory Implementation, CSIP Pathway, behavioral data, and PBIS Tier 1 Walkthrough Rubric;
- coaching PBIS & Behavior Building Intervention Teams (BITs) to support fidelity of implementation of a multi-tiered system of support; and
- offering districtwide professional development around implementing school-wide systems, PBIS in the classroom, and Tier 2 and Tier 3 interventions.

PBIS Coaches support all MPS schools through data analysis, in-classroom coaching, co-facilitation and support of school-based PBIS Tier 1 and BITs meetings, professional development, and any other support upon request.

Mental Wellness

Mental wellness activities are aligned to the MPS Strategic Plan's Initiatives of Student Achievement and Staff-Morale & Professional Learning. Priorities for the 2023-24 school year will include:

- increasing the fidelity of implementation of Second Step curriculum (grades K3-8) as we enter into the second year with the new digital curriculum;
- supporting the implementation of comprehensive wellness activities, such as bullying prevention, mindfulness, SEL, staff wellness, and trauma-sensitive practices; and
- promoting proactive classroom-management strategies as a means of creating predictable, respectful learning environments.

Throughout the summer of 2023, the Violence Prevention Program (VPP) collaborated with the literacy team to offer five sessions of Classroom Organization and Management Program (COMP). 120 participants were led through four half-days of collaborative learning activities designed to strengthen their classroom-management systems and practices. Participants reported leaving the training feeling empowered, hopeful, prepared, rejuvenated, confident, and excited to implement what they had learned. COMP sessions will continue to be offered throughout the school year to provide additional teachers the opportunity to attend this workshop.

Fall 2023 also marks the beginning of the implementation phase of the RISE grant, a part of Project AWARE through the Substance Abuse and Mental Health Services Association (SAMHSA). This grant will be focused on six schools that are part of our mental health partnership that focuses integrating trauma-sensitive practices and mental wellness into all tiers of student support. Through this project, we hope to learn lessons about how schools can promote mental wellness in all student spaces. Additionally, we are looking to continue our work in Compassion Resilience, which addresses how we support the mental health needs of staff so they can in turn provide that support to students.

Finally, with the approval of the updated bullying policy and new bullying procedures, VPP is providing training on bullying prevention to administrators, departments, and schools in the district. These trainings are designed to orient educators to the reporting and documentation requirements of the policy and procedures, the role each plays in preventing bullying, and best practices in intervention to minimize future

instances of bullying. VPP is also working with schools who request support on their implementation of bullying-prevention programming.

Antiracism & Antibias

Antiracism & antibias activities are aligned to the MPS Strategic Plan's Initiatives of Student Achievement, Staff-Morale, and Professional Learning. Priorities for the 2023-24 school year will include:

- reimagining School Discipline Champions as Climate Equity Liaisons;
- continuing with current teaming, systems, and practices;
- implementing a variety of strategies to interrupt bias throughout district practices; and
- holding Courageous Conversations across the district with all stakeholders.

Staff members also have access to self-paced modules on a variety of topics, including interrupting bias, defining behaviors, elevating student voice, re-entry after discipline, understanding the history of race, microaggressions, and culturally-responsive problem solving, among others. All modules are available as self-paced modules within LMS or can be facilitated in person at a school site upon request.

Also available for schools and departments are a variety of case studies which school teams can to hold Courageous Conversations as a staff to practice protocols and addressing common inequities experienced throughout education. Some of the activities that schools may implement throughout the year include holding monthly courageous conversations as a staff, integrating protocols including the Four Agreements and Courageous Conversations Compass during staff meetings, book cohorts, documentary viewings, above-and-below-the-line analysis, reviewing universal supports through an antiracist lens, and professional development on interrupting bias, among other activities as identified at the school level.

All middle and high schools will have Student Discipline Committees that meet monthly. These committees, which will be composed of 8-12 students of diverse races, gradse, gender identities, and school engagement, meet monthly to discuss a variety of topics related to equity, school climate, and school culture. The plan for the 2023-24 school year is for all Student Discipline Committees to attend our Fall Student Leadership Summit in October to kick off the year. Each committee will then identify a specific problem of practice for integration throughout the school year. Throughout the year, schools will engage with student voice to look deeper at their problems of practice and recommendations. School committees will present their findings and overall recommendations at our Spring Student Leadership Summit in April 2024.

Courageous Conversations about Race

Throughout 2023-24, there will be continued facilitation of the Courageous Conversations about Race Exploration seminars for all MPS staff members. We are continuing with our three-year plan for all MPS staff members to attend the one-day seminar prior to March 1, 2024. All teachers, paraprofessionals, and children's health assistants will attend the seminar during Orientation Week in August 2023. Additional sessions are also scheduled for safety aides, kitchen staff, and parent coordinators. Day 2 of the New Educator Institute (NEI) is reserved for Courageous Conversations about Race Exploration to ensure that all newly-hired teachers and paraprofessionals attend prior to starting the school year.

In addition to the one-day Exploration for all MPS staff members, the District Equity Leadership Team (DELT) will meet monthly to use Courageous Conversations protocols and to have conversations regarding district policy, practices, and systems through a lens of race and equity. Throughout the school year, we will also be hosting the two-day, in-person seminar Beyond Diversity. MPS staff members who are certified to facilitate Courageous Conversations about Race have expanded their certification and will be hosting this seminar internally for MPS staff members.

Below you will find updates on our implementation of Courageous Conversations about Race and our progress towards all staff members attending prior to March 1, 2024. Integration of Courageous Conversations About Race is as follows:

Number of Sessions Held

March 2021-July 2021.....17
August 2021-July 2022.....31
August 2022-June 2023.....46
August 2023-February 2024.....22
Total for Three-year Plan 116

Restorative Practices

The Restorative Practices Department provides regular coaching support to 19 schools throughout the district within the restorative practices implementation plan, which is aligned to the District's Strategic Plan. Designated schools will receive school-based support on action planning, professional development, and coaching by a restorative practices coach throughout the 2023-24 school year.

Schools are organized into cohorts based on their stage of implementation. Schools interested in implementing a whole-school approach to restorative practices start in the exploration stage and build readiness skills. Schools in the exploration cohort will attend monthly after-school coaching sessions and will receive weekly site visits. All exploration cohort schools attended an initial half-day restorative practices overview in June and completed the second half-day session in August to prepare for the year. In attendance were administration, teachers, and school support staff. Schools that have completed the exploration stage have been assigned full-time restorative practices coaches. Schools in this cohort will continue to receive monthly leadership development and administrative support along with team facilitation, PD, and classroom coaching throughout the multiyear process. At the beginning of the school year, schools are taking a school-needs assessment, identifying school priorities, and identifying/reviewing their community values and shared agreements.

Professional development opportunities are scheduled throughout the school year for staff on the continuum of restorative practices, which highlights eight core areas: racial justice and equity, cultivating a restorative mindset, fostering a restorative environment, building community, centering students in the curriculum, addressing issues, repairing and healing harm, and re-engaging community.

Next Steps

Looking forward, we are planning the following activities:

- beginning in October, offering two monthly cohorts of Courageous Conversations about Race;
- facilitating the first quarterly Community Conversation on Wednesday October 4, 2023; and
- hosting the Hybrid Student Leadership Summit on Thursday October 12, 2023.

Monthly Data Review

The use of specific strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies for August 2023 school year can be found below.

Strategy	Total
Brain breaks	10
Behavioral contract	12
Buddy classroom	16
Collection of property	44
Go Guardian	6
Independent work	3
Mindfulness	34
Moving their seat	111
One-on-one conversation	1,454

Strategy	Total
Proximity control	83
Praise 5:1	2
Parental contact	728
Planned ignoring	62
Redirection	660
Referral to BIT	5
Recovery area (within room)	17
Restorative conversation	59

Strategy	Total
Rewind	6
Secret signal	6
Support staff consultation	236
Self-monitoring	12
Tangible acknowledgement	21
Reflection sheet	11
VABB	1

All schools have Building Intervention Teams (BITs) that ensure tahatstudents in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the number of Tier 2 and Tier 3 interventions provided throughout the 2023-24 school year.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	7
Individualized CICO	2
Social Academic Instructional Group (SAIG)	3
Behavior Assessment/ Intervention Plan (BAIP)	0

Tier 2/Tier 3 Intervention	Students
FBA/BIP	8
Educational Wraparound	0
RENEW	5

The following table shows total suspension events by race for August 1-August 31, 2023.

	Total Suspensions
Pacific Islander	0
American Indian	2
Asian	5
White	7
Multiple	29

	Total Suspensions
Hispanic	69
Black	394
Grand Total	506

The following table shows total suspension events by grade level for August 1-August 31, 2023.

K4-K5	0	5th Grade	2	10th Grade	100
1st Grade	0	6th Grade	35	11th Grade	58
2nd Grade	0	7th Grade	52	12th Grade	23
3rd Grade	0	8th Grade	53		
4th Grade	4	9th Grade	179		

The following alternatives to suspension were used by administrators for August 1-August 31, 2023.

	Total		Total		Total
Conference	24	Mediation	22	Repairing Harm Circle	6
Counseling	255	Referral to BIT	1	Restorative Conference	8
Detention	26	Referral to Support Staff	5		

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 2) Report with Possible Action on Student Restraint and Seclusion

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

Background

In 2012, Wisconsin Act 125 created section 118.305 of the Wisconsin Statutes, which provided direction on the use of seclusion and restraint with students in public schools. Act 125 had several key components including:

- conditions for the use of seclusion;
- conditions for the use of physical restraint;
- notification and reporting requirements following the use of seclusion or restraint;
- training in the use of seclusion and physical restraint; and
- requirements for the use of seclusion and restraint on students with disabilities.

In March 2020, Wisconsin Act 118 revised the state law. Some of the changes include requiring parents to be provided with a copy of the written incident report, clarifying that the notice and reporting requirements apply to incidents involving law enforcement officers, prohibiting the use of prone restraint, revising the required training components, requiring school staff to hold a meeting after each incident of

seclusion or restraint to discuss topics specified in the Act, conducting an IEP team meeting within ten school days of the second time seclusion or restraint is used on a student with a disability within the same school year, and requiring each governing body to submit an annual report to the Department of Public Instruction by December 1.

To ensure compliance with Wisconsin Statutes, §118.305, the Administration has taken the following steps:

- Training has been provided to staff across the district in the use of seclusion and restraint. These trainings also focused on positive interventions and supports to address potentially dangerous behavior. In total, more than 2,300 staff members have been trained over the past six years.
- For the last seven years, all principals, school leaders, and special education supervisors received in- services on the requirements of Wisconsin statutes, §118.305.
- The District's mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System.

In the 2022-23 school year, there were a total of 38 students, including 21 students with disabilities, involved in 46 incidents of seclusion. There was a total of 253 students, including 158 students with disabilities, involved in 355 incidents of physical restraint.

In the 2021-22 school year, there were a total of 41 students, including 23 students with disabilities, involved in 44 incidents of seclusion. There was a total of 281 students, including 165 students with disabilities, involved in 417 incidents of physical restraint.

Under current law, annually by October 1, the principal or designee must submit to the governing body a detailed report of all seclusions and restraints for the previous school year.

	Seclusion			Restraint		
School	Incidents	Students	SPED Studentz	Incidents	Students	SPED Students
Acad of Accelerated Learning	0	0	0	1	1	1
ALBA	0	0	0	0	0	0
Alcott School	0	0	0	1	1	1
Allen-Field School	0	0	0	7	6	4
Alliance School	0	0	0	1	1	0
Assata HS	0	0	0	0	0	0
Audubon HS	1	1	0	1	1	0
Audubon Tech & Comm Ctr MS	0	0	0	1	1	1
Auer Avenue School	0	0	0	0	0	0
Banner Prep School of Milw	0	0	0	3	3	1
Barbee Montessori School	0	0	0	2	2	1
Barton School	0	0	0	0	0	0
Bay View HS	0	0	0	0	0	0
Bay View Montessori School	0	0	0	0	0	0
Bethune Academy	0	0	0	1	1	1
Bradley Technology and Trade	0	0	0	3	3	1
Brown Street School	2	2	1	1	1	0
Browning School	1	1	1	0	0	0
Bruce School	0	0	0	0	0	0
Bryant School	0	0	0	3	1	1
Burbank School	0	0	0	1	1	1
Burdick School	0	0	0	2	2	2
Carmen HS, South Campus	0	0	0	0	0	0
Carmen, Northwest Campus	0	0	0	1	1	1
Carmen, Southeast Campus	0	0	0	1	1	1
Carson Academy	0	0	0	1	1	1
Carver Academy	1	1	0	4	3	2
Cass Street School	1	1	0	7	6	3
Challenge Academy	0	0	0	0	0	0
Clarke Street School	0	0	0	2	2	2
Clemens School	0	0	0	3	2	0
Clement Avenue School	0	0	0	3	3	2
Congress School	0	0	0	2	2	1

	Seclusion			Restraint		
School	Incidents	Students	SPED Studentz	Incidents	Students	SPED Students
Cooper School	0	0	0	0	0	0
Craig Montessori School	0	0	0	0	0	0
Curtin Leadership Academy	0	0	0	5	2	2
Doerfler School	0	0	0	9	8	5
Douglas MS	1	1	1	1	1	1
Eighty-first Street School	1	1	0	1	1	0
Elm Creative Arts School	0	0	0	0	0	0
Emerson School	1	1	1	2	2	2
Engleburg School	0	0	0	6	6	1
Fairview School	2	1	1	3	3	3
Fernwood Montessori School	0	0	0	0	0	0
Fifty-third Street School	7	4	4	20	10	7
Forest Home Avenue School	0	0	0	1	1	1
Franklin School	1	1	1	2	2	2
Fratney School	1	1	0	21	8	4
Gaenslen School	0	0	0	1	1	1
Garland School	0	0	0	5	4	4
Golda Meir School	0	0	0	0	0	0
Goodrich School	0	0	0	0	0	0
Grandview HS	0	0	0	0	0	0
Grant Gordon Learning Center	0	0	0	0	0	0
Grant School	0	0	0	8	5	5
Grantosa Drive School	0	0	0	0	0	0
Green Tree Preparatory Academy	1	1	0	1	1	0
Greenfield School	0	0	0	7	4	2
Groppi HS	0	0	0	0	0	0
Hamilton HS	0	0	0	5	5	3
Hampton School	0	0	0	0	0	0
Hartford University School	0	0	0	0	0	0
Hawley Environmental School	0	0	0	12	4	2
Hawthorne School	0	0	0	0	0	0
Hayes Bilingual School	0	0	0	0	0	0
Hi-Mount School	0	0	0	2	2	2
Highland Community School	0	0	0	0	0	0
Hmong American Peace Acad	0	0	0	0	0	0
Holmes School	0	0	0	4	4	3
Honey Creek School	0	0	0	0	0	0
Hopkins Lloyd School	0	0	0	0	0	0
Humboldt Park School	0	0	0	0	0	0
I.D.E.A.L	0	0	0	0	0	0
Jackson School	0	0	0	0	0	0
Kagel School	0	0	0	0	0	0
Keefe Avenue School	0	0	0	1	1	0
Kilbourn School	0	0	0	3	3	2
King ES	0	0	0	1	1	0
King IB HS	0	0	0	0	0	0
King IB MS	0	0	0	1	1	0
Kluge School	0	0	0	3	2	1
La Causa Charter School	0	0	0	8	2	0
Lad Lake Synergy	0	0	0	0	0	0
LaFollette School	0	0	0	0	0	0
Lancaster School	0	0	0	1	1	1
Lincoln Avenue School	0	0	0	0	0	0
Lincoln Center of the Arts	0	0	0	0	0	0
Longfellow School	3	3	3	7	7	5
Lowell School	0	0	0	3	3	3
Macdowell Montessori School	0	0	0	0	0	0
Madison Academic HS	0	0	0	0	0	0
Manitoba School	0	0	0	4	3	0

	Seclusion			Restraint		
School	Incidents	Students	SPED Studentz	Incidents	Students	SPED Students
Maple Tree School	1	1	1	0	0	0
Marshall HS	1	1	1	4	4	3
Maryland Ave Montessori	0	0	0	1	1	1
MATC Emerging Scholars Program	0	0	0	0	0	0
Metcalfe School	0	0	0	1	1	0
Milw Acad of Chinese Lang	2	1	0	1	1	1
Milw Co Youth Educ Center	0	0	0	0	0	0
Milw College Prep - 36 St	0	0	0	1	1	1
Milw College Prep, 38th St	0	0	0	0	0	0
Milw College Prep, Lloyd St	0	0	0	0	0	0
Milw College Prep, North	0	0	0	1	1	1
Milw Environmental Sciences	0	0	0	0	0	0
Milw Excellence Charter	0	0	0	1	1	1
Milw French Immersion School	0	0	0	8	6	3
Milw German Immersion School	0	0	0	1	1	1
Milw HS Arts	1	1	1	4	4	2
Milw Parkside School	1	1	1	5	2	2
Milw School of Languages	0	0	0	1	1	0
Milw Sign Language School	0	0	0	0	0	0
Milw Spanish Immersion School	3	2	1	2	2	0
Milwaukee Virtual Education Program	0	0	0	0	0	0
Mitchell School	2	1	1	9	5	3
Morgandale School	0	0	0	4	1	1
Morse MS	4	4	0	19	17	8
Neeskara School	0	0	0	7	4	3
Next Door Foundation	0	0	0	0	0	0
Ninety-fFifth Street School	0	0	0	18	8	6
North HS	0	0	0	0	0	0
Nova HS	3	3	0	0	0	0
Obama SCTE	0	0	0	1	1	1
Parkview School	0	0	0	1	1	0
Pratt School	0	0	0	1	1	1
Project STAY HS	2	1	1	3	3	3
Pulaski HS	0	0	0	3	3	2
Reagan HS	0	0	0	4	4	3
Riley Dual-language Montessori School	0	0	0	0	0	0
River Trail School	0	0	0	4	4	2
Riverside University HS	0	0	0	1	1	1
Riverwest School	0	0	0	14	5	3
Rogers Street Academy	0	0	0	3	2	2
Roosevelt MS	0	0	0	1	1	1
Shalom HS	0	0	0	0	0	0
Sherman School	0	0	0	4	3	0
Siefert School	0	0	0	1	1	1
South Accelerated Academy	0	0	0	0	0	0
South Division HS	0	0	0	9	5	4
Southeastern Education Center	0	0	0	0	0	0
Starms Discovery School	0	0	0	0	0	0
Starms Early Childhood	0	0	0	0	0	0
Story School	0	0	0	0	0	0
Stuart School	0	0	0	0	0	0
Success Center Program	0	0	0	2	2	1
Thoreau School	0	0	0	0	0	0
Thurston Woods School	0	0	0	1	1	0
Townsend Street School	0	0	0	0	0	0
Transition HS	0	0	0	1	1	1
Trowbridge School	0	0	0	1	1	1
Victory School	1	1	0	3	3	0
Vieau School	1	1	1	6	2	1

	Seclusion			Restraint		
School	Incidents	Students	SPED Studentz	Incidents	Students	SPED Students
Vincent Accelerated Academy	0	0	0	0	0	0
Vincent HS	0	0	0	0	0	0
Washington DTC	0	0	0	0	0	0
Wedgewood Park School	0	0	0	1	1	1
Westside Academy	0	0	0	0	0	0
Whitman School	0	0	0	0	0	0
Whittier School	0	0	0	0	0	0
WHS of Information Technology	0	0	0	0	0	0
Wis Conservatory Lifelong Lrng	0	0	0	0	0	0
Zablocki School	0	0	0	2	2	2
Totals	46	38	21	355	253	158

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.28, Student Discipline

Fiscal Impact Statement

No fiscal impact

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(Item 3) Report with Possible Action on Family and Community Engagement

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

Background

Strengthening communication and collaboration among 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 children's schools. MPS's family-engagement efforts focus on providing training and support to staff to create a school culture that honors and respects that families provide the foundation for the learning process. The Family and Community Engagement team has developed an integrated approach to support these efforts across the district. Community partnerships such as the Families and Schools Together program help schools engage in meaningful and sustained partnerships with parents in pursuit of educational success for their children.

Departmental Highlights

- District Family Engagement Liaison Training
- Affordable Connectivity Program Grant
- Parent Coordinator Training and Preparation

Annual Title One Parent Meetings

- Annual Title One meeting for schools
- Required documentation to be submitted:
  - Meeting Agenda
  - School Compact
  - Flyer
  - Attendance Sheet

Community Partner

- Families and Schools Together
- MPS Partnership Since 2017
- Parent Coordinator Community of Practice (PCCP)
- Monthly Professional Development Sessions

Parent Coordinator

- Takeaways from last year
- Increased capacity to engage families
- Improved strategies to increase engagement
- Established various communication methods
- Experience with the parent coordinator community of practice
- Increased knowledge & skills
- School staff buy-in with family engagement as more of a priority
- Best practices for engaging families
- Building relationships
- Family friendly environment
- Linking family engagement and academics
- What families are saying
- Improved relationships with teachers and school
- Better understanding of how to support their child

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.11, School Engagement Councils

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 4) Report with Possible Action on Annual School Procedural Compliance Self-assessment (PCSA)

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

Background

As of 2003, the Special Education Oversight Action Plan (SOAP) requires that MPS align special education staff to increase accountability and support, develop and support a system to assist parents who have concerns, or need information to navigate the MPS system, and develop and support a continuous improvement-focused monitoring system (CIFM) that leads to improved service delivery, provides information regarding needed professional development, and contributes to staff accountability for high-level outcomes for students with disabilities.

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 Reading Drives Achievement: Procedural Compliance Self-Assessment (RDA: PCSA, or "self-assessment") is one part of DPI's monitoring activities under state and federal special education laws. The goals of the self-assessment are to ensure compliance with selected legal requirements and to improve outcomes for students with disabilities, specifically in reading.

The full *Report of Results 2022-23* for the Annual Special Education Reading Drives Achievement Procedural Compliance Self-Assessment is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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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 Academic Standards

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

Background

As required by the Wisconsin Department of Public Instruction, a notice identifying the academic standards adopted by the school board is included as an item on the Board's agenda at the start of the school year. The academic standards addressed in this information are:

Common Core State Standards (CCSS)

On September 27, 2012, the Milwaukee Board of School Directors received a report on the Common Core State Standards (CCSS), which serve as the foundation of instruction in the classroom and of professional development for teachers and principals.

Common Core Essential Elements (CCEE)

The Common Core Essential Elements (CCEE) were developed to provide students who have significant intellectual disabilities the opportunity to be involved in and to meet the same challenging expectations that have been established for all students in the CCSS.

Career and Technical Education Standards

In September 2013, the Wisconsin Department of Public Instruction released career and technical education standards that are being used in our setting of high expectations for students to be prepared for college and career. These standards, which have been developed for grade bands PK-5, 6-8, and 9-12, cover six content areas:

- 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)

On May 27, 2014, the Board supported two initiatives aligned to the Wisconsin Model Early Learning Standards' (WMELS) plan and testing. The WMELS stresses the importance of creating a base of child-initiated and teacher-initiated activities. These standards reflect the belief that children should be provided with opportunities to explore and to apply new skills through child-initiated and teacher-initiated activities and through interactions with peers, adults, and materials.

Next Generation Science Standards

In November 2017, the Wisconsin Department of Public Instruction adopted the Next Generation Science Standards, which identify content and science and engineering practices that all students should learn from kindergarten through 12th grade. These include elementary science, physical science, life science, earth and space science, and engineering, technology, and applications of science in middle and high school.

Standards for Social Studies

In 2018, the Wisconsin Department of Public Instruction adopted Standards for Social Studies. These standards provide a foundation of what students should know and be able to do at the appropriate grade levels.

Common Core State Standards for World Languages

On June 3, 2019, the Wisconsin Department of Public Instruction reaffirmed the Common Core State Standards for World Languages, which were developed to parallel the English language arts and the development of bilingualism and biliteracy.

English Language Development (ELD) Standards

In May 2021, the Milwaukee Board of School Directors adopted the Wisconsin Department of Public Instruction's English Language Development (ELD) Standards, an interactive social process that occurs over time to expand what multi-lingual learners can do with language. The foundation of the standards is communication: students communicate information, concepts, and ideas in all aspects of learning and in every area of the school. The standards are aligned to the academic content standards to plan for both language and content learning, allowing for engagement of multi-lingual students in the learning process.

Wisconsin Academic Standards

Per the Wisconsin Department of Public Instruction, all of the academic areas not covered by CCSS, CCEE, or WMELS are covered by Wisconsin Academic Standards:

- Art and Design Education
- Dance
- Environmental Education
- Health Education
- Information and Technology Literacy
- Music Education
- Nutrition Education
- Personal Financial Literacy

- Physical Education
- Reading
- School Counseling
- Theatre Education
- World Languages

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action Regarding Ambitious Instruction

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

Background

Ambitious Instruction: Accelerating Learning, which was implemented at the start of the 2021-22 school year, is focused on three levers. Formative Practices, Explicit Instruction, and Engagement. Ambitious Instruction: Accelerating Learning embodies the District's Five Priorities for Success, focusing on increasing academic achievement and accountability, developing our staff, and strengthening communication and collaboration.

This year, we have aligned the Ambitious Instruction Plan with the Strategic Plan, focusing on increasing student achievement. Each professional learning cycle will concentrate on three identified areas of focus in the Strategic Plan: rigor, students feeling physically and emotionally safe, and inclusivity. Progress throughout the year will be monitored after each professional learning cycle so that we can track growth in teaching practices and student outcomes.

To track the progress of Ambitious Instruction: Accelerating Learning, a non-evaluative Walk-through Rubric was designed to gather feedback on how to better support teachers and leaders in understanding and implementing teachers' learning of best practices.

Ambitious Instruction and Strategic Plan Connections

Explicit Instruction & Formative Practices

Students will complete rigorous coursework:

- thoughtful work in Tier 1
- high-level questioning
- academic discussions.

Engagement

Students will feel emotionally and physically safe at school:

- supportive environments
- respect differences
- classroom management.

Formative Practices and Explicit Instruction

Students will experience inclusive classrooms:

- supportive entry points for learning
- support for diverse academics, social, and emotional needs of students.

Building a Culture of Collaboration

Four Critical Questions to Enhance Teaching and Learning

We will center our work around four questions:

- What do we want students to learn?
- How will we know if they have learned it?
- What will we do if they don't learn it?
- What will we do if they already know it?

We will use these four questions to plan instruction, to assess student progress, and to respond instructionally. This collaboration will include both students and teachers.

In 2023-24, You Will See…

Explicit Instruction

Teachers

- Planning and implementing rigorous lessons using district-adopted/endorsed resources to address grade-level standards
- Planning and implementing engaging lessons that include collaborative experiences

Students

- Working collaboratively in pairs or groups
- Engaging in active listening, asking questions, using discussion stems to participate in dialogue

Leaders

- Observing classrooms and providing feedback
- Providing common planning time for staff collaboration and reviewing their outcomes
- Ensuring district-adopted materials and curricular guides are used and paced as written

Formative Practices

Teachers

- Checking students' understanding before, during, and after learning experiences and responding to student data and adjusting instruction
- Meeting in PLC groups to analyze students' work and to create next steps

Students

- Engaging in higher-level questioning while participating in rigorous tasks
- Using multiple representations to demonstrate understanding

Leaders

- Observing classrooms and providing feedback
- Creating and leading PLCs to look at students' work, to monitor learning, and to adjust instruction
- Coaching and modeling practices that are culturally and linguistically responsive

Engagement

Teachers and Students

- Student choice with connections to students' interests
- Scaffolded learning experiences that allow for all students to demonstrate proficiency
- Safe learning environments in which students are comfortable taking risks
- Empowering students to share/explain their thinking and ideas with strategies/supports for language development
- High-level, rigorous questions to build connections between self and content and the content areas

Leaders

- Observing classrooms and providing feedback
- Empowering and encouraging students
- Actively implementing district initiatives such as PBIS
- Ensuring district professional learning in Second Step, restorative practices, etc. is provided to staff

Measurable Outcomes

- Objective: Sets the goal for student achievement
- Key Results: Tell us if we are headed in the right direction
- Initiatives: Tell us what we will do to keep moving in the right direction

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

No fiscal impact.

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(Item 3) Report with Possible Action on the Regional Showcase — Central Region

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

Background

Each monthly Regional Showcase item provides a thorough picture of a specific region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated are included.

This month, the Central Region is featured. The Central Region comprises 28 schools and serves 7,798 students in diverse settings to meet the varied needs of our students. Schools in the Central Region include

K-5 Schools

Clemens
Jackson
Neeskara
Keefe
Brown
Siefert
Franklin
Hi-Mount
Story
LaFollette
Metcalfe
Starms Discovery
Sherman
Thurston Woods

K-8 Schools

Bethune
Burbank
Clarke
Fifty-third

Academic Specialty Schools

Barbee (K-6 Montessori)
Hawley (K-5 Environmental)
Grant Gordon (K3 Early Childhood)
Starms Early Childhood (K3-K5)
French Immersion (K-5)
Pratt (K-5-Primary-years IB)
Douglas (6-8 African American Immersion)

Community Schools

Auer (K-5)
Hopkins-Lloyd (K-5)
Westside (K-5)

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 Showcase

Central Region Demographics

- 7,798 Students
- 28 Schools
- 5.2% English-language Learners
- 19.6% Students with Disabilities
- 82.95% Economically Disadvantaged

Black or African American 80.6%
Hispanic 6.3%
Asian 5.4%
Multi-ethnic 4.3%
White 3.1%
American Indian or Alaska Native 0.3%
Native Hawaiian/Other Pacific Islander 0.1%

State Report Card, 2021-22

School	Score	Designation
Pratt	89.3	Exceeds Expectations
French Immersion	66.9	Meets Expectations
Bethune	65.7	Meets Expectations
LaFollette	65.7	Meets Expectations
Clarke	64.1	Meets Expectations
Starms	63.2	Meets Expectations
Neeskara	62	Meets Expectations
Siefert	61.3	Meets Expectations
Metcalfe	60.4	Meets Expectations
Clemens	59.4	Meets Expectations
Franklin	58.6	Meets Expectations
Hi-Mount	57.7	Meets Few Expectations
Story	56.2	Meets Few Expectations
Thurston Woods	55.3	Meets Few Expectations

School	Score	Designation
Burbank	55.2	Meets Few Expectations
Fifty-third	53.7	Meets Few Expectations
Barbee	52.8	Meets Few Expectations
Sherman	52.7	Meets Few Expectations
Hawley	51.9	Meets Few Expectations
Brown	47.2	Fails to Meet Expectations
Jackson	45.8	Fails to Meet Expectations
Douglas	37.3	Fails to Meet Expectations
Keefe	18.8	Fails to Meet Expectations
Westside	17.9	Fails to Meet Expectations
Hopkins-Lloyd	17.2	Fails to Meet Expectations
Auer	16.6	Fails to Meet Expectations

Spotlight on Samuel Clemens School

Home of the Tigers

Samuel Clemens School strives for family participation through shared decision making, collaboration, and volunteerism. We recognize and respect the cultural diversity of all students, their backgrounds and learning styles:

- integrated literacy
- state-of-the-art technology in all classrooms
- full-time physical education and art
- weekly music classes
- before- and after-school camps.

Demographics

- 285 Students
- 0.5% English-language Learners
- 25.6% Students with Disabilities
- 84.8% Economically Disadvantaged

Black or African American 86.4%
Multi-ethnic 7.6%
Hispanic 4.9%
Asian 0.5%
White 0.5%

Student Achievement

STAR Student Achievement, 2022-23

	Significantly Below	Well Below	Below	On Target	Significantly Above
Early Literacy	42.0%	16.0%	22.0%	12.0%	8.0%
Mathematics	35.4%	34.6%	18.5%	0.1%	11.4%
Reading	52.2%	18.5%	15.6%	5.9%	7.8%

Points of Pride

- Fully staffed for seven years
- Green and Healthy Schools Schoolyard Re-development Grant
- Award-winning students in district-sponsored competitions

- Generations of Clemens Tigers enrolled
- Partnerships with Bethel A.M.E., Kohl's, Generac

Moving Forward

- Love First
- Restorative Circles
- Focus on improving teaching and learning of writing
- Special Ed students no longer identified on the ESSA report

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

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(Item 4) Report, with Possible Action, on Urban School Transformation

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

Background

On January 20, 2023, the Division for Student and School Success's Title I Continuous Improvement Team from the Department of Public Instruction (DPI) announced that Dr. Jennifer Hernandez had been hired by CESA #1 as the Urban Transformation (UT) Executive Director to work directly with Milwaukee Public Schools and Racine Unified School District to:

- provide strong encouragement to or redirect district officials in the implementation of systems, processes, and protocols for Continuous Improvement purposes;
- provide public updates to the community and to the Board of Directors or school board on Continuous Improvement efforts being monitored by DPI;
- provide training in each school district in the area of needed growth as determined by the district's data and administration;
- work collaboratively with each district's staff as determined by the superintendent and /or his designee; and
- serve as a liaison between the DPI's 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 are able to achieve at higher levels. This partnership is uniquely designed to assist Milwaukee Public Schools and includes monthly updates to the Superintendent and senior team from DPI's and CESA #1's representatives, as well as bi-weekly meetings between Dr. Hernandez and the chiefs from the offices of Human Resources, School Administration, and Academics.

This report was presented by Dr. Keona Jones, the Assistant State Superintendent for the Division of Student and School Success at the Wisconsin Department of Public instruction; our liaison, Dr. Jennifer Hernandez, the Executive Director of Urban Transformation; and Mr. Ben Ketterer, the Director of Title I Continuous Improvement from the Wisconsin Department of Public Instruction.

Urban School Transformation

Shared Leadership — Professional Learning Communities — Culture and Climate

District Continuous Improvement

Principal Leadership Institute (PLI)

The work of the Urban School Transformation Initiative supports Resolution 2223-R009, as adopted by the Milwaukee Board of School Directors, regarding collaborative/shared leadership, by providing professional development to building leaders around shared leadership through the medium of Professional Learning Communities (PLCs) and culturally-proficient coaching.

Professional Learning communities (PLCs)

Plan — Study — Do — Act

Milwaukee Public Schools' Professional Learning Communities

Central Region

Facilitators/Administrators

- Teacher Leaders/ILTs/SSTs/Building Leaders
- Direct PD & coaching (external through SY 2023-24)

Educators

- K-5th-grade, region-wide
- Participation in Science of Reading direct PD with external and internal coaching & participation in PLCs.

Direct PD

K-5th-grade Educators

- Supported externally by CESA #1 for the Science of Reading offered in 14 sessions delivered in a hybrid format.
- Supported internally with the foundation of Central Reads, Title 1 specialists delivered at MPS during the teaching period. Internal & external coaching provided for the implementation of this new learning in a hybrid format.
- Internal & external coaching provided for the implementation of this new learning in a hybrid format.
- PLCs will be in a hybrid format.
- This work is constructed within a collaborative team which includes UST, CESA #1, MPS Central Reads, Title 1 specialists, ,Jennifer Mims Howell, and Dr. Katrice Cotton.

Facilitators of PLCs

- Direct PD offered in collective efficacy, shared leadership through PLCs, and culturally-proficient coaching will be offered monthly throughout the year within the PLI framework.
- External coaching will be supported by CESA #1 for the culturally-proficient coaching model and PLC implementation.
- PD and coaching will be delivered in a hybrid format.
- This work is a co-collaboration among UST, CESA #1, and MPS Shared Leadership Team.

Building Leaders

- Direct PD offered in collective efficacy, shared leadership through PLCs, and culturally-proficient coaching will be offered monthly throughout the year within the PLI framework.
- External coaching will be supported by CFSA #1 for the culturally-proficient coaching model and PLC implementation.
- PD and coaching will be delivered in a hybrid format.
- This work is a co-collaboration among UST, CESA #1, and the MPS Shared Leadership Team.

High School Region

- Resolution Regarding Student Voice
  - Shared Leadership
    - Climate Equity Liaisons
    - PLC

Professional Development (PD)

Building Leaders, Region-Wide

- PLI participation in shared leadership through PLCs, collective efficacy, and culturally-proficient coaching direct PD in a hybrid form.
- External Coaches through CESA # 1 for building leaders in a hybrid form.
- This work is a collaboration with UST, CESA #1, MPS Shared Leadership Team, Dr. Jennifer Smith, Jennifer Mims-Howell, and Dr. Katrice Cotton.

Climate Equity Liaisons

- Direct PD on PLC implementation provided during teacher institutes in a hybrid form.
- External Coaches through CESA # 1 for building leaders in a hybrid form.
- This work is a collaboration with UST, CESA #1, Dr. Jennifer Smith, Mr Jon Jagemann, and internal coaches within the High School Region.

Student Participants

- Direct PD will be during the school day in a hybrid form led by Dr. Jennifer Smith and Jon Jagemann
- Participation in the climate equity committee
- This work is a collaboration with UST, Dr. Jennifer Smith, and Jon Jagemann.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 5) Report with Possible Action on MPS Montessori Strategic Plan

Your Committee reports having received the following report from the Administration. Although this item has been 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 which educate more than 3,500 students.

Montessori Strategic Plan Progress

Completed Work

- Held Montessori summer school
- Completed Montessori-specific PD at Teacher's Institute and NEI
- Conducted Montessori administrator PD on secondary phase III
- Established geography grab-and-go bins
- Created new Montessori Second Step lessons for primary
- Celebrated the first day of school at Maryland Avenue

Current Work

- Holding monthly Montessori principals' meetings
- Continuing planning to celebrate 50 years of Montessori in MPS
- Establishing new model classrooms at Grant Gordon Learning Center
- Collaborating on Central Reads support for Lloyd Barbee
- Initiating teacher work sessions for consistency in grading and secondary phase III development

MPS Montessori: 50 Years and Growing

- Kickoff of year-long awareness campaign
- Updating district and school web pages
- Save the date! Saturday, February 10, 2024 1:00-4:00 p.m., at MacDowell Montessori

Montessori Teacher Support

Type	Grade Band	Dates	Provider
Elementary credentialing	1-6	January 2024-May 2025	Montessori Training Center Northeast
Secondary credentialing	7-12	January 2024-September 2025	Cincinnati Montessori STEP Program
New-teacher coaching	K3-12	Ongoing	WMA

Next Steps

October 2023

- October 9 — Sponsorship information meeting
- October 14 — Teacher work sessions
- Establishing model classrooms at Grant Gordon

November 2023

- November 2 — Open house at Grant Gordon
- November 11 — MPS hosting WMA Conference
- November 13 — Sponsorship information meeting, first MAC meeting

December 2023

- December 11 — Sponsorship information meeting
- Holding sponsorship orientation meeting
- Completing spelling/handwriting waiver purchasing

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 Implication Statement

Board Governance Policy BG 2.01 - Standing, Special, and Functional Committees

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 6) Report with Possible Action Regarding the Annual Workforce Readiness Update for the 2022-23 School Year

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

Background

Since the annual workforce readiness report was last provided at the September 2022 meeting of the Committee on Student Achievement and School Innovation, the Career and Technical Education (CTE) office has continued its work to improve and to expand students' work readiness and to provide work opportunities for students throughout the district.

Highlights from the 2022-23 School Year

- Each high school had one main point of contact, which we call "career champions," to coordinate communication and work-based learning activities with CTE. In addition, each school had a work-based learning team to assist students with work readiness and employment. The teams are led by the career champion and include other key school staff members.
- In February, approval was given to add up to 20 full-time limited-term employment work-based learning specialist positions. These individuals will work directly in our schools to assist students with securing and sustaining employment.
- CTE met monthly with all career champions and College and Career Centers representatives. The purpose of the meetings was to ensure efficient communication and coordination between the schools and CTE to continue growing the number of internships and youth apprenticeships for our students.
- An Employer Playbook was provided to employers as a guide on how to provide high-quality, work-based learning opportunities for students.
- CTE established an online application system for all potential youth apprentices, making the process easier and more efficient for students to apply and for CTE to coordinate and track.
- Students interested in work opportunities had access to a CTE-developed work-readiness video which provided an overview of our youth apprenticeship and internship programs as well as next steps for students to become better prepared for work.
- CTE provided students with two Google Classrooms: a Job Readiness Google Classroom for all students interested in work opportunities, and a Google Classroom specific to youth apprenticeship. In addition, a Google Drive folder containing work-readiness resources was made available to all teachers, counselors, and other staff to access.
- The student job board was updated on a regular basis throughout the school year and was shared with all high-school students to view and to apply fot work opportunities.
- CTE held two in-person job fairs attended by more than 900 students this past school year. The junior fair was held on March 15, and the senior event was held on April 19.
- At least 2,015 students had some sort of work experience in the 2022-23 school year, including students who worked in summer 2022. This number includes experiences such as 2022 summer employment through the Mayor's Earn & Learn Program, the School-to-Work Transition Program, work release, youth apprenticeships, and internships.
- All students who successfully completed youth apprenticeships or internships received high-school credit.
- CTE continued its successful collaboration with the Milwaukee Metropolitan Association of Commerce to host career-exploration and work-readiness experiences and events for high-school students interested in health science, information technology, or finance.
- CTE entered into a contract with District C to offer alternative work experiences for students and to provide them with the kinds of transferable skills needed to succeed in the workplace.
- Together with our M^3 partners, MATC and UWM, CTE team members participated on the M^3 Work-based Learning Committee to improve and toexpand work-based learning opportunities for students.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

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(Item 7) Report with Possible Action on Comprehensive School Counseling Program

Your Committee reports having received the following report from the Administration. Although this item has been 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 outcome be provided to the Milwaukee Board of School Directors.

During the 2022-23 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 2022-23 school year continued to be a year of transition for students, and school counselors worked to provide various levels of support to students to ensure a successful transition. The activities implemented in 2022-23 for improving postsecondary outcomes included the following:

- School counseling curriculum — K5-grade 12
- ACP conferences — grades 5, 7, 9, 11
- ACP school teams and school plans — all schools
- UNCF Empower Me Tour — grade 12
- College Application Week — grade 12
- Ca$h for College Campaign (scholarship application) — grade 12
- FAFSA (Free Application for Federal Student Aid) Campaign — grade 12
- M^3 Milwaukee Parent Institute — elementary, middle, and high schools
- School counselor small groups — K–grade 12
- Decision Day — grade 12
- Virtual mindfulness room — K–grade 12
- Historically Black Colleges and Universities (HBCU) Week — K-grade 12
- Parental grade-level meetings — grades 9–12
- New school counselor 414 Tour
- High School/Top Grade Signing Day — grades 5 and 8
- Common Black College Application — grade 12
- Comprehensive school counseling program professional development — K-grade 12

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.32 - Comprehensive School Counseling Program

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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 Board of Control and the Milwaukee Board of Library Trustees.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

This month has been exciting as we welcomed the traditional-start students, celebrating the 2023-24 school year. Everyone is getting used to new routines, but excitement and energy abounds.

I extend a thank-you to all our employees for choosing MPS. The entire Board of Directors says "WELCOME and THANK YOU" to our new international staff members.

Effective and Efficient Operations

- Attended two meetings regarding the Green New Deal grant
- Attended James Madison's NAF monthly board meeting
- Attended a meeting with Dr. Posley regarding ESSER projects
- Attended the monthly meeting of the Board's Committee on Accountability, Finance, and Personnel
- Attended State Superintendent Dr. Jill Underly's State of Education Address. Music for the ceremony wasprovided by MPS's MHSA Vocal Jazz Ensemble
- Attended regular meeting of the Milwaukee Board of School Directors

Student, Parent, and Community Engagement

- Attended the first day of school for the traditional-start calendar at Maryland Avenue Montessori School
- Attended a town hall meeting sponsored by State Rep. Lakeisha Myers
- Attended the WISN/Salvation Army Backpack media event at Bryant Elementary
- Attended the *Voces De La Frontera* Gala held at Italian Community Center

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RESOLUTIONS

Resolution 2324R-003

By Directors Herndon and Zombor

WHEREAS, Board Governance Policy 2.03 notes that Wisconsin state statute "… states or implies that the Board has full power to operate the local public schools as it deems fit in compliance with state and federal mandates"; and

WHEREAS, The Board's authority extends to District facilities, both in their use and their standards; and

WHEREAS, Board Governance Policy 4.08 defines the parameters under which the District may consider and execute leases and rentals of space outside of the District's existing facilities; and

WHEREAS, Administrative Policy 5.01 sets forth a limited set of parameters under which the District may consider leasing and renting existing District facilities to external organizations; and

WHEREAS, In the absence of more defined parameters and procedures, it is the practice of the District to handle and negotiate leases and rentals of District property on a case-by-case basis; and

WHEREAS, The Milwaukee Board of School Directors wishes to achieve the highest levels of fiscal responsibility, accountability, and transparency in all facilities related matters and transactions; and

WHEREAS, The Milwaukee Board of School Directors has over a dozen active lease agreements; now, therefore, be it

RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, to develop an Administrative Policy and Procedure for lease activities of existing District facilities; and, be it

FURTHER RESOLVED, That the activities addressed by the Policy and Procedure include, but not be limited to:

- how lease terms are developed;
- how lease rates are determined;
- how lease rates may be adjusted to account for inflation or increased market values;
- a lease template;
- how, and by whom, capital improvement credits are assigned, inspected, reviewed, and approved for rent credits by the Board;
- a closing checklist in the event a lease is terminated;
- how the Department of Facilities and Maintenance Services will monitor compliance with all terms of lease agreements; and, be it

FURTHER RESOLVED, That the Administration's lease policy and procedure reflect the current wishes of the Board, as set forth in Administrative Policy 5.01, to execute leases with the intent to eliminate all costs to the Board of School Directors; and, be it

FURTHER RESOLVED, That the Administration is to present these updated policies and procedures to the Board for approval no later than the February 2024 Board cycle.

Referred to Committee on Legislation, Rules and Policies

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Having considered the balance of its agenda, the Board returned to the following items, which had been postponed from earlier in its meeting.

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 2) Action on a Request to Retire to Closed Session Relative to Crime Detection and Prevention Strategies in Follow-up to Resolution 2223R-006

Background

On 12/13/2022 the Board passed Resolution 2223R-006, the resolved portions of which read:

RESOLVED, that the Milwaukee Board of School Directors hereby directs the Administration to issue a Request for Proposals (RFP) for a school security expert to conduct a school safety risk and vulnerability assessment for the district; and be it

FURTHER RESOLVED, that the school safety assessment shall be completed no later than December 31, 2022, and shall include, but not be limited to, the following components:

- unannounced walkthroughs of randomly selected school buildings to audit building security, documenting any potential risks for intrusion from outsiders or other physical school safety concerns;
- analysis of building-level security, emergency and/or crisis response policies and procedures, with a focus on policies and procedures related to preventing and responding to violent incidents on school grounds;
- assessment of the content, frequency, participation and quality of school safety trainings conducted by schools and the central office; and be it

On 12/13/2022, the Board authorized a contract for the purpose of conducting the required study. The Administration is requesting that, in follow-up to the resolution, the Board retire to a closed session for the purpose of considering strategies for crime detection and prevention.

At the Board's regular meeting on July 27, 2023, information was presented to the Milwaukee School Board of Directors during a closed session pertaining to crime-detection and -prevention strategies. This evening information on this presentation will be shared with the Board during the open portion of the meeting.

With respect to this item, the Board may retire to closed session, pursuant to Wis. Stat., §19.85(1)(d), to consider strategy for crime detection or prevention. The Board may return to open session to take action or to continue with its agenda or it may adjourn from the closed session.

School Safety, Security, Climate, Culture, and Emergency Preparedness Assessment Results

Presented by Safe Havens International

Off-site Document Review

- Policies
- Procedures
- Emergency Plans
- Data

On-Site School-level Assessment

- Unannounced walkthrough at all schools
- Traffic observations during morning arrival or afternoon dismissal at all schools
- Weapons-screening process observation and penetration tests at some secondary schools
- Interviews with school administrators
- Crisis scenario simulations with school administrators and staff

Video and Audio Crisis Scenario Simulations

- Control video to screen for trauma and to explain what is needed
- Real-time simulations with 30 seconds to respond
- 1,674 video and audio crisis scenarios
- 282 MPS school employees (231 teachers and support staff and 51 school administrators)
- Six scenarios per employee
- Score responses to develop data

District-level Interviews

- Area Directors
- Departmental heads
- Other key personnel
- We interviewed more than 300 MPS personnel at the building and district levels

Many Positive Findings

MPS personnel impressed our personnel as being dedicated, passionate, and caring and as working tirelessly to serve your students.

MPS has expended considerable effort to continually improve its approaches to safety.

The MPS Safety and Security Leadership was very impressive to us. We found them to be forthright, highly experienced, knowledgeable, and dedicated to the District's mission.

Each school has at least one Stop the Bleed kit.

MPS has implemented a robust and wide array of positive behavior-based approaches to address the social, emotional, and behavioral needs of students and staff.

MPS has a robust data-collection-and-retention system for student conduct incidents and the intervention efforts used to address them.

MPS has a superb array of thoughtful, highly structured and effective prevention and intervention approaches. For example:

- student self-harm and suicide prevention is among the best programs in the country; and
- significant and meaningful efforts have been made in student bullying prevention:

Total Number of Bullying Events in the District			
2021-22	2018-19	2017-18	2016-17
639	752	1,015	1,718

All MPS schools have AEDs

MPS has excellent radio communications capabilities — mostly digital radios, with good coverage and number of radios.

All schools have buzzer access-control systems with integrated intercoms.

MPS is moving to a great camera system, with 72% being Avigilon.

Significant Challenges Faced by the District

The dramatic impact of social media, vaping, video games, etc. on youth served by MPS; the impacts of COVID; an increase in disruptive student behavior; budget challenges; and state mandates — These appear to be key factors in high turnover and vacancy rate — especially in the schools serving the most vulnerable students.

Key Opportunities For Improvement

- Vacancy rates and high turnover of personnel
- Student supervision
- SRO program
- 24/7/365 communications and life-safety monitoring center
- Staff development for life-safety topics
- Traffic activities during arrival and dismissal times
- Emergency Operations Plan
- Visitor-screening approaches

Options for Consideration

Full-time Multi-disciplinary Intervention Team

- Consider creating full-time, specialized multi-disciplinary teams to provide greater support for building administrators, teachers, and support staff — Could involve re-tasking current personnel
- Use local funding, grant funding, or a combination of these over time

Student Supervision

- Provide staff with training on student supervision techniques. (Safe Havens has free training videos on the topic.)
- Use an electronic hall-pass system

Staff Development

- Use a web-based staff-development platform for improved school safety, security, and emergency-preparedness training
- Have the Safety Department provide consistent live training to school-based staff and Support Department's personnel (custodians, food service personnel, etc.)
- Consider use of a drill-management software system to reduce the burden on building administrators/safety and security personnel

Life-safety System Monitoring and Emergency Communications

Establish a 24/7/365 life-safety monitoring and emergency communications center. This will dramatically improve the District's ability to use current and future technologies, to improve emergency communications, and to improve communications with the public after hours and will reduce the need to be dependent on on-site safety personnel for some functions.

School Resource Officers

- Work with Milwaukee PD to ask the legislature for greater flexibility in how officers can be deployed
- Work with Milwaukee PD to recruit officers who have the proper dispositions to work with students
- Work with Milwaukee PD to ensure that SROs complete NASSRO basic de-escalation training and other specialized training

- Work with Milwaukee PD to have SROs attend training by MPS personnel on the District's intervention programs and sessions on students with disabilities

Emergency Operations Plan

- Consider creating a full-time position to be responsible for emergency-management matters, including management of emergency plan and drill-and-exercise programs, and to provide oversight for emergency-management teams
- Use Safe Havens International's Emergency Plan Development Templates licensed for use by all WI schools and school districts for free

Next Steps

The Superintendent has tasked us to assist with the following:

- develop a list of school districts to visit, with contact points
- develop short-term, mid-range, and long-term priorities
- conduct follow-up virtual meetings with key staff to discuss options in more detail
- provide no-cost technical assistance calls and e-mails for his staff as needed over time.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Recommendation

The recommendation is that the Board determine how it wishes to proceed.

* * * * *

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

(Item 2) Consideration and Action to Not Renew the Administrator's Contract for the Position of Director of Office of Board Governance/Board Clerk, to be Effective upon Its Expiration on March 31, 2024

Background

Wisconsin Statutes, §19.85(1)(c), provides that a governmental body 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 retire to a closed session for this purpose. If it does so, the Board may reconvene in open session to take action on matters discussed in executive session or to consider the remainder of its agenda; otherwise, the Board may adjourn from executive 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 Implication Statement

Board Governance Policy BG 1.04, Executive Sessions

Fiscal Impact Statement

TBD

Recommendation

The recommendation is that the Board determine how it wishes to proceed.

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS (STUDENT EXPULSIONS)

The Board Clerk presented 11 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times for the Board's consideration and action.

- September 7, 2023, at 9:00 a.m., 10:00 a.m., 11:00 a.m., and 1:00 p.m.
- September 11, 2023, at 9:00 a.m.
- September 12, 2023, at 9:00 a.m.
- September 13, 2023, at 9:00 a.m. and 11:00 a.m.
- September 22, 2023, at 9:00 a.m., 11:00 a.m., and 12:00 p.m.

Also provided under separate cover for the Board's information were the monthly expulsion summaries.

Director O'Halloran moved to retire to closed session to consider the above items, pursuant to Wis. Stats., §§19.85(1)(c),(d),and (f).

The motion passed, the vote being as follows:

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

The Board retired to closed session 6:50 p.m.

The Board resumed open session at 8:15 p.m.

The question being on the Reports of the Independent Hearing Officers (Student Expulsions), Director O'Halloran moved to

1. modify the reports of the Independent Hearing Officers to change the expulsion reinstatement date for Expulsions 1, 2, 10, and 11 from May 21, 2027, to May 21, 2024; and
2. with those modifications, accept the reports of the Independent Hearing Officers.

The motion passed, the vote being as follows:

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

The next question being on the administrator contract for the Director of Office of Board Governance/Board Clerk, Director Zombor moved that the Board not renew the contract for the

position of Director of Office of Board Governance/Board Clerk, effective upon its expiration of March 31, 2024.

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Noes — Directors Carr and Jackson — 2.

The Board adjourned at 8:18 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 24, 2023

Special 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 President Herndon — 6.
Absent and Excused— Directors Carr, Gokalgandhi, and Jackson – 3.

The Board Clerk read the following call of the meeting:

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, 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.

No public testimony will be taken.

SPECIAL BOARD MEETING
5:30 P.M., TUESDAY, OCTOBER 24, 2023

1. Action on a Request for a Closed Session Relative to a Report with Possible Action Regarding a District Safety Drill as Required by Wisconsin State Statute 118.07(4)(cp) and Other Associated Requirements
2. Update with Possible Action on the 2023–2028 Strategic Plan Quarter One Review
3. Report with Possible Action on the District's Elementary and Secondary School Emergency Relief Fund
4. Work Session To Consider and Act on Amendments to the Preliminary Adopted FY24 Budget
5. Action on a Request to Approve the 2023-24 (FY24) Proposed Fall Budget Adjustments to the Adopted FY24 Budget

Executive Session Notice

The Board may retire into closed session pursuant to Wis. Stat. 19.85(1)(d) to consider crime detection or prevention strategies relative to Item 1, Action on a Request for a Closed Session Relative to a Report with Possible Action Regarding a District Safety Drill as Required by Wis. Stat. 118.07(4)(cp) and Other Associated Requirements. The Board may return to open session to take action on matters discussed in closed session or to continue with the remainder of its agenda.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on a Request for a Closed Session Relative to a Report with Possible Action Regarding a District Safety Drill as Required by WI State Statute 118.07 (4) (cp) and Other Associated Requirements

Background

WI. State Statue 118.07 (4)(cp) requires all public and private schools in Wisconsin conduct a safety drill prior to January 1 of the proceeding calendar year. The governing school board is to review and approve the drills and provide a letter to that effect which will be forwarded to the Wisconsin Department of Justice, Office of School Safety.

In compliance with WI. State Statute 118.07(4)(cp), MPS schools conducted safety drills on September 28, 2023. The safety drills require a written evaluation by each principal and a review by the school board within 30 days of the drills completions.

On September 28, 2023, safety drills were conducted at Milwaukee Public Schools. The drills consisted of a standard response to an emergency situation. Yearly, all Wisconsin schools, public and private, must conduct an emergency drill required by WI State Statute 118.07(4) (cp), also referred to as Act 143.

After administrators at each Milwaukee Public School conducted a fire drill, the principals prepared a written evaluation for the school board to review within 30 days of the drill. The board will provide a certification of the drills that will be forwarded to the Office of School Safety within the WI. Department of Justice by January 1, 2024.

The drills were intended to provide training for a building's occupants should an emergency situation occur and that would require a response based on the district and school's safety plan. The school's individual evaluations were very similar where administrators observed minor issues of concern. Those minor concerns were addressed at the school level by the administrators and will continue to be monitored in future drills. The drills lasted a few minutes, variations in time depended on the size of the school.

The drills were completed appropriately rendering discussion at the school level as to what needs improvement.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 4.03 - Security

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Recommendation

The Administration recommends the Board retire to closed session in order to consider this item.

Director O'Halloran moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(d) in order to consider the item. 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 considered the item in closed session from 5:38 to 5:53 p.m., whereupon the Board returned to open session. No action was taken on this item.

* * * * *

(Item 2) Update with Possible Action on the 2023–2028 Strategic Plan Quarter One Review

Background

The implementation of the 2023-2028 Strategic Plan began July 1 2023. This presentation will review each of the key action plans and special projects progress during quarter one. Each will include a summary of the data to date, the indicators of successful progress, areas that indicate less progress than expected, and next steps or adjustments to the plans. The strategic plan dashboard will also be reviewed.

Resolution and 2023–2028 Strategic Plan
Milwaukee Board of School Directors approvals:
Resolution 2122R-008 (July 2021)
Begin 2023–2028 Strategic Plan process (October 2021)

o Timeline of process needs is posted
o Community-wide input
o Plan covers a specific time frame
o Includes a mission statement, goals, and objectives
o Includes accountability measures and annual performance targets

Team Leads

• Paulette Chambers: Staff – Professional Learning
• Katrice Cotton: Rightsizing the District, Rightsizing the District: Facilities and Upgrades
• Martha Kreitzman: Budget, School Lunch Program
• Adria Maddaleni: Staff – Morale, Calendar
• Jennifer Mims-Howell: Student Achievement, Graduation and Postsecondary Readiness

Digital Connections

The district's strategic plan web page may be found on the Initiatives page.

The Strategic Plan Dashboard is also found on the Initiatives webpage and has been formatted for all screen types.

Strategic Plan – Special Projects

School Lunch Programs

Goals, Activities and Milestones

During the 2023–24 school year, the nutrition department will increase student knowledge of USDA guidelines while improving the quality of food services. (Office of Finance – Nutrition)

• Provide high-quality, nutritious, student-friendly meals (e.g., visually appealing) that meet the USDA requirements.
• Offer multiple menu choices to increase choices for diverse student groups.
• Students and family are aware of the offerings that are available.
• We have successful and actionable communications plans to students, staff, and families that maintain their knowledge of programs, food, and policies.
• To have a system that gathers and shares information regarding student allergies, special needs, and student opinions (e.g., star system, ratings).
• Cafeterias should be clean, informative, and welcoming.
• Students will be provided with instruction about nutrition and healthy eating habits.
• Food Service staff should provide excellent customer service to students and staff (e.g., respect, friendly).
• Staff is well trained and able to communicate programs to stakeholders.
• Current industry-standard equipment is needed in all kitchens.

Budget Engagement and Education

Goals, Activities and Milestones

By the end of the 2027–28 school year, the Office of Finance will increase education and engagement in the budget process at the district and school levels

• School and department leaders hold meetings about the budget with their stakeholders (e.g., schools meet with families, departments meet with staff) at least three times a year.
• Budget engagement opportunities are accessible to all audiences in multiple formats (e.g., tailored to audience interests).
• Educate staff and stakeholders regarding key components of budget allocations (e.g., per-pupil allocation, grants, staffing).

Student Achievement

Goals, Activities and Milestones

By 2028, Milwaukee Public Schools will see at least 50% of all students meeting proficiency or higher as measured by multiple student achievement measures.

- Students will be at grade level at the end of each school year.
- Students will complete rigorous coursework
- and will be exposed to world languages.
- Students will feel emotionally and physically safe in school.
- All classrooms will be inclusive for all students (e.g., race/ethnicity, special needs, gender).
- Students will be equipped with skills for continued learning.
- Students will be engaged in leadership and extracurricular activities.

Graduation and Postsecondary Readiness

Goals, Activities and Milestones

Milwaukee Public Schools will increase the graduation rate to over 75% in the next five years and will increase all student readiness that prepares them for success in higher education, post-education opportunities, work, and citizenship.

- All students will be prepared for career opportunities and/or postsecondary learning by graduation.
- Fifty percent of all graduates will enroll in postsecondary learning and graduate/complete.
- All students will be confident in their abilities to be successful in education, work, or the military.

Rightsizing the District

Goals, Activities and Milestones

By 2028, MPS will have sufficient schools to offer equitable programming to all students and sufficient fully licensed staffing to fill all classrooms

- By 2028, MPS will have increased the teacher fill rate for CSI schools by 5% each year.
- A larger continuous talent pool will be created using pathways for internal candidates and students as well as out-of-state recruitment.
- A plan will be developed to address census and enrollment patterns, space allocations, equity of programming, and student-teacher ratios to better serve the students and families.
- The school's day will be redefined to ensure sufficient instructional minutes for students, opportunities for professional learning/ collaboration with staff, and extracurricular engagement for students.

Rightsizing – Facilities and Upgrades

Goals, Activities and Milestones

By 2028, MPS will implement a long-term facilities master plan to address the needs identified in the strategic planning survey (e.g., building systems, bathroom upgrades, space utilization, enrollment patterns, and programming needs).

- A long-term facilities master plan will be developed and implemented that addresses the concerns raised by the students, staff, families, and community.
- Fewer buildings that are neither overcrowded or underutilized.
- State-of-the-art educational facilities, grounds, and building systems that meet the needs of all staff and students.
- Adequate staff operate, service, and maintain facilities and systems.
- The district is integrated and works synergistically and holistically with all offices.
- Centralized control of budget for facilities will better align maintenance budget with the needs of the district.
- Schools are marketable to families and the community that are welcoming, well maintained, and clean (e.g., historic, specialty).
- District initiatives have a plan and budget commitment for continued maintenance.

Communications

Goals, Activities and Milestones

By 2028, the communications department will have developed and implemented a communications plan to improve the image of the district and update the website.

• Communications will have centralized internal and external communications plans that include standard operating procedures that are actionable and cohesive.

• MPS leadership will be knowledgeable about best practices in communications and crisis communications.

• MPS and its schools should have a clear, consistent, and professional branding.

• The district and school websites are easily accessible, intuitive, and up to date for all stakeholders.

• The communications department has a targeted media relations strategy in place.

• MPS as a source of expertise on many topics and creates strong relationships between our district communications department and local media outlets.

• The communications department has adequate resources (financial, equipment and personnel) to meet the needs of the school district.

Staff Morale

Goals, Activities and Milestones

Annually, staff morale will improve as staff feel valued, safe, and supported to do their work successfully.

• Current methods of recognition will be reviewed and others will be developed to honor and acknowledge staff.

• Communications to staff will be developed (e.g., website, newsletter) along with methods of collaboration for increased opportunities for dialog and learning.

• A committee will be created to develop strategies for the district to improve staff morale.

• Safety policies, procedures, incidents, and concerns will be analyzed at all district sites to establish upgrades to security and protocols (audit).

Calendar

Goals, Activities and Milestones

By the 2024–25 school year, the Office of Human Resources will have addressed the implementation of one versus two calendars.

Develop Calendar Options for 2024–25

Staff Professional Learning

Goal, Activities and Milestones

By 2028, all MPS staff will receive professional learning opportunities to improve their performance and opportunities for advancement within their careers

• Structures will be developed to provide required professional learning within the workday for all staff.

• The district will provide differentiated supports and establish accountability measures to ensure fidelity in implementation of professional learning.

• All MPS staff will engage in ongoing professional learning and reflection to implement culturally responsive practices to create an inclusive learning community.

• The district provides required and self-directed intentional, unique, and leveled professional learning to meet the specific needs of staff.

Moving Forward

• The work continues!!

• Chief in charge of each plan will hold quarterly data reviews.

• Leads listed in the plans will report progress to the chief in charge of the plan.

• Align continuous school improvement plans to the strategic plan is critical.

• Align current and new work/initiatives to the strategic plan.

• Share results on the website.

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

NA

Implementation and Assessment Plan

NA

* * * * *

(Item 3) Report with Possible Action on the District's Elementary and Secondary School Emergency Relief Fund

Background

Between March of 2020 and 2021, Congress passed three stimulus bills related to the Elementary and Secondary School Emergency Relief Fund (ESSER Fund). These funds provide emergency financial assistance to address the impact that COVID–19 has had, and continues to have, on elementary and secondary schools.

ESSER I funding focused on purchasing technology for virtual learning, personal protective equipment and cleaning supplies to safely reopen schools. The District focused on three key priority areas namely accelerating learning, health and wellness and facilities when allocating ESSER II funds. Two additional priority areas, technology and extracurricular engagement, were added during the ESSER III budget planning process.

The Fall 2023 ESSER II and III Proposed Budget Revision Detail was provided under separate cover.

ESSER II and III Updates

The ESSER II and III Budget summary figures may be found in the attachments provided under separate cover.

ESSER II Accelerating Learning Highlights

STEM U.S. Department of Education Deputy Secretary Cindy Marten and U.S Congresswoman Gwen Moore toured schools on Friday, September 8, 2023, to see firsthand MPS' innovative expansion of its STEM curricula through ESSER funding.

Writing "I wanted to compliment you and your team on the writing resources that you have provided through PD and Mconnect. I have been teaching ELA/Reading in the district for 24 years and I haven't seen such clear, solid Writing resources (in the last decade). Thank you for the work you and your team have done. It's excellent!

Visual Art ESSER allowed purchases of equipment such as kilns, clay equipment, printmaking, as well as new furniture and storage. ESSER funds also provided opportunities for students to participate in community arts experiences such as the Holiday Folk Fair, Kohler Arts Center, and various community events.

UW-Whitewater Camp "I want to thank you from the bottom of my heart for providing this opportunity to my daughter…This camp has been a game changer! It was extremely well run …(my daughter) was social, independent and I was told funny as well. My heart is swelling with gratitude!!!

Science ESSER funds were used to purchase science adoptions from Houghton Mifflin Harcourt for the elementary and middle schools. The curriculum is skill-based and interactive in its nature, which allows for students to be at the center of their learning.

Reading As a result of ESSER Funds, over 600 teachers were able to participate in a summer reading institute on differentiated small group reading instruction and what the science of reading looks like in the classroom. This was led by nationally recognized reading expert, Jan Richardson.

ESSER II Health and Wellness Highlights

• Teletherapy available to all students
• SCPMH expanded to 39 schools
• Evidenced-based trauma and crisis response training for mental health support staff (500+ instances logged)
• Improved Employee Assistance Program (EAP) with additional staff sessions available
• Hiring of additional social workers and counselors
• Expanded services for
• BLMA
• Gender, Identity, & Inclusion
• Restorative Practices
• Implementation of anti-racism PD
• Ropes course improvements
• Playground improvements
• Fitness rms in middle/high schools

ESSER II Facilities Highlights

Accomplishments

• Contracted Integrated Project Delivery Contractors & Owner's Representative:
• Removal of outdated carpeting and replaced with new flooring
• Replacing existing drinking fountains with new water bottle stations
• Performing testing and balancing of building mechanical systems
• Replacing deficient mechanical systems
• Installing missing bug screens and replacing older window systems
• Installation of outdoor classroom features and structures

Future Tasks

Continued work with the Integrated Project Delivery Contractors & Owner's Representative:
• Complete the tasks identified above
• Work with the Grant Department to close out the project finances
• Provide the necessary documentation for submittal to DPI

ESSER III Technology Highlights

Accomplishments

• 2,500 Interactive Flat Panels have been delivered to schools replacing all Smartboards in the district.
• Replacement of obsolete laptop and desktop computers in classrooms to meet upcoming Windows 11 requirement.
• 13 PLTW Computer Labs refreshed with new computers, Vex robotic equipment and 3-D printers.
• 18 high schools have Esports computers and furniture and 10 schools are operating with competition beginning this fall.

Future Tasks

• Continue HVAC master closet upgrades, interior digital signage and exterior marquee signage installs.
• Continue fiber optic cabling replacements at all MPS sites.
• Expand Esports opportunities for students in middle schools.

ESSER III Extracurricular Highlights - Overnight Camping

163 students registered

7 camps(30-343 miles from Milwaukee)
48 MPS schools represented

More Information on ESSER

An online version of the Fall 2023 Budget Revision Detail is posted on the district's ESSER website
For more information about the Fall 2023 Proposed Budget Revision Detail, please contact MPS Office of
Finance.

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 3.02 - Budget Control

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Funds for ESSER I were expended or obligated by September 30, 2022, for ESSER II by September 30, 2023. ESSER III will be expended or obligated by September 30, 2024.

* * * * *

(Item 4) Work Session To Consider and Act on Amendments to the Preliminary Adopted FY24 Budget

Background

Attached for the Board's consideration is one additional amendment to the Superintendent's FY24 Preliminary Adopted Budget. Amendment 06 is sponsored by Directors Zombor and Herndon. .

Intent

To create an Agriculture Farm Assistant II position to assist with year-round farm operations including livestock management, potential crop production, forestry management, outreach activities, and other agriculture practices related to Vincent High School of Agricultural Sciences educational programming.

Funding Source

Decrease Supplemental School Support by $97,138 in order to add one FTE position with a salary of $64,330 and benefits of $32,808.

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 fiscal impact will be determined by the action taken by the Board.

Recommendation

The recommendation is that the Board determine how it wishes to proceed relative to the proposed amendment.

Director O'Halloran moved approval of the amendment. The motion passed, the vote being as follows:

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

* * * * *

(Item 5) Action on a Request to Approve the 2023-24 (FY24) Proposed Fall Budget Adjustments to the Adopted FY24 Budget

Background

The Wisconsin Department of Public Instruction (DPI) certified school districts' aid amounts on October 15, 2023, and updated the District's revenue-limit worksheet on October 17, 2023. 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 2023-24 budget as adopted by the Milwaukee Board of School Directors (Board) on May 25, 2023.

Attachment 1 summarizes the recommended fall changes to the budget adopted in May 2023, 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 2 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 2023.

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.

The FY23-24 Budget Resolutions for School Operations, Construction, and Extension funds read:

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 $1,104,994,544 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 2024 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 $9,434,000 will be required for the operation of the Milwaukee Parental Choice Program; and that $193,278,904 will be required for the operations of the Milwaukee Public Schools and that a total of $202,712,904 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 2024, 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 $7,100,000 will be required for the 2024 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $5,000,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2024, 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 $114,443,075 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2024 Fiscal Year, and that $112,443,075 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 2024, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources

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

Approval of the proposed fall budget changes as outlined in Attachment 1 will result in a total budget, including estimated categorical grants, which contains ESSER funding, of $1,607,809,055, based upon current law and revenue-limit calculations.

Implementation and Assessment Plan

Upon the Board's approval, the adjustments will be made to the 2023-24 budget.

Recommendation

The Administration recommends the Board adopt the fall budget changes as proposed, and that the annual budgetary resolutions be adopted as indicated.

Director Garcia moved to adopt the fall budget changes as proposed, inclusive of the amendments previously adopted, and to adopt the annual budgetary resolutions as provided under separate cover and as read into the record.

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 adjourned at 7:48 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 26, 2023

Regular 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— Directors Carr and Jackson – 2.

Before proceeding with our agenda items, the Chair would ask for a moment of silence to commemorate the passing of the following members of the MPS community:

•Kamron Carney, as student from Carmen Northwest

•Lisa Downs, a food service assistant from Wedgewood Park school

•Barbara Hill, a retired paraprofessional from Morse Middle school

•Troy Moore, a building service helper from Washington High School of Information Technology

•Kathryn Poznanski, a teacher from Starms

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APPROVAL OF MINUTES

Director Gokalgandhi moved approval of the minutes as presented in the attachments to this item, inclusive of changes recommended by Director Zombor. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes— None – 0.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Superintendent's Report – October 2023

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities under way 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.

MPS Jazz Ensemble Performs at State Capitol

On September 21, the melodic voices of the Milwaukee High School of the Arts Vocal Jazz Ensemble resonated within the State Capitol Rotunda during the annual State of Education address. It was an honor for the ensemble to be invited by State Superintendent Dr. Jill Underly to the occasion.

The ensemble's singers skillfully rendered the National Anthem and "Everything Must Change" by jazz artist Benard Ighner. With 13 talented members, the ensemble's harmonious voices brought these important and relevant compositions to life, leaving a lasting impact on the attendees.

Ensemble members conveyed their gratitude to Dr. Underly for extending the invitation to perform at this prestigious event. Their hope was evident: that the officials present would be moved to prioritize arts education within MPS, recognizing its invaluable role in students' development and well-rounded education.

Following the State of Education address, the ensemble students were welcomed to a reception at the Governor's Mansion, where they had the opportunity to engage with various officials, creating meaningful connections and reinforcing the significance of arts in education.

MPS Skilled Trades and Technical Career Fair

On October 4, Milwaukee Public Schools hosted its annual Skilled Trades and Technical Career Fair at the new Milwaukee Tools office, located at 551 North Fifth Street. Hundreds of Milwaukee Public Schools students, primarily juniors and seniors, gathered for this engaging event, providing them with an opportunity to explore a wide spectrum of career paths. These paths span from construction and manufacturing to healthcare and information technology. Nearly 50 employers engaged with students from 25 MPS high schools, introducing them to potential apprenticeships and various other career prospects.

The MPS Department of Facilities and Maintenance was one of the employer partners taking part in the career fair and offering apprenticeships to students. The department offers students the chance to work in diverse trades shops, covering carpentry, electrical work, automotive, locksmithing, masonry and bricklaying, painting, steam fitting, grounds maintenance, plumbing, insulating, construction, and design.

The MPS apprenticeship program operates in a manner similar to other youth apprenticeship programs. In each discipline or field, student apprentices collaborate with experienced mentors to gain essential work experience. MPS ensures that student apprentices acquire the necessary certifications to work on projects funded by the city or MPS. This widens the horizons for employment opportunities for our student apprentices, providing them with valuable skills and a promising future.

MPS Acknowledges and Celebrates Indigenous Peoples' Day

Indigenous Peoples' Day, observed on October 9, is a significant occasion on which MPS aligns with the City of Milwaukee, the State of Wisconsin, and numerous individuals and organizations across the nation to celebrate the vibrant cultures and cherished values of Indigenous peoples. Traditionally a day designated for the observance of Columbus Day, MPS teachers, staff, families, and students actively engage in a range of activities, lessons, and commemorations to deepen their understanding of the rich histories, enduring values, diverse cultures, and remarkable achievements of Native American Nations.

MPS's New Green Schoolyards

On October 11, Riley Dual Language Montessori School hosted a celebration to mark the unveiling of five new environmentally friendly, or "green," schoolyards within Milwaukee Public Schools.

These playgrounds have undergone a remarkable transformation, shedding vast stretches of pavement to make room for lush green spaces. This redevelopment not only enhances opportunities for student learning and play but also plays a crucial role in managing stormwater runoff, preventing it from overwhelming Milwaukee's sewer system and contaminating Lake Michigan. These projects collectively have the capacity to capture more than 760,000 gallons of water every time it rains.

The redevelopment initiative is a collaborative effort of Milwaukee Public Schools and several esteemed partners that include the City of Milwaukee, the Milwaukee Metropolitan Sewerage District, and the nonprofit environmental organization Reflo. Additional support has come from various partners and funders, including the Milwaukee Public Schools Foundation, to contribute to the successful realization of this project.

The schools most recently benefiting from these revitalized playground areas are Riley Dual Language Montessori School, Frederick J. Gaenslen School, Milwaukee German Immersion School, and Alexander Mitchell Integrated Arts School.

The celebration was a festive affair, featuring speakers, a ribbon-cutting ceremony, and a jubilant atmosphere. To add a special touch to the event, students from Riley contributed to the festivities by writing their own lyrics and singing them to the tune of "La Bamba" to celebrate the rejuvenated playground and its positive impact on their educational journey.

Black Lives Matter at School T-Shirt Contest

The 2023-24 Black Lives Matter at School T-shirt contest has officially kicked off, and students from every corner of Milwaukee Public Schools are responding with enthusiasm. These young minds have poured their creative energy into crafting unique T-shirt designs that not only pay homage to the vital Black Lives Matter movement but also depict the significant role that Black Lives Matter plays in the very fabric of Milwaukee Public Schools.

In a powerful demonstration of unity, creativity, and social awareness, these students use their artistic talents to convey an important message. Their designs serve as a medium through which they express their support and commitment to equality and justice.

The anticipation is building as we look forward to announcing the winning designer this November. The chosen artist will not only gain well-deserved recognition but also will receive a $100 gift card, four T-shirts featuring their winning design, and the privilege of having their creation featured on Milwaukee Public Schools' official Black Lives Matter at School T-shirts. This opportunity extends far beyond just an award—it is an avenue for the winning designer to make a lasting impact by spreading the message of unity and inclusion throughout the community.

MPS Winter Sports Registration Now Open

It may be hard to believe, but the time has come to gear up for winter sports: boys' and girls' basketball, boys' and girls' wrestling, and boys' swimming.

Registration has officially begun for the winter 2023–24 season of MPS high school athletics, and it will continue to be open until November 27, 2023.

At the heart of Milwaukee Public Schools athletics lies a belief in the transformative power of sports. We embrace the idea that student participation in sports leads to personal growth through valuable team experiences and hands-on guidance. Additionally, it fosters healthy competition, nurtures leadership skills, and promotes a sense of community pride. We are thrilled to be part of this journey with our students and their development.

To register for a winter sport, go to the Milwaukee City Conference online registration platform and contact your school athletic director with any questions.

Free physicals are also available at multiple locations for all student-athletes.

Strategic Plan Compatibility Statement

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

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

(Item 1) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

The State is now sitting on an overall balance of $8.87 billion as it continues to dramatically underfund its own recommendations to support English learners, students with disabilities and students challenged by poverty. The fiscal update of the Blue Ribbon Commission on K-12 Education recommendations clarifies the amounts needed for the state to come into compliance with support for students in these areas.

The attached school levy tax credit disclosure notice from 2022 demonstrates and clarifies the amount that the annual school levy was reduced or offset for the property taxes of 2022 - $51.6 million. It is anticipated that the 2023 levy credit will further reduce the property tax impact by an estimated 27%.

Documents produced by the State of Wisconsin on this topic have 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, 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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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 September 16, 2023 and October 14, 2023, Accountability and Efficiency Services fulfilled nine requests for information/research and six special projects. Accountability and Efficiency Services also completed seven constituent inquiries and satisfied one impartial hearing officer (IHO) assignment 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 the reporting period, Contract Compliance Services (CCS) staff members focused on our Communities In Need (COIN) and Student Engagement Programming.

CCS staff members participated in the district's Skilled Trades Fair. The event provided CCS with an opportunity to engage high school students, gaining an understanding of their career interests to determine how they align with our current internship opportunities. 190 students expressed interest in our COIN and Student Employment opportunities. CCS is scheduled to participate in additional fairs throughout the 2023-2024 school year.

CCS is continuing its partnership with Reflo Sustainable Water Solutions. We are excited to sponsor 35 MPS high school students for their School Year Environmental Internship. This exciting program offers experiential learning and personal growth opportunities related to the environment, climate education and justice, and sustainability for high school students attending Milwaukee area schools.

Lastly, four students were referred out for interviews. All four were hired in the following career industries: administrative services, culinary arts, library management, and technology.

CCS continues to partner with departmental and internal sponsors to create additional internships and work-based learning opportunities for our high school students.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations
Statute, 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 19 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 the following dates and times:

October 2, 2023, @ 8:30 a.m., 10:00 a.m., 11:00 a.m., 12:00 p.m.

October 3, 2023, @ 8:00 a.m., 9:00 a.m., 10:00 a.m., 11:30 a.m., 1:00 p.m.

October 4, 2023, @ 10:45 a.m.

October 6, 2023, @ 9:00 a.m., 12:00 p.m., 3:00 p.m.

October 11, 2023, @ 9:00 a.m.

October 12, 2023, @ 9:00 a.m.

October 16, 2023, @ 9:00 a.m., 10:00 a.m.

October 18, 2023, @ 9:00 a.m.

October 19, 2023, @ 11:30 a.m.

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

Ayes — Directors Garcia, Gokalgandhi, , Leonard, O'Halloran, Siemsen, and President Herndon — 6.
Abstention – Director Zombor – 1
Noes — None.

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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 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, has been forwarded to the Board without recommendation.

On the motion of Director Zombor, 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 Resignations and Retirements, Affirmative Action

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Tyann Allen	Building Service Helper I	09/25/2023	$17.17/hr
2 Jeffrey Dorsey	Building Service Helper I	09/25/2023	$17.17/hr
2 Zaria Dukes	Building Service Helper I	09/11/2023	$17.17/hr
2 Travis Flowers	Building Service Helper I	09/18/2023	$18.89/hr
2 Eric Goudy	Building Service Helper I	09/25/2023	$17.17/hr
2 Shantalay Griffin	Building Service Helper I	09/25/2023	$17.17/hr
2 Kiayanna Harris	Building Service Helper I	09/25/2023	$17.17/hr
4 Jahaira Hernandez	Building Service Helper I	09/25/2023	$17.17/hr
4 Domingo Hernandez	Building Service Helper I	09/18/2023	$20.03/hr
2 Lecarter Kimble	Building Service Helper I	09/11/2023	$20.61/hr
2 Jordan Lemon	Building Service Helper I	09/11/2023	$17.17/hr
2 Tameca Martin	Building Service Helper I	09/25/2023	$17.17/hr
2 Tywan Mathis	Building Service Helper I	09/18/2023	$20.03/hr
2 Janice McAfee	Building Service Helper I	09/25/2023	$21.75/hr
2 Joe Mills	Building Service Helper I	09/11/2023	$17.17/hr
5 Kerry Poradek	Building Service Helper I	09/18/2023	$23.47/hr
2 Amber Thomas	Building Service Helper I	09/11/2023	$17.17/hr
2 Glenda Watkins	Building Service Helper I	09/18/2023	$20.61/hr
2 Santrina White	Building Service Helper I	09/18/2023	$17.17/hr
2 Juanisha Williams	Building Service Helper I	09/11/2023	$17.17/hr
2 Malcolm Wilson	Building Service Helper I	09/25/2023	$17.17/hr
2 Samantha Barnett	Children's Health Assistant	09/15/2023	$25,797.16
2 April Fitch	Children's Health Assistant	09/11/2023	$24,475.30
2 Mary Jackson	Children's Health Assistant	09/08/2023	$23,813.81
2 Andrea Levy	Children's Health Assistant	09/11/2023	$21,171.22
2 Quanita Madison	Children's Health Assistant	09/11/2023	$21,171.22
2 Tammie Reynolds	Children's Health Assistant	09/25/2023	$24,475.30
2 Tamika Thomas	Children's Health Assistant	09/11/2023	$24,475.30
4 Maria Arriola	Food Service Assistant	09/05/2023	$17.17/hr
2 Liceal Brazell	Food Service Assistant	09/25/2023	$17.17/hr
2 Leonetta Davis	Food Service Assistant	09/11/2023	$18.72/hr
2 Laquita Edwards	Food Service Assistant	09/26/2023	$17.69/hr
4 Jaida Flores-Robbins	Food Service Assistant	09/05/2023	$17.17/hr
2 Aaliya Ford	Food Service Assistant	09/11/2023	$17.17/hr
2 Brittany Franklin	Food Service Assistant	09/25/2023	$18.72/hr
2 Alicia Gail	Food Service Assistant	09/05/2023	$18.20/hr
5 Kristy Grace	Food Service Assistant	09/11/2023	$17.69/hr

2 LaQesha Green	Food Service Assistant	09/25/2023	$17.69/hr
2 Cashmier Gresby	Food Service Assistant	09/06/2023	$18.72/hr
2 Lula Jenkins	Food Service Assistant	09/05/2023	$20.26/hr
2 Tysheana Jennings	Food Service Assistant	09/05/2023	$17.17/hr
2 Larita Johnson	Food Service Assistant	09/05/2023	$18.20/hr
2 Christjohn Jones	Food Service Assistant	09/25/2023	$17.17/hr
2 Devona Jones	Food Service Assistant	09/25/2023	$17.17/hr
2 Desha Joy	Food Service Assistant	09/18/2023	$17.69/hr
2 Willie Lee	Food Service Assistant	09/05/2023	$21.81/hr
2 Ausha Mclaurin	Food Service Assistant	09/05/2023	$17.69/hr
4 Samy Sanchez Castillo	Food Service Assistant	09/05/2023	$17.69/hr
5 Kimberly Schultz	Food Service Assistant	09/18/2023	$18.72/hr
2 Theresa Starks	Food Service Assistant	09/12/2023	$17.17/hr
2 Sheleah Walker	Food Service Assistant	09/05/2023	$17.17/hr
2 Nanetta Washington	Food Service Assistant	09/05/2023	$18.20/hr
2 Chelest Wilbert	Food Service Assistant	09/07/2023	$19.75/hr
2 Cameron Fortune	Paraprofessional – Parent Involvement	09/25/2023	$28,452.00
4 Ana Ayala	Paraprofessional	09/11/2023	$25,786.00
2 Sherita Coleman	Paraprofessional	09/25/2023	$21,339.00
5 Katrina Deveau	Paraprofessional	09/11/2023	$21,339.00
2 Ametrious Farmer	Paraprofessional	09/25/2023	$21,339.00
4 J Jesus Fletes	Paraprofessional	09/18/2023	$21,339.00
2 Annquetta Fondren	Paraprofessional	09/11/2023	$21,339.00
4 Zaidy Gonzalez	Paraprofessional	09/18/2023	$22,648.00
2 Lynn Hartenberger	Paraprofessional	09/05/2023	$21,339.00
5 Elaine Hawk	Paraprofessional	09/11/2023	$24,211.00
4 Alicia Hernandez	Paraprofessional	09/11/2023	$21,339.00
5 Maura Horgan	Paraprofessional	09/14/2023	$21,860.00
4 Miguel Lozano Vazquez	Paraprofessional	09/25/2023	$21,339.00
4 Sara Martinez	Paraprofessional	09/18/2023	$24,999.00
5 Dakota Maves	Paraprofessional	09/15/2023	$21,339.00
3 Mohana Mulabagili	Paraprofessional	09/15/2023	$24,211.00
4 Andreina Orozco	Paraprofessional	09/11/2023	$21,860.00
4 Norma Quiles	Paraprofessional	09/25/2023	$29,712.00
7 Matthew Reed	Paraprofessional	09/18/2023	$22,648.00
5 Erica Repinski	Paraprofessional	09/15/2023	$21,860.00
4 Yesenia Reyes	Paraprofessional	09/25/2023	$23,435.00
4 Jenny Santiago	Paraprofessional	09/11/2023	$28,137.00
2 Shadonna Vickers	Paraprofessional	09/18/2023	$26,574.00
4 Angelica Wacker	Paraprofessional	09/18/2023	$21,339.00
2 Lyric Williams	Paraprofessional	09/11/2023	$21,339.00
2 Sarah Williams	Paraprofessional	09/18/2023	$21,339.00
2 Thomas Wirth	Paraprofessional	09/18/2023	$27,349.00
2 Jamelia Lane	PT School Support Staff	08/28/2023	$15.00/hr
2 Debra Melissa Brinkley-Lagrone	School Safety Assistant	09/06/2023	$26,594.00
2 Derrell Byers	School Safety Assistant	09/06/2023	$26,594.00
2 Brianna Fisher	School Safety Assistant	09/06/2023	$26,594.00
2 Keanna Hibbler	School Safety Assistant	09/06/2023	$26,594.00
2 Jordan Hunter	School Safety Assistant	09/06/2023	$26,594.00
2 Starkiesha James	School Safety Assistant	09/25/2023	$26,594.00
2 Victoria Love	School Safety Assistant	09/06/2023	$26,594.00
2 Damar Mcghee	School Safety Assistant	09/06/2023	$27,257.00
2 Brunasia Richardson	School Safety Assistant	09/06/2023	$26,594.00
2 Temone Winslow	School Safety Assistant	09/06/2023	$26,594.00
4 Jessica Cabrera Alicea	School Secretary I – 11 Month	09/25/2023	$36,037.00
2 Ariya Roth	School Secretary I – 11 Month	09/05/2023	$36,037.00

4 Ricardo Ramos	School Kitchen Manager III	09/25/2023	$35,331.00
5 Britani Belanger	School Kitchen Manager Trainee	09/07/2023	$18.60/hr
2 Darnell Brimmer	School Kitchen Manager Trainee	09/07/2023	$19.63/hr
2 Jennifer Bonner	School Social Work Aide II	09/05/2023	$19,668.00

PROMOTIONS

2 Dajana Green	Food Service Assistant	09/25/2023	$17.69/hr
2 Willie Jones	Food Service Assistant	09/25/2023	$18.20/hr
2 Demarko Lewis	Food Service Assistant	09/25/2023	$17.17/hr
2 Kallai Patterson	Food Service Assistant	09/25/2023	$18.72/hr
2 Carmelita Williams	Food Service Assistant	09/25/2023	$17.17/hr
2 Velina Alexander	Paraprofessional	09/25/2023	$27,349.00
4 Samantha Garza Nagel	Paraprofessional	09/21/2023	$21,860.00
2 Yolonda Jackson	Paraprofessional	09/15/2023	$23,435.00
4 Irma Maldonado	Paraprofessional	08/28/2023	$29,712.00
5 Sara Winski	Paraprofessional	09/25/2023	$23,435.00
2 Nikikka Woods	Paraprofessional	09/18/2023	$21,339.00
2 Tiffany Williams	School Secretary I – 10 Month	09/11/2023	$33,843.00
2 Diane Joshua	School Kitchen Manager I	08/07/2023	$37,220.00
2 Donna Survillion	Secretary II	09/07/2023	$47,619.70

REHIRES

2 Lamont Clark	Building Service Helper I	09/18/2023	$18.32/hr
2 Shamia Eddmonds	Building Service Helper I	09/11/2023	$17.17/hr
2 Linda Johnson	Building Service Helper I	09/11/2023	$17.17/hr
2 Jimika Martin	Building Service Helper I	09/18/2023	$20.61/hr
2 Richard Watson	Boiler Attendant Trainee	09/25/2023	$49,780.58
2 Isaiah Baisden	Children's Health Assistant	09/25/2023	$21,831.58
2 Denise Beck	Children's Health Assistant	09/08/2023	$24,475.30
4 Maria Rodriguez	Children's Health Assistant	09/08/2023	$23,153.44
2 Desnae Harmon	Food Service Assistant	09/25/2023	$17.17/hr
2 Shamika Hill	Food Service Assistant	09/25/2023	$19.23/hr
2 Yvette Robinson-Webb	Food Service Assistant	09/05/2023	$17.69/hr
2 Edward Nwagbaraocha	IT Service Technician	09/11/2023	$63,772.00
2 Sabrina Brooks	Paraprofessional	09/11/2023	$27,349.00
5 Brittany Nelson	Paraprofessional	09/25/2023	$24,211.00
4 Cecilia Reyna	Paraprofessional	09/18/2023	$24,211.00
2 Attache Greer	School Safety Assistant	09/06/2023	$26,594.00
2 Joshua Schmidt	School Safety Assistant	09/05/2023	$29,276.00
2 Takia Woulard	School Safety Assistant	09/19/2023	$28,258.00
2 Jada Kyles	School Secretary I – 10 Month	09/05/2023	$30,598.00
2 Sherri Torrence	Secretary II	09/11/2023	$57,272.55

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SUPPORT TEACHER

5nr	Radtke,Lisa M SCHOOL SUPPORT TEACHER	01/BA	$63,789.00	9/18/2023
2nr	Suggs,Diamond E SCHOOL SUPPORT TEACHER	01/MA	$95,023.00	9/25/2023

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

6r	Ejimofor,Nkechi GEN ELEM & K8 - ALL GRADES	01/MA	$70,549.00	8/28/2023

2r	Johnson,Marilyn KINDERGARTEN (4 YR OLDS)	01/MA	$74,628.00	8/28/2023
5r	Nagle,Anna G SPEC ED MULTICATEG.	01/MA	$74,628.00	9/28/2023
4nr	Pedroza,Byed GEN ELEM & K8 - ALL GRADES	01/BA	$61,925.00	9/18/2023
5r	Peiffer,Angela R EARLY CHILDHOOD- SPEC ED	01/MA	$58,312.00	9/25/2023
2r	Rhenals Torres,Ernesto AMP HPE	01/BA	$60,060.00	9/11/2023
2r	Riley-Hendricks,Kissha A GEN ELEM & K8 - ALL GRADES	01/BA	$50,737.00	9/25/2023
3nr	Torregosa,James Roger DAY TO DAY TEACHER	01/BA	$60,060.00	9/18/2023
4r	Yanez Requena,Gustavo Adolfo GEN ELEM & K8 - ALL GRADES	01/BA	$60,060.00	9/18/2023

ACTION ON CERTIFICATED APPOINTMENTS-SCHOOL SOCIAL WORKER-EARLY START

2r	Warren,Kenya M SCHOOL SOCIAL WORK	01/2A	$63,689.00	9/18/2023

ACTION ON CERTIFICATED APPOINTMENTS-TEACHER-EARLY START

2r	Afolabi,Omotola O SCIENCE	01/MA	$60,353.00	9/18/2023
5r	Amorocho,Najesda ENGLISH	01/BA	$56,331.00	9/18/2023
2r	DeJohnett,Gunsby SPEC ED MULTICATEG.	01/MA	$62,391.00	9/18/2023
2r	Enyogoi,Isaac MATHEMATICS	01/BA	$56,331.00	9/18/2023
4nr	Garcia,Mercedes GEN ELEM & K8 - ALL GRADES	01/MA	$62,391.00	9/18/2023
2r	Muchiri,Jane ENGLISH	01/BA	$63,789.00	8/28/2023
2r	Odunga,Gabriel K MATHEMATICS	01/BA	$52,601.00	9/18/2023
4r	Olmos Solano,Tatiana ENGLISH AS SECOND LANGUAGE	01/MA	$58,312.00	8/28/2023
3nr	Perez,Joseph HEALTH - PHY ED	01/BA	$58,196.00	9/18/2023
2r	Taylor,Tawana T SPEC ED MULTICATEG.	01/MA	$74,628.00	9/25/2023

ACTION ON CERTIFICATED ACTION- PERMIT TEACHER

2r	Amara,Iheanyi SAGE INTERVENTION TCHR	XX/4W2	$49,860.00	9/18/2023
4r	Ayazo Solar,Andrea BILINGUAL EDUCATION	XX/4W2	$49,836.00	9/18/2023
1r	Bolivar,Gisselle BILINGUAL EDUCATION	XX/4W2	$49,860.00	9/18/2023
4r	Castellanos,Luisa SAGE	XX/4W2	$49,836.00	9/18/2023
2r	Cole,Taleavia GEN ELEM & K8 - ALL GRADES	XX/4W2	$49,836.00	9/11/2023
5r	Dawabsheh,Amanda K	XX/4W2	$49,836.00	9/25/2023

	ENGLISH AS SECOND LANGUAGE			
5nr	Jelic,Milica	XX/4W2	$49,836.00	9/25/2023
	GEN ELEM & K8 - ALL GRADES			
2r	Johnson,Charles A	XX/4W2	$49,836.00	9/18/2023
	DAY TO DAY TEACHER			
2r	King,Shamika L	XX/4W2	$49,836.00	9/11/2023
	GEN ELEM & K8 - ALL GRADES			
2nr	Korir,Justus	XX/4W2	$49,836.00	9/18/2023
	MULTICATEG. COMP. SEN			
5r	Lussier,Danielle	XX/4W2	$49,836.00	9/25/2023
	EARLY CHILDHOOD- SPEC ED			
5r	Murphy,Brendan B	XX/4W2	$49,836.00	9/11/2023
	AMP ART			
2nr	Njoku,Princewill	XX/4W2	$49,860.00	9/18/2023
	GEN ELEM & K8 - ALL GRADES			
2r	Sakiru,Kazeem	XX/4W2	$49,860.00	8/28/2023
	GEN ELEM & K8 - ALL GRADES			

ACTION ON CERTIFICATED ACTION-PERMIT TEACHER-EARLY START

2r	Agosu,Peter	XX/4W2	$49,860.00	8/28/2023
	SOCIAL STUDIES			
4r	Bernal,Carlos	XX/4W2	$49,836.00	9/11/2023
	MATHEMATICS			
2r	Ehinju,Mufutau T	XX/4W2	$49,836.00	9/18/2023
	SCIENCE			
2r	Godfrey,Kingsley	XX/4W2	$49,836.00	9/18/2023
	GEN ELEM & K8 - ALL GRADES			
3r	Khan,Achsah	XX/4W2	$49,836.00	9/18/2023
	SPEC ED MULTICATEG.			
2r	Makhulo,James	XX/4W2	$49,836.00	9/18/2023
	MIDDLE SCHOOL- GENERAL			
2r	Nawaane,Eric	XX/4W2	$49,836.00	9/18/2023
	SCIENCE			
4r	Nunez Olaciregui,Johana	XX/4W2	$49,860.00	9/18/2023
	AMP ART			
2r	Okoro,Benjamin	XX/4W2	$49,836.00	9/18/2023
	CAT ENG MID			
2r	Oladiji,Opeyemi A	XX/4W2	$49,836.00	9/18/2023
	SAGE			

ACTION ON CERTIFICATED ACTION-PERMIT SCHOOL COUNSELOR-EARLY START

2r	Toliber,Nakia	XX/4W2	$49,836.00	9/25/2023
	GUIDANCE			

			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	23	23	0	25	3	8	8	1	0
SSW's	0	1	0	1	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	23	24	0	26	3	8	8	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 September 2023:		
Princess High	Obama S.C.T.E	September 14, 2023
Illness Leave October 2023:		
Erica Breitbarth	Ronald Reagan High School	October 18, 2023
Personal Leave March 2024:		
Annie Kassens	Honey Creek School	March 1, 2024

Resignations and Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	3.9	5	Ali Albassam	Teacher	South Division	09/15/2023
Retire	30.1	5	Thomas Bauldry	Teacher	Parkside	11/04/2023
Personal	4.3	5	Ashley Boese	Teacher	Lloyd Barbee	06/16/2023
Retire	20.0	5	Kathleen Brozovich	Teacher	Central Svcs	10/13/2023
Personal	0.1	4	James Davis	Teacher	Lafollette	09/26/2023
Personal	22.1	5	Kristin Davis	Teacher	Manitoba	09/25/2023
Personal	7.0	4	Alfonso Del Campo	Teacher	South Division	09/22/2023
Retire	26.1	5	Melissa Fruendt	Teacher	Gaenslen	09/26/2023
Personal	4.9	4	Marlene Graterol	Teacher	Lincoln Ave	09/02/2023
Retire	22.1	5	Kelly Guthery	Teacher	MSOL	11/03/2023
Personal	0.1	5	Caitlin Hacker	Teacher	Story	09/11/2023
Personal	0.1	5	Charlene Hecht	Teacher	Riverwest	09/12/2023
Personal	2.1	5	Hannah Holt	Teacher	Bradley Tech	09/08/2023
Retire	23.1	5	Linda Huck	Teacher	Grantosa	11/22/2023
Retire	28.1	5	Michele Kleban	Teacher	Mitchell	10/27/2023
Other Dist	8.5	5	Laura McNelly	Teacher	Grantosa	08/29/2023
Personal	17.0	5	Catherine Poepping	Teacher	WCLL	10/08/2023
Retire	24.7	5	Rebecca Reitman	Teacher	JMAC	09/13/2023
Retire	29.0	2	Grace Scott	Teacher	Dr. King Elem	12/04/2023
Retire	13.4	5	Lisa Uvena	Teacher	Lloyd Barbee	06/17/2023
Personal	10.9	2	Joseph Williams	Teacher	JMAC	08/08/2023
Personal	15.0	6	Estelle Wolters	Teacher	Hayes	08/25/2023
Other Dist	8.1	5	Katherine Zachar	Teacher	Riley	09/29/2023
Retire	33.0	5	Mark Zager	Teacher	Audubon MS	09/30/2023

Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	32.0	4	Alicia Alamo	Para	Rogers Street	10/01/2023
Personal	9.0	2	Breisha Billips	Secretary I	Pulaski	10/05/2023
Retire	34.0	5	Kim Biskupski	FSA	Bay View HS	10/12/2023
Personal	2.0	2	Priscilla Brooks	CHA	Curtin	09/07/2023
Retire	30.1	2	Sandra Broughton	Secretary II	Marshall	09/07/2023
Other Work	2.5	2	Cecil Carson	Safety Asst	School Safety	10/08/2023

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	25.5	2	Barbara Crumpton	Engineer I	Kilbourn	12/31/2023
Personal	0.1	5	Penny Fox	Para	Thurston Woods	08/29/2023
Other Work	0.1	5	Kristy Grace	FSA	Carson	09/21/2023
Personal	4.1	2	Cosea Headd Copeland	Para	Bay View HS	09/23/2023
Retire	20.0	3	Anne Hegwood	FSA	81st Street	09/21/2023
Personal	1.1	5	Renee Hoefer	Para	Manitoba	10/03/2023
Retire	18.0	2	Phyllis Howard	FSMT	Kluge	02/01/2024
Other Work	1.1	4	Maritza Jimenez	Para	Rogers Street	09/23/2023
Personal	8.6	7	Charlotte Johnson	Para	Lloyd Barbee	09/07/2023
Personal	6.8	7	Tiara Jones	Boilet Att	Transition HS	08/29/2023
Other Work	2.0	2	Fiasha Kimble Holmes	Para	MSL	09/22/2023
Personal	7.1	5	Margaret Kleiber	Para	Parkside	09/26/2023
Personal	1.3	5	Michelle Klos Gonzalez	Plan Asst II Central Svcs	09/09/2023	
Retire	27.9	5	Cynthia Land	Para	Central Svcs	09/01/2023
Personal	0.1	2	Ronetta Lipsey	Safety Asst	School Safety	08/08/2023
Personal	0.8	2	Zaria Miller	BSH I	Congress	09/26/2023
Personal	0.9	5	Anna Pajunen	Para	Audubon HS	09/26/2023
Personal	8.5	2	Candle Purifoy	Para	Engelburg	08/28/2023
Personal	4.5	2	Tytrice Qaasim	Leave Assoc	Central Svcs	08/29/2023
Personal	2.0	2	Laura Robinson	FSA	Hawthorne	10/06/2023
Other Work	2.6	5	Marivel Sanchez Garcia	Para	Whittier	09/28/2023
Retire	29.1	2	Ivory Snowden	Safety Asst	School Safety	10/10/2023
Personal	0.7	5	Colleen Solberg	Para	Manitoba	09/26/2023
Personal	0.9	2	Dorian Stewart	Para	Bethune	08/29/2023
Other Work	6.3	3	Allen Thao	Engineer I	Clement Ave	09/16/2023
Personal	11.1	2	Felecia Thomas Mack	Para	Obama SCTE	09/26/2023
Retire	32.0	3	Souphaphone Vichathep	Para	Story	09/16/2023
Personal	2.4	2	Destanee Williams	Para	Manitoba	09/01/2023
Personal	0.1	4	Beatriz Yasaitis	Secretary I	Fernwood	09/11/2023
Personal	4.8	2	Gigi Young	Para	Central Svcs	09/16/2023
Personal	4.9	5	Angela Zaccone	FSA	ALBA	09/02/2023

Other District – 2 (Classified – 0 Certificated – 2)
Other Work – 6 (Classified – 6 Certificated – 0)
Personal – 34 (Classified – 22 Certificated – 12)
Retirement – 19 (Classified – 9 Certificated – 10)

Monthly Personnel Transactions

The Affirmative Action monthly personnel transaction report for September 2023 is attached. This is an informational item, and no action is required.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative 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 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 Administrative Appointments

(5)(nr) Heidi Zealley	Principal II, Vincent Office of the Chief of School Administration	Schedule 03, Range 15A $134,551
(2)(r) Ray Perine	Principal I, Townsend Office of the Chief of School Administration	Schedule 03, Range 13T $118,888
(5)(r) Ruzica Drca	Manager I, Financial Planning & Budget Services Office of the Chief of Finance	Schedule 03, Range 11A $113,000
(2)(r) Mark Toilisa	Assistant Principal III, Washington High School Office of the Chief of School Administration	Schedule 03, Range 12C $105,109
(5)(nr) Constance Manvilla	Associate II, Recreation, Supervisor (After School Sports) Office of the Chief of Operations	Schedule 03, Range 04A $86,470
(5)(nr) Amy Costilla	Accountant IV Office of the Chief of Finance	Schedule 03, Range 06A $85,000
(2)(nr) Kendall Roberts	Planning Assistant II, BLMA Office of the Chief of Staff	Schedule 03, Range 02A $67,792
(5)(nr) Rita Szopinski	Planning Assistant II, Bilingual & Multicultural ED Office of the Chief of Academics	Schedule 03, Range 02A $61,526
(4)(r) Adriana Gomez	Associate II, Recreation Supervisor Office of the Chief of Operations	Schedule 03, Range 04A $60,208
(2)(r) Heidi Jiles	Planning Assistant II, BLMA Office of the Chief of Staff	Schedule 03, Range 02A $53,898

Recommendations of the Office of Board Governance

(4)(r) Mizraim Jurado	Administrative Assistant I Office of Board Governance	Schedule 03, Range 01A $51,949

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

(1)(r) Kathleen Porter	Science Lab Resource Instructor	$40.00
	Office of the Chief of School Administration	10/10/23 to 04/08/24
(2)(nr) Barbara Henry	College and Career Readiness	$40.00
	Office of the Chief of Academics	06/01/23 to 11/30/23
(5)(r) Sean Veternick	Science Lab Resource Instructor	$35.00
	Office of the Chief of School Administration	10/10/23 to 04/08/24
(5)(nr) Carolyn Stuessy	Recreation Outdoor Master Plan Renovation Projects	$35.00
	Office of the Chief of Operations	10/11/23 to 04/11/24
(5)(r) Angela McManaman	Website Redesign Project	$35.00
	Office of Communication and School Performance	
(5)(nr) Casey Flewellen	Montessori Project Manager	$30.00
	Office of the Chief of Academics	09/18/23 to 03/18/24
(5)(r) Susan Hebner	Graphic Design/Marketing Support	$30.00
	Office of the Chief of School Administration	10/01/23 to 04/01/24
(5)(r) Amy Bratel	Success Center Program	$30.00
	Office of the Chief of School Administration	
(5)(nr) Sandra Lash	Vocal Coach	$30.00
	Office of the Chief of School Administration	
	09/05/23 to 03/05/24	
(5)(r) Mary Jo Danek	15 Hour Interventionist Program	$30.00
	Office of the Chief of School Administration	10/02/23 to 06/07/24
(5)(nr) Azhar Ali	Refugee Student Services Provider	$30.00
	Office of the Chief of Academics	09/04/23 to 01/31/24
(2)(r) Sylvia Johnson	Math Counts – Algebra Support	$30.00
	Office of the Chief of Academics	09/01/23 to 03/21/24
(5)(nr) Terri Knight	IB Support Teacher	$30.00
	Office of the Chief of Academics	10/11/23 to 04/11/24
(?)(nr) Nina Jones	College and Career Readiness	$30.00
	Office of the Chief of Academics	06/01/23 to 11/30/23
(2)(r) Maria Navarro	Scanning	$25.00
	Office of the Chief of Human Resources	09/18/23 to 03/18/24
(2)(r) Lavenia Shorter	School Safety	$22.00
	Office of the Chief of School Administration	09/12/23 to 03/12/24
(6)(nr) Samone Washington	Data Support Analyst	$16.00
	Office of the Chief of Academics	08/03/23 to 02/03/24
(2)(r) Cameron Harmon	Milwaukee Virtual Education Program	$15.00
	Office of the Chief of School Administration	09/05/23 to 03/05/24
(4)(r) Pilar Hernandez	Milwaukee Virtual Education Program	$15.00
	Office of the Chief of Administration	09/05/23 to 03/05/2

Codes

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, Policy, or Board Rule Statement

Administrative 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 recommendation.

Director Garcia moved approval of the Administration's recommendation, with the addition of the appointment of Ray Perine to Principal of Townsend. The motion passed, the vote being as follows:

Director Zombor moved a substitute, to approve the appointments with the exception of any positions within the Office of Board Governance. The motion failed for lack of a second.

The question being on the motion by Director Garcia, the motion passed, the vote being as follows:

Ayes — Directors Garcia, Leonard, O'Halloran, and President Herndon — 4.
Abstention – Directors Gokalgandhi and Siemsen – 2.
Noes — Director Zombor – 1.

* * * * *

(Item 3) Action on a Request to Approve Adjustments to the Discipline Provision and Grievance Procedure of the Employee Handbook

Background

The Employee Handbook contains a provision that outlines the disciplinary process for employees. Additionally, the Employee Handbook incorporates a grievance procedure whereby employees can appeal disciplinary decisions by the district. The Administration is seeking to update the language in the disciplinary process and grievance procedure to provide efficiencies and clarity to both.

Both sections were revised to add clarity and to build in timelines. The Discipline section (B) now includes a forty-day timeline by which the district must issue a determination. If the employee is on an unpaid leave, the determination must be issued within ten days of the first date of the unpaid leave. The section also now includes an opportunity for the employee to file a grievance for the district's failure to do so.

The Grievance section ((Part V) now includes a timeline for situations when a written disposition is not issued by the deadline. Additionally, Group D (Substitute teachers) no longer have a separate grievance process.

The full redline revisions of the two sections are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 6.01 - General Personnel Policies

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will update the Employee Handbook with the attached revisions to the disciplinary provision and grievance procedure.

Committee's Recommendation

Your Committee recommends that the Board approve the adjustments to the Employee Handbook as presented in the attachments.

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

* * * * *

(Item 4) Action on Monthly Finance Matters: Report on Change Orders in Excess Of $25,000; Acceptance of the 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

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 C030207

Sebastian Family Psychology Practice LLC

On October 1, 2021, the Milwaukee Board of School Directors and Sebastian Family Psychology Practice LLC entered into Professional Services Contract number C030207 ("Contract"), with a term of October 1, 2021, through September 30, 2022, to conduct School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual. On February 25, 2022, a Request to Change Contract (RCC) was submitted to increase the contract using Department of Public Instruction (DPI) grant funds. On February 3, 2023, an RCC was submitted to increase funds to reflect the addition of funds from the DPI Mental Health grant and the addition of Zablocki to the list of schools served. The Contract was subsequently extended for the first and second additional one-year terms, from October 1, 2022, through September 30, 2024 (Years 2 and 3). On March 3, 2023, an RCC was submitted to add $24,154 to clear the negative encumbrance balance from a closed grant project. On August 24, 2023, an RCC was submitted to add funds of $30,000 to cover needs for additional services.

Original Contract:.....$ 330,000.00

RCC 2/25/22.....$ 30,000.00

RCC 2/3/23.....$ 50,000.00

RCC 2/6/23 (Years 2 & 3) RCC.....$ 720,000.00

3/2/23 $ 24,154.00

RCC 8/24/23.....$ 30,000.00

Ending contract: $1,184,154.00

Contract: C031095/B0001532

Robert Half International Inc.

On November 18, 2022, the Milwaukee Board of School Directors and Robert Half International Inc entered into Professional Services Contract number C031095 ("Contract"), with a term of November 28, 2022, through November 27, 2025, for temporary accounting and human resources staffing personnel. This contract was updated to reflect a blanket contract B0001532 due to more than one department utilizing the services. On February 21, 2023, a Request to Change Contract (RCC) was approved for additional funds of $350,000 to meet the additional staffing needs in these departments. On April 4, 2023, additional funds of $500,000 were added to cover staffing needs while positions are filled. On May 12, 2023, additional funds of $500,000 were added to cover additional staffing needs. On

July 20, 2023, additional funds of $500,000 were added to cover additional staffing needs. On September 6, additional funds of $3,000,000 were added to cover additional staffing needs.

Original Contract Amount: $ 500,000.00

RCC 2/21/2023.....350,000.00

RCC 4/4/2023.....500,000.00

RCC 5/12/2023.....500,000.00

RCC 7/20/2023.....500,000.00

RCC 9/6/2023.....3,000,000.00

Ending amount: $5,350,000.00

Contract: C031591

ESA Management LLC

On July 19, 2023, the Milwaukee Board of School Directors and ESA Management LLC entered into Professional Services Contract number C031591 ("Contract"), with a term of July 19, 2023, through August 28, 2023, for temporary lodging for international teachers. On August 9, 2023, a Request to Change Contract (RCC) was approved to extend the contract through December 31, 2023, and to add additional funds of $49,999 to accommodate temporary lodging for international teachers due to travel delays.

Original Contract Amount:.....$ 49,999.00

RCC 8/9/2023.....49,999.00

Ending amount: .....$ 99,998.00

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 December 31, 2025, for coursework services for MPS employees specifically targeting paraprofessionals to become licensed teachers in the State of Wisconsin. On August 24, 2023, a Request to Change Contract (RCC) was approved to add additional funds to continue to expand this teacher licensure program.

Original Contract Amount: $ 141,750.00

RCC 8/24/2023.....200,000.00

Ending amount: .....$ 341,750.00

Contract: C031592

Home2 Suites Milwaukee

On July 19, 2023, the Milwaukee Board of School Directors and Home2 Suites Milwaukee entered into Professional Services Contract number C031592 ("Contract"), with a term of July 19, 2023, 2021 through August 28, 2023, for temporary lodging for international teachers. On August 18, 2023, a Request to Change Contract (RCC) was approved to extend the contract through December 31, 2023, and to add additional funds of $200,000 to accommodate temporary lodging for international teachers due to travel delays.

Original Contract Amount: $ 150,000.00

RCC 8/18/2023.....200,000.00

Ending amount: .....$ 350,000.00

Contract: C030464

Floor23 Digital LLC

On April 1, 2022, the Milwaukee Board of School Directors and Floor23 Digital LLC entered into Professional Services Contract number C030464 ("Contract"), with a term of April 1, 2022, through March 31, 2023, to provide experiential educational opportunities for students in grades K5-12th as per Request for Proposal (RFP) 1066. On

February 20, 2023, a Request to Change Contract (RCC) was submitted to extend the contract for the second term of April 1, 2023, through March 31, 2024. On August 22, 2023, an RCC was approved to add additional funds for services in this second term.

Original Contract Amount: .....$ 32,000.00

RCC 8/22/2023.....31,980.00

Ending amount: .....$ 63,980.00

Contract C030627

Cooperative Educational Service Agency #1 (CESA #1)

On July 1, 2022, the Milwaukee Board of School Directors and Cooperative Educational Services\ Agency #1 (CESA #1) entered into Professional Services Contract number C030627 ("Contract"), with a term of July 1, 2022, through June 30, 2023, for 165 days of professional development aligned to the current professional learning strategy. On January 3, 2023, a Request to Change Contract (RCC) was approved for additional funds to cover additional professional development in Central Region CSI schools. On May 25, 2023, the Board approved the first contract extension with a term of July 1, 2023, through June 30, 2024, with compensation not to exceed $246,400. On August 17, 2023, a Request to Change Contract (RCC) was submitted to add funds of $84,700 for an expansion of services to work with Central Region CSI schools.

Original Contract:.....$ 261,800.00

RCC 1/3/23.....$ 39,000.00

2nd Extension 5/25/2023.....$ 246,400.00

RCC 8/17/23.....$ 84,700.00

Ending contract: .....$ 631,900.00

Contract: #B0001498

Eagle Movers

On August 1, 2022, the Milwaukee Board of School Directors and Eagle Movers entered into Professional Services Contract number B0001498 ("Contract"), with a term of August 1, 2022, through July 31, 2023, to provide labor and transportation/delivery related to moving services. On December 6, 2022, a Request to Change Contract (RCC) was submitted to add funds due to increased demand for these services. On August 2, 2023, an RCC was approved to extend the contract through July 31, 2024, and add additional funds.

Original Contract Amount:.....$ 49,999.00

RCC 12/6/2022.....49,000.00

RCC 8/2/2023.....49,999.00

Ending amount: $148,998.00

Contract: #C030645

Safeway Transportation Services Corporation

On July 1, 2022, the Milwaukee Board of School Directors and Safeway Transportation Services Corporation entered into Professional Services Contract number C030645 ("Contract"), with a term of July 1, 2022, through June 30, 2025, to provide transportation for orthopedically impaired students; specialty programs: Learning Journey, and small vehicle needs in accordance with RFP 1068. On December 6, 2022, a Request to Change Contract (RCC) was submitted to add funds due to increased demand for these services. On September 7, 2023, an RCC was submitted to add funds due to expanded service needs because of other contract voids.

Original Contract Amount:.....$25,867,155.60 (over the 3-year term)

RCC 12/06/2022.....1,293,357.00

RCC 9/7/2023.....1,487.361.33

Ending amount: $28,647,873.93

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

Monetary Donations

Location	Donor	Amount	Gift or Purpose
Bay View High School	Milwaukee Jazz Festival Inc	2,500.00	Music Donation
French Immersion School	Beth Cole	100.00	General School Supplies
French Immersion School	FACE Foundation	4,000.00	General School Supplies
Maryland Avenue Montessori School	United way	285.00	General School Supplies
Meir School	Box Tops for Education	45.40	General School Supplies
Meir School	Eaton	1,200.00	
Office of Academics	Milwaukee Public Schools Foundation	2,000.00	Sponsoring Lunch for PLI
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mr. Timothy Burns	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Ms. Leslie Fishman-Hayes	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	The Brew City Gunners and Highbury Pub	1,300.00	MPS School Supply Drive
Office of Human Resources	MTEA	249.00	International Teacher Welcome Event
Project Stay High School	Joe Sleets	500.00	Prom
Ronald Reagan High School	First Wisconsin	2,500.00	Robotics team
Ronald Reagan High School	National Center for Educations Statistics	340.00	High School & Beyond Longitudinal Study
	Total Monetary Donations	*16,019.40*	

Non-Monetary Donations

Bay View High School	DonorsChoose	2,520.90	Books
Bethune Academy	DonorsChoose	477.56	The Essentials
Brown Street School	DonorsChoose	844.14	Daily Supplies
Browning School	Direct Supply	1,370.00	Dishes, Tumblers, Exercise Bands, Dresser, Dry Erase Boards
Burbank School	DonorsChoose	328.35	Help our Future Leaders

Burbank School	DonorsChoose	560.10	A Deep Dive into Literature
Burbank School	DonorsChoose	860.12	Look and Learn
Carver Academy	DonorsChoose	616.42	Supplies for Success
Cass Street School	DonorsChoose	238.41	Kindergarten Early Literacy
Cass Street School	DonorsChoose	306.90	School Supplies
Cass Street School	DonorsChoose	419.87	School Supplies
Clarke Street School	UAW Local 469	2,000.00	School Supplies for Hygiene and Cleaning
Doerfler School	DonorsChoose	153.45	Instructional Technology
Doerfler School	DonorsChoose	247.92	"Back To Basics"
Doerfler School	DonorsChoose	258.05	Blooming "Tea Time"
Doerfler School	DonorsChoose	268.20	Curbside Interventions
Doerfler School	DonorsChoose	282.08	Color Splash
Doerfler School	DonorsChoose	289.95	Write It Down!
Doerfler School	DonorsChoose	304.04	Popping to DC
Doerfler School	DonorsChoose	544.60	If We Play we Learn
Dr. B Carson Academy of Science	DonorsChoose	146.65	Literary Adventures
Dr. B Carson Academy of Science	DonorsChoose	158.85	New Supplies for a New Year
Dr. B Carson Academy of Science	DonorsChoose	178.86	The Bad Seed
Dr. B Carson Academy of Science	DonorsChoose	242.55	School Time!
Forest Home Avenue School	DonorsChoose	235.72	School Basics
Forest Home Avenue School	DonorsChoose	238.19	Spelling Bee Incentives
Forest Home Avenue School	DonorsChoose	335.30	Summer Supplies
Fratney Street School	DonorsChoose	418.20	K3 Wrap Around Program Starting
Gaenslen School	DonorsChoose	368.69	Classroom Basics
Goodrich School	DonorsChoose	163.90	Readers are Leaders
Goodrich School	DonorsChoose	183.43	Keeping an Organized Classroom!
Goodrich School	DonorsChoose	235.07	Snack Time!
Goodrich School	DonorsChoose	238.86	Sensory Needs
Goodrich School	DonorsChoose	243.91	Back to School Beautification
Goodrich School	DonorsChoose	263.38	Bringing Books Home!
Goodrich School	DonorsChoose	284.50	Clean in Kinder!
Goodrich School	DonorsChoose	309.87	Classroom Supplies!
Goodrich School	DonorsChoose	334.46	Habitats- Desert and Farm
Goodrich School	DonorsChoose	385.36	New and Improved Calm Corner
Goodrich School	DonorsChoose	415.13	Educational Kits & Games

Goodrich School	DonorsChoose	467.66	Classroom Book Flood
Goodrich School	DonorsChoose	479.66	New Basic Supplies
Goodrich School	DonorsChoose	489.70	A is for Alphabet!
Goodrich School	DonorsChoose	718.17	T is for Tables - Part 2
Grant Gordon Learning Center	DonorsChoose	616.42	Reading Nooks, Desks & Storage
Grant School	DonorsChoose	342.27	Food, Clothing & Hygiene
Grantosa Drive School	DonorsChoose	151.77	Classroom Market
Greenfield School	DonorsChoose	546.45	Reading Nooks, Desks & Storage
Gwen T. Jackson School	DonorsChoose	192.38	More Ink Needed
Hartford University School	DonorsChoose	348.66	Educational Kits & Games
Hartford University School	DonorsChoose	363.94	Noticing the News
Hartford University School	DonorsChoose	543.13	Snacks for Rewards!
Hartford University School	DonorsChoose	577.41	Creating a Classroom
Hawthorne School	DonorsChoose	285.91	Classroom Basics
Hawthorne School	DonorsChoose	389.75	Books
Hayes Bilingual School	DonorsChoose	397.90	Time to Write in 5th Grade!
Hi-Mount School	DonorsChoose	178.69	Game Play Fun and Incentives
Hi-Mount School	DonorsChoose	739.84	Classroom Basics
Holmes School	DonorsChoose	257.43	Kids Love Books!
Holmes School	DonorsChoose	283.51	Shower the School in Books!
Holmes School	DonorsChoose	286.45	Students Need New Books!
Kilbourn School	DonorsChoose	266.91	General Supplies Needed
Kilbourn School	DonorsChoose	268.68	Art Supplies
Kilbourn School	DonorsChoose	476.52	ABC's for Us Please!
Kilbourn School	DonorsChoose	498.82	123's and Colors Please!
King High School	DonorsChoose	396.92	Fiesta De Organization!
King High School	DonorsChoose	444.48	Art Supplies
King High School	DonorsChoose	491.54	Classroom Basics
Kluge School	DonorsChoose	131.50	For Students, by Teachers
Kluge School	DonorsChoose	1,138.84	Putting Fun Back into Recess!
Lancaster School	DonorsChoose	471.71	Sunshine Cart for Kids
Lancaster School	DonorsChoose	1,179.57	Ms. Paige's Priority Items
Lincoln Avenue School	DonorsChoose	182.69	Express Yourself Through Art!
Lincoln Middle School	DonorsChoose	209.94	Classroom Basics
Lloyd Barbee Montessori	DonorsChoose	152.72	Art Supplies
Longfellow Elementary	DonorsChoose	504.78	Classroom Basics

MacDowell Montessori	DonorsChoose	134.13	Everything Has a Place
MacDowell Montessori	DonorsChoose	163.72	Back to School Basics
MacDowell Montessori	DonorsChoose	163.95	Beat the Heat With Fans
MacDowell Montessori	DonorsChoose	181.22	Flexible Seating
MacDowell Montessori	DonorsChoose	184.31	Circle Time
MacDowell Montessori	DonorsChoose	281.61	Reading Nooks, Desks & Storage
Manitoba School	DonorsChoose	133.33	Pen Please!
Manitoba School	DonorsChoose	197.17	Book Club!
Maple Tree School	DonorsChoose	456.22	STEM in K5
Maple Tree School	DonorsChoose	460.31	When I Grow Up
Milwaukee High School of the Arts	DonorsChoose	135.76	Classroom Basics
Milwaukee High School of the Arts	DonorsChoose	428.41	Food, Clothing & Hygiene
Milwaukee Parkside School	DonorsChoose	451.52	Math: Read All About It!
Milwaukee Parkside School	DonorsChoose	484.73	Agriculture Essentials
Milwaukee School of Languages	DonorsChoose	420.26	Classroom Basics
Milwaukee Sign Language School	DonorsChoose	245.14	Fan-tastic Learning
Milwaukee Sign Language School	DonorsChoose	1,072.57	Loving Literacy
Milwaukee Sign Language School	DonorsChoose	1,697.84	Clean & Healthy Tweens
Mitchell School	DonorsChoose	334.79	Just in Case Snacks
Mitchell School	DonorsChoose	605.23	Reading About Real Life
Mitchell School	DonorsChoose	818.67	New Basic Supplies
Morgandale School	DonorsChoose	239.65	Clean Up Time!
Ninety-Fifth Street School	DonorsChoose	145.86	Getting Organized in 4th Grade
Ninety-Fifth Street School	DonorsChoose	197.53	Can You Hear Me?
Ninety-Fifth Street School	DonorsChoose	199.55	Classroom Basics
Ninety-Fifth Street School	DonorsChoose	201.61	Fresh Start
Ninety-Fifth Street School	DonorsChoose	229.84	Educational Kits & Games
Ninety-Fifth Street School	DonorsChoose	285.77	Classroom Basics
Ninety-Fifth Street School	DonorsChoose	340.21	Classroom Basics
Ninety-Fifth Street School	DonorsChoose	408.71	Classroom Basics
Ninety-Fifth Street School	DonorsChoose	693.05	Nothing Like a Good Book!
Ninety-Fifth Street School	Jan Constable	1,478.00	School Supplies
Obama School of Career and Technical Education	DonorsChoose	331.00	Art Supplies
Obama School of Career and Technical Education	DonorsChoose	363.17	Books
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jennifer Admissen	75.00	MPS School Supply Donation

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Samantha Henneberry	185.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Advent	200.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Charming Meadows	50.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Claudia Koehler	75.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Associated Springs	100.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Susan Butkowski	120.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	The Brew City Gunners and Highbury Pub	450.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Marketing Services Inc.	847.50	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Cedarburg Grafton Rotary Club	1,800.00	MPS School Supply Donation
Parkview School	DonorsChoose	509.89	Scientist In The Making
Parkview School	DonorsChoose	573.42	Classroom Basics
Pulaski High School	DonorsChoose	268.30	Hype Crew Swag
Pulaski High School	DonorsChoose	269.34	A Journal of One's Own
Pulaski High School	DonorsChoose	307.96	Books
Pulaski High School	DonorsChoose	378.72	Books on Display!
Pulaski High School	DonorsChoose	384.98	Instructional Technology
Pulaski High School	DonorsChoose	389.53	Books
Pulaski High School	DonorsChoose	397.78	Flexible Seating
Pulaski High School	DonorsChoose	412.00	Stock the Boxes
Pulaski High School	DonorsChoose	420.64	Novelas Graficas y Poesia
Pulaski High School	DonorsChoose	579.25	Books
Pulaski High School	DonorsChoose	744.73	New Theater Program
Riley School	DonorsChoose	293.27	Instructional Technology

Riverside High School	DonorsChoose	493.47	Maintaining Their Daily Needs!
Riverside High School	DonorsChoose	649.72	Sapiens: a Graphic History
Riverside High School	DonorsChoose	1,088.75	Crochet Blankets for Charity!
Riverwest Elementary	DonorsChoose	703.70	Lab Equipment
Ronald Reagan High School	DonorsChoose	393.74	Ms. E's First Spanish Class!
Siefert School	DonorsChoose	222.85	Delightful Dictionaries
Siefert School	DonorsChoose	224.47	Multicultural Meanings!
South Division High School	Ricely Restaurart Group McDonalds	750.00	Gift Cards
Spanish Immersion School	DonorsChoose	204.48	The Classroom Pantry
Spanish Immersion School	DonorsChoose	376.88	Technology Free Indoor Recess
Spanish Immersion School	DonorsChoose	714.29	Let's Get Ready to Learn!
Spanish Immersion School	DonorsChoose	717.68	Flexible Seating
Starms Early Childhood School	DonorsChoose	235.05	We Love Graphic Novels
Starms Early Childhood School	DonorsChoose	286.56	Classroom Essentials
Starms Early Childhood School	DonorsChoose	303.02	Art Supplies
Starms Early Childhood School	DonorsChoose	304.81	Everyone is Welcome!
Story School	DonorsChoose	202.53	Instructional Technology
Story School	DonorsChoose	258.05	Books
Story School	DonorsChoose	274.56	DEAR (Drop Everything And Read)
Story School	DonorsChoose	465.62	Creativity in the Classroom
Trowbridge School	DonorsChoose	134.12	Classroom Basics Away
Trowbridge School	DonorsChoose	159.78	Active Learning in Action!
Trowbridge School	DonorsChoose	177.28	Classroom Basics
Trowbridge School	DonorsChoose	179.95	Classroom Basics
Trowbridge School	DonorsChoose	224.57	Scholastic News & Science Spin
Trowbridge School	DonorsChoose	429.81	Books
Trowbridge School	DonorsChoose	508.52	We Need Updates
Victory School	DonorsChoose	415.86	Lifelong Readers
Vieau School	DonorsChoose	143.26	A Love of Graphic Novels!
Vieau School	DonorsChoose	174.38	Second-Grade Headphones!
Vieau School	DonorsChoose	179.15	Cooling Off Our Classroom

Vieau School	DonorsChoose	182.10	Hocus Pocus, Help Us Focus!
Vieau School	DonorsChoose	185.65	Books
Vieau School	DonorsChoose	207.14	Off to a Great Start!
Vieau School	DonorsChoose	227.99	Colors in Our Classroom
Vieau School	DonorsChoose	317.87	Engaging in Non-Fiction
Vieau School	DonorsChoose	322.56	Seating for Flexible Options
Vieau School	DonorsChoose	389.32	Be AMAZING, Be You!
Vieau School	DonorsChoose	409.11	Supplies to Start 8th Grade!
Vieau School	DonorsChoose	415.45	Educational Kits & Games
Vieau School	DonorsChoose	429.66	Head Start Into the New Year
Vieau School	DonorsChoose	451.53	Flexible Seating
Vieau School	DonorsChoose	453.95	Back to Basics
Vieau School	DonorsChoose	497.61	Materials for K5 Students!
Vieau School	DonorsChoose	498.53	Fresh Start
Vieau School	DonorsChoose	640.15	Replenish and Refresh
Vieau School	DonorsChoose	742.16	Ready, Set, Go!
Vincent High School	DonorsChoose	226.78	Art Supplies
Wedgewood Park School	DonorsChoose	509.91	Food, Clothing & Hygiene
Wisconsin Conservatory	DonorsChoose	778.71	Exploring Our Environment
Wisconsin Conservatory	DonorsChoose	195.39	Our First Ever Reading Corner
Zablocki School	DonorsChoose	593.70	Ms. Wagner's Wish List
Total Non-Monetary Donations		*78,013.99*	
Total Value of Donations		*94,033.39*	
** Donations from MPS Alumni -*			

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, 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 5) Action on the Award of Professional Services Contracts

RFB5783 Authorization to Extend a Policy with United HealthCare Insurance Company for Stop Loss Insurance

The Administration is requesting authorization to extend a policy with 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, 2024, through December 31, 2024, that could otherwise be paid from the period January 1, 2024, through December 31, 2025.

Contractor was chosen pursuant to RFB 5783. On December 19, 2019, the Board approved the contract with United HealthCare Services for an initial one-year term to begin January 1, 2020, through December 31, 2020. The RFB included four one-year extensions upon written mutual agreement of the parties, at the same terms.

The Administration is seeking authorization to extend the fourth and final extension to begin January 1, 2024, through December 31, 2024, and will not exceed $2,135,915.00.

Budget Code: DWC-0-0-EMB-DW-EMDI... (Medical Insurance – District Wide) $2,135,915.00

United HealthCare Insurance Company

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 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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, 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 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 6) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Contract with Arts at Large, Inc for Music Teacher Services

The Administration is requesting authorization to issue a contract with Arts at Large, Inc for music teacher services. The contractor will be used to deliver music content to 83 high school students. Due to music teacher vacancies, this program will deliver musical theory and other related musical content with the goal of bringing performances to Washington High school from the music content.

Washington High School requires this content and instructors from Contractor to help create meaningful music classes that will be impactful for the students.

The exception from the requirement of a competitive procurement process has been granted based on continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv).

The contract will run from January 2, 2024, through May 21, 2024, and will not exceed $63,275.76.

Budget Code: MUS-H-I-AMP-IT-ECTS (Music Contract) $63,275.76

Arts at Large, 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 into a Contract with College Entrance Examination Board dba College Board, to Provide Advanced Placement Assessments

The Administration is requesting authorization to enter into a contract with the College Entrance Examination Board dba College Board for Advanced Placement (AP) assessments. College Board is the sole source provider of the AP exams taken by a projected 2,300 students in Milwaukee Public Schools.

College Board will provide and deliver to participating Milwaukee high schools the number of standard national AP exams ordered by students in up to 36 subject areas. College Board shall provide each school's AP coordinator, AP teachers, and designated school/district administrator access to the AP Online Score Reports and MyAP websites by the first week of August in each contract year. College Board will provide each student with his/her score results for all AP exams taken in electronic form no later than July 20th of each contract year. The district collects test fees from students that are not

economically disadvantaged and pays the fees for all students that are identified as economically disadvantaged. This contract would cover the 2023-24 school year.

The exception from the requirement of a competitive procurement process has been granted on the basis of one-of-a-kind status, since there is no alternative contractor (Administrative Policy 3.09(7)(e)(1)(b)(i)).

This contract will run from November 1, 2023, through October 31, 2024 (the "Initial Term"), with two additional one-year options to extend upon mutual consent. The total cost of the contract in the Initial Term will not exceed $250,000.

Budget Code: SYS-0-0-AMT-RH-ECTS (Contract Services) $250,000.00

College Entrance Examination Board dba College Board

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 Smart Interpreting Services, Inc DBA Professional Interpreting Enterprise for Interpretation Services for Hard of Hearing Students and Staff

The Administration is requesting authorization to extend a contract with Smart Interpreting Services, Inc DBA Professional Interpreting Enterprise for interpretation services for hard of hearing and deaf students and staff.

The grade level of the students may be from K3 to twelfth grade. The students will have varied proficiency in American Sign Language (ASL). Interpretation services may be needed for classroom instruction as well as after school activities, such as sporting activities, after school programs, and other similar programs. In addition, interpreters may be needed to accompany students on field trips. Interpretation services will be needed for adults who participate in activities sponsored by MPS as well as staff who work for MPS. Activities may include but are not limited to individualized education plan (IEP) meetings, parent/teacher conferences, school performances, and graduation ceremonies.

According to the Americans with Disabilities Act (ADA), MPS is required to provide interpretation services to any individual who utilizes sign language as their primary mode of communication for any school activity or individual conference at which the parent is present. The State of Wisconsin Department of Regulations and Licensing (DRL) requires interpreters to have a DRL license to interpret for adults who are deaf or hard of hearing in school settings.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of unique design (Administrative Policy 3.09(7)(e) (1)(b)(vi)). This vendor can meet the capacity needed for MPS staff, as we request two to three, in person sign language interpreters each week for adults.

The initial term of the contract ran from January 1, 2022, through December 31, 2022. The first contract extension ran from January 1, 2023, through December 31, 2023. This second and final extension will run from January 1, 2024, through December 31, 2024, and will not exceed $500,000.

Budget Code: HI2-0-I-EEN-DW-ECTS... (Interpreting Services - Contract Services)..... $500,000.00

Smart Interpreting Services, Inc dba Professional Interpreting Enterprise

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value 0

STUDENT ENGAGEMENT (hours per 12-month period)

Paid Student Employment-Hour Commitment: 300 HOURS

Student Career-Awareness Commitment: 10 HOURS

Exception Authorization to Issue a Purchase Order to Savvas Learning Company LLC for Professional Development Services for All Staff in Six MPS High Schools

The Administration is requesting authorization to issue a purchase order to Savvas Learning Company LLC for professional development services for all staff in six MPS high schools.

Six MPS high schools (Bay View, Hamilton, Madison, Marshall, Milwaukee School of Languages, and Vincent) were using an approved alternative to the district adopted ninth and tenth grade English textbook adoption resources.

Schools have now received MPS district adopted textbooks, textbook resources, teacher resources, and digital resources for grades nine and ten. Savvas Learning Company LLC will provide in person and face to face professional development for all staff in these six high schools and for those in traditional schools with the 2017 version to learn how to best use these resources for students.

This 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 total cost of the purchase will not exceed $76,800.00.

Budget Code: SDV-0-S-9C4-CI-ECTS $76,800.00

Savvas Learning Company 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, 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 7) Action on a Request to Carry Over Fiscal Year 2023 (FY23) School Deficit and Surplus Amounts

Background

A school leader takes the lead responsibility for spending in accordance with their school's budget. A school's overall deficit balance occurs at the end of a fiscal year when total expenditures exceed the total authorized funding amount in non-position costs. A school's overall surplus balance occurs at the end of a fiscal year when total expenditures are less than the total authorized funding amount in non-position costs. A school's spending is tracked monthly by the school leader and the administration. The administration and school leader are alerted to potential problems, and where warranted, controls to limit school spending are put in place to mitigate risk.

According to Administrative Policy 3.05, concerning school deficits or surpluses, year-end deficits or surpluses incurred shall be carried over into the next year. Surpluses have been limited to $10,000 per school except as adjusted by contract for instrumentality charter schools.

A list of schools and their surplus/deficit amounts is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 3.05 - Fund Carryover

Fiscal Impact Statement

Approval of the deficit carry over will result in each school paying back its deficit within three years. Surpluses are available to the school to use during the following year. The total deficit among schools is $706,803. Approximately $235,601 will be paid back in the first year. $2,199,840 will be carried over as a surplus to be used by the school.

Implementation and Assessment Plan

Upon Board approval the adjustments will be made to school budgets.

Committee's Recommendation

Your Committee recommends the FY23 school deficit and surplus amounts be carried over to FY24, as noted in the attachment, and that schools with deficits from FY23 pay back the amounts within three years.

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

* * * * *

(Item 8) Action on Monthly Facilities Matters: FMS Award of Professional Service Contract Recommendation; Report of Exception to Bid Purchase

Professional Services Contracts

The Administration requests that the Board approve the following professional services contract:

RFP #23-009 Chemical Treatment at Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Chemical Treatment at Various MPS Sites for cooling tower, steam and hot water heating plants. The RFP included costs for the procurement of the chemicals and costs for the services related to monitoring and adjusting the systems and servicing the chemical control systems.

The contract will be utilized by schools for the purchase of chemicals and by the Department of Facilities and Maintenance Services for the purchase of services.

Selected firm: Global Water Technology, Inc.

Contract Amount: $990,000.00

Contract Period: October 27, 2023 – October 26, 2026

Budget Code: Various

Report of Exception-to-Bid Purchase

This exception to bid purchase is being reported as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

An exception to bid purchase of two (2) 2023 Chevrolet Colorado Crew Cab trucks from Badger Chevrolet, at a cost of $36,585 each for a total amount of $73,170. Due to a general lack of availability of these vehicles in the current

market, Facilities and Maintenance Services issued the purchase orders for the trucks on August 25, 2023 to ensure the vehicles would be available for purchase by Facilities and Maintenance Services to meet the demand of vehicle upgrades within the fleet.

Vehicles were purchased with funds from account code MTN 00 VRP 11 ERVH (Project No. 8144).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contract:
Total Professional Services Contracts Requested = $990,000.00 over a 3-year term
Report of Exception to Bid Purchase:
Total Exception to Bid Purchase = $73,170.00

Implementation and Assessment Plan

Upon Board Approval, the attached professional services contract and report of exception to bid purchase shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached professional services contract and exception to bid purchase.

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

* * * * *

(Item 9) Action on a Request to Approve a Conservation Easement 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 the design and construction of a green infrastructure project at the following school site:

• River Trail – 12021 W Florist Ave

The funding agreement indicates that upon completion of this project, that an 11-year limited term conservation easement be executed in order to ensure the new green infrastructure is adequately maintained and protected. This project has resulted in improved storm water management through the installation of 1.98 acres of agricultural forest. This effort provides a direct benefit to the environment and creates additional opportunities for MPS students to learn about advancing sustainability efforts through the implementation of green infrastructure.

The proposed easement agreement is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, 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 easement will be executed with the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that 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.

* * * * *

(Item 10) 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 served MPS students with healthful, nutritious meals throughout the 2022-23 school year. Approximately 12.1 million meals were served during the 2022-23 fiscal year. The commitment and focus to improve the quality of meals served to our students remain unchanged with the start of the 2023-24 school year. Approximately 1.5 million meals have been served in August and September of the current school year.

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, 35 schools have been transitioned from a pre-pack to a production model kitchen, and 5 more schools are in consideration for switching to production kitchen model.

School Nutrition Services has contracted with a kitchen consultant. Initial review of equipment at all sites have been completed and equipment needing replacement have been identified. Request for proposal for phase I equipment replacement plan is being finalized.

Returning to Normalcy

Using 2018-19 as a baseline (pre-pandemic) year

Full School Year	Meal Count	% of 2018-19
2018-19	16,169,968	100%
2019-20	12,860,496	80%
2020-21	2,657,145	16%
2021-22	10,538,300	65%
2022-23	12,086,718	75%

2023-24 School Year Meal Count

	Summer Program	School Year Meal Counts August 14 – September 30	
	June 1 – August 30	*SY 2022-23*	*SY 2023-24*
Breakfast	56,223	525,325	543,781
Lunch	101,653	597,603	893,539
Snack	1,027	41,356	19,678
Dinner	44,690	1,062	14,900
Total	203,593	1,462,346	1,471,898

Fresh Fruit and Vegetable Program (FFVP)

• 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

Menu Improvements

• More food choices, including a hot vegetarian entrée option, are offered daily at both elementary and high schools during the 2023-24 school year
• Only hot food items are being pre-packed. Cold food items are being directly delivered to sites. This allows students to choose what they want to eat
• Monthly new recipe and food taste tests are planned for student feedback

Production Kitchens

• Number of MPS production kitchens:
• Production kitchens at the end of 2021-22 school year– 21
• Production kitchens at the end of 2022-23 school year – 31
• Currently, there are 35 production kitchens
• 5 additional schools are currently under consideration for transitioning to a production kitchen

Equipment and Staffing

• Kitchen consultant completed the review of equipment inventory and condition
• Request for proposal is being finalized to replace kitchen equipment
• Number of vacancies as of September 30, 2023 is 152
    • Managers 28
    • Assistants 124

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 4.05 - School Nutrition Management

Fiscal Impact Statement

N/A

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(Item 11) Report with Possible Action on Strategies Used to Maximize the Fiscal Year 2023-24 State Aid

Background

One of the Board-approved budget parameters each year is to maximize the use of the revenue limit. To help accomplish this the MPS budget allocates the full extent of the revenue limit. Revenue limit is made up of state aid and property taxes.

There are three district factors that are used in the calculation of State General Aid which is also called Equalization Aid. The three district factors are equalized property value, membership, and spending (shared cost) from the prior year. Shared cost can be defined as expenditures for which the district has no other revenues except for local property tax and Equalization Aid. When the district increases spending in these two categories it helps maximize the amount of State Equalization Aid the district will receive the next year.

Administrative Policy 3.11 gives the Office of Finance authorization to oversee investment decisions. The district has Board-approved investment policies that include:

• Other Post-Employment Benefits (OPEB)

• Long-term Capital Improvement Trust Fund

The district invested in both OPEB and the Long-term Capital Improvement Trust Fund in fiscal year 2023. That investment counts toward shared costs. The shared costs help maximize State General Aid in fiscal year 2023.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Policy, or Board Rule Statement

Administrative Policy 3.11 - Investment Policy

Fiscal Impact Statement

This item reports on investments made in the amount of $1,000,000 to Other Post-Employment Benefits (OPEB) and $60,000,000 to the Long-term Capital Improvement Trust Fund to increase our eligibility for State General Aid in fiscal year 2023-24 based on fiscal year 2022-23 shared cost expenditures.

Committee's Recommendation

Your Committee recommends directing that the Administration, in consultation with the Office of Board Governance and the Office of Accountability and Efficiency, bring a report regarding, and recommendations for the use of, the long-term capital improvement trust fund. The report shall include, but not be limited to:

- the balance of the long-term capital improvement trust fund; and

- analysis of eligible expenditures under the parameters of the trust

The recommendation for use shall reflect prioritization through and equity lens and include, but not be limited to:

- Facility condition and needs, which may include, but not be limited to, outstanding ESSER projects, deferred maintenance, and HVAC improvements; and

- Consideration of capacity preservation and expansion in alignment to the District's strategic plan; and

- Consideration of needs, based on forecasted future enrollments; and

That the report and recommendations be brought back to the Board no later than the February 2024 Board cycle.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Carr 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 the 2022-23 Partnership with City Year

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

Background

In partnership with Milwaukee Public Schools, City Year works with selected schools to implement City Year's research-based "Whole School, Whole Child" service model (WSWC). Contractor recruits prepare and lead diverse AmeriCorps members ages 17 to 24 years for ten months of full-time service in schools as near-peer tutors, mentors, and role models to help students stay on track for graduation. Corps members work in eight (8) MPS schools to serve in conjunction with school staff and members of the school community to help improve student attendance, behavior,

and coursework through academic support, attendance monitoring and incentives: positive behavior support, extended day programming and school-wide programs and events.

In partnership with MPS, City Year continues to deliver services agreed upon with school partners to support the following outcomes that research proves are indicators of increased likelihood of high school graduation: "Improved student attendance. Improved positive student behavior." City Year works with the following schools: Alexander Mitchell School, Bay View High School, Rogers Street Academy, South Division High School, Hopkins Lloyd Community School, G.W. Carver Academy, Obama High School, Clarke Street School, James Madison Academic High School, Pulaski High School, and Vincent High School.

Vision for City Year Milwaukee

At City Milwaukee we believe that all children have tremendous potential. Our vision is that every child in Milwaukee graduates from High School prepared with the tools, skills and dispositions they need to thrive in life and that every City Year Milwaukee AmeriCorps member will be fully prepared as leaders to fulfill the promise of our democracy.

• Our scholars, parents and partners will see CY MKE as integral to their success. We will anticipate their needs and deliver on every commitment we make.

• Our corps will possess a strong self-narrative about who they are as leaders and learners, possess strong self-efficacy beliefs, and have a plan in place to thrive in life.

• Our staff will be proud to serve at CY MKE. We will create opportunities to achieve the extraordinary, an environment in which the team feels a strong sense of inclusion and belonging in which we will celebrate and reward success.

• Our community will regard us as responsible and responsive. We integrate national and local perspectives, promote sound management of resources, and contribute to thriving Milwaukee

2022-23 Service Recap

- Worked to “build muscles”
- Leaned into differentiating services
- Dove into data

Promotion Promise

Goal: 83% of students on the focus list will pass the class, supported by their AmeriCorps member
Actual: 90%

Goal: 83% of students on the focus list will obtain five or more credits and be promoted to the 10th grade
Actual: 89%

Teacher Pathways Theory of Change

To meet the growing social, emotional, and academic demands students face, particularly those from systemically underserved and under-resourced communities, our nation must develop a diverse and culturally competent teacher workforce. We believe building stronger teacher pathways that begin with City Year service is critical to this goal.

Lack of teachers entering the profession

Nationally Aligned Teacher Pathway building off a formative school-based AmeriCorps service learning for diverse young people

Teacher turnover, from our most under-resourced schools

Locally Relevant Training and Experience that increase retention, length of tenure, and readiness through an extended onramp into teaching.

Designed for AmeriCorps members and alumni, City Year's Teaching Fellowships strive to remove barriers to entering the teaching field through partnerships with institutions of higher education and make the process more streamlined and affordable.

Additional information about the partnership may be found in the attachments to your Committees’ meeting.

State of Impact

Total Non-Academic Intervention Time in Hours 2022-23

City Year Milwaukee provided ~3 hours of attendance programming, focusing instead on SEL (Social Emotional Learning) and Enrichment to meet the needs of our partners.
Enrichment – 27%
Social-Emotional Learning – 73%

Total Academic Intervention Time in Hours

City Year AmeriCorps members provided 4,758 hours of ELA intervention and 2450 hours of Math intervention to students across 9 schools.

- Math – 34%
- English Language Arts – 66%

Strategic Plan Compatibility Statement

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

Statute, 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 District Advisory Council (DAC)

Your Committee reports having received the following 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 on current issues faced by Milwaukee Public Schools.

• The District Advisory Council (DAC) was established as part of the Milwaukee Public Schools Title I program; aimed to ensure that families of 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.
• Spanish interpretation services available

DAC Meeting Structure

• Family and Community Engagement Report
• Positive Notes & School Highlights
• School/District Presentations
• Committee Meetings
• Meeting Evaluations

Executive Committee

• Co-Chair……Joelle Worm
• Co-Chair.....John Piraino
• Member.....Jennifer Buchanan
• Member.....Briana Fox
• Member.....Jenni Hofschulte
• Parent Coordinator.....Carolyn J. Malone

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, 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 Approval of Areas to Be Opened for Textbook Study During the 2023-2024 School Year For Texts To Be Used Beginning With The 2024-2025 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.

In order to provide for inclusion and alignment to the district's Ambitious Instruction plan, general criteria for textbooks/instructional materials evaluation are provided to the textbooks/instructional materials evaluation committees. These criteria include availability of Spanish partner language and high-quality materials for use in bilingual classrooms; alignment to the district's literacy and language-development goals; and alignment to adopted standards and graduation requirements. In addition, each evaluation committee will develop its own specific criteria applicable to the subject area under consideration.

The Administration is recommending opening the following subject areas for adoption study during the 2023-24 school year: Mathematics K-12 and ESL K-12.

Strategic Plan Compatibility Statement

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

Statute, Policy, or Board Rule Statement

Administrative Policy 7.26 - Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The procedures listed below will be implemented following Board action with respect to opening subject areas 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, La Causa, United Community Center, NAACP and Urban League are invited to send parent representatives. In an effort 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 expressions of interest in serving on textbook/instructional materials evaluation committees for the various subject areas are obtained.

f. Textbook/instructional materials evaluation committees are appointed.

g. Curriculum specialists provide training for textbook/instructional material evaluation committee members on selecting culturally responsive materials that promote critical thinking.

h. Curriculum specialists establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. The specialists obtain and evaluate available materials; meet with parents, publishers, representatives; and solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.

i. Curriculum Specialists and the Department of Procurement review the proposals submitted by the textbook/instructional material publisher.

j. Textbook/instructional materials evaluation committees formulate recommendations with respect to the subject areas and the materials under evaluation for possible adoption and present the recommendations for textbooks/instructional materials adoptions to the superintendent in a confidential report. The textbook/instructional materials evaluation committee may recommend a single, dual, or multiple adoptions for a subject/course or; they may recommend delaying adoption pending further study.

Based upon the proposed timeline, textbook/instructional material evaluation committees would be appointed no later than February 2024. The committee will conduct the study during the months of February, March, and April and submit a recommendation to the Superintendent in April 2024. After considering the evaluation committee's report, the Superintendent will submit recommendations to the Milwaukee Board of School Directors for consideration in May 2024.

Committee's Recommendation

Your Committee recommends that the Board approve the following areas to be opened for textbook study for texts to be used during the 2024-2025 school year: Mathematics K-12 and ESL 9-12.

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

* * * * *

(Item 2) Report with Possible Action on Postsecondary Enrollment Data

Background

This presentation will review our graduates postsecondary enrollment in higher education. We will review the enrollment immediately after graduation, within the first year of graduation and their persistence into their second year. We will also look at degree attainment data. Additionally, we will share the strategies in place and being developed to increase students opportunities to be success after graduation.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Policy, or Board Rule Statement

Administrative Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

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

* * * * *

(Item 3) Report with Possible Action Regarding Art Education

Your Committee reports having received the following report. Although this item has been 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 (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 7.45: Art Education.

At the August 2022 meeting, a follow up presentation was requested to provide an update on art.

Art Education Expansion – Phase 4

Expansion 2022-2023
- Increase of 8.5 FTEs across 21 schools
- Created 10 new full-time positions

Expansion 2023-2024
- Increase of 2.4 FTEs across 8 schools

Art Staffing

Current Staffing 2023-2024

- 16 New hires
- 130 Total art teachers
- 10 Schools using RFP approved vendors (TBEY & Arts @ Large
- 18 Schools with vacancies

Student Teacher Interns

- Partnership with UWM
- 3 student teacher interns
- Complete student teaching 1st semester
- 2nd semester team teaching
- Increase competency and preparedness for the art classroom

Recruitment and Retention

• All new teachers receive one year of coaching through the Fine Arts Department
• Teachers in years 2-3 have access to peer mentors
• Teachers in years 4+ have the opportunity to host an artist residency program

• Monthly cohort meetings and workshops

Quality Art Materials & Resources

• In 2022-2023, ESSER funding provided equipment such as kilns, clay equipment, printmaking, as well as new furniture and storage

• In 2022-2023, ESSER also provided technology such as classroom sets of Chromebooks, smartboards, laptops, document cameras, and traditional or digital cameras

• Referendum funding still allows teachers to continue to request quality art materials via a Google form

• Licenses for the Art of Education, the approved curricular resource

Status of Positions Filled

School	Region	Board District	FY23 3YR AVG Enrollment	Art FY24 FTE	Status
A.L.B.A.	Southwest	6	579	1.0	Filled
AAL	Southwest	7	568	1.0	Filled
Alcott	Southwest	7	272	0.4	Filled
Allen-Field	Southwest	6	503	1.0	Filled
Alliance	High School	4	142	1.0	Filled
Audubon High	High School	7	405	1.0	Filled
Audubon Middle	High School	7	449	1.0	Filled
Auer	Central	4	166	0.3	Filled
Barbee Montessori	Central	3	311	2.0	Unfilled
Barton	Northwest	1	239	0.6	Filled
Bay View	High School	8	912	3.0	Filled
Bay View Montessori	East	8	443	1.0	Filled
Bethune	Central	4	589	1.0	Filled
Bradley Tech. & Trade	High School	6	963	3.0	Filled
Brown	Northwest	4	244	1.0	Filled
Browning	Northwest	2	275	0.4	Unfilled
Bruce	Northwest	1	277	1.0	Filled
Bryant	Northwest	1	205	0.6	Unfilled
Burbank	Central	7	534	1.0	Filled
Burdick	East	8	531	1.0	Filled
Carson	Northwest	3	389	1.0	Filled
Carver	East	5	366	1.0	Filled
Cass	East	5	313	1.0	Filled
Chinese Language	East	4	477	1.0	Filled
Clarke	Central	4	229	0.2	Arts@Large/TBEY
Clemens	Central	3	300	1.0	Filled
Clement	East	8	320	1.0	Filled
Congress	Northwest	3	726	1.0	Filled
Cooper	East	8	462	1.0	Filled
Craig Montessori	Northwest	2	288	0.4	Unfilled
Curtin	Southwest	7	314	0.6	Unfilled
Doerfler	Southwest	6	545	1.0	Filled
Douglas	Central	4	238	0.9	Arts@Large/TBEY
Eighty-first	Northwest	2	331	0.6	Arts@Large/TBEY
Elm	East	4	273	1.0	Filled
Emerson	Northwest	2	212	0.6	Filled
Engleburg	Northwest	2	304	0.4	Filled
Fairview	Southwest	7	628	1.0	Filled
Fernwood Montessori	East	8	765	1.0	Filled
Fifty-third	Central	3	338	1.0	Filled

School	Region	Board District	FY23 3YR AVG Enrollment	Art FY24 FTE	Status
Forest Home	Southwest	6	624	1.0	Filled
Franklin	Central	3	353	1.0	Filled
Fratney	East	5	451	1.0	Filled
French Immersion	Central	2	527	1.0	Filled
Gaenslen	East	5	692	1.0	Filled
Garland	East	8	562	1.0	Filled
German Immersion	Northwest	2	567	1.0	Filled
Goodrich	Northwest	1	311	0.6	Unfilled
Grant	Southwest	6	544	1.0	Filled
Grantosa	Northwest	2	528	1.0	Filled
Greenfield	Southwest	7	562	1.0	Filled
Greentree	HIgh School		360	2.0	Arts@Large/TBEY
Groppi	High School	4	104	1.0	Filled
Hamilton	High School	7	1342	5.0	Filled
Hampton	Northwest	3	177	0.4	Filled
Hartford	East	5	431	1.0	Filled
Hawley	Central	4	294	1.0	Filled
Hawthorne	Northwest	1	263	0.4	Filled
Hayes	Southwest	6	651	1.0	Filled
Hi-Mount	Central	2	163	0.4	Unfilled
Holmes	East	5	274	0.6	Filled
Honey Creek	Southwest	7	370	1.0	Filled
Hopkins-Lloyd	Central	4	131	0.3	Unfilled
Humboldt Park	East	8	565	1.0	Filled
I.D.E.A.L.	East	8	249	0.4	Arts@Large/TBEY
Jackson	Central	4	242	0.5	Unfilled
Kagel	Southwest	6	214	0.6	Filled
Keefe	Central	4	165	0.4	Arts@Large/TBEY
Kilbourn	Northwest	2	245	0.4	Unfilled
King High	High School	3	1348	3.0	Filled
King Middle	East	3	341	1.0	Filled
King, M. L. (TA)	East	5	297	1.0	Filled
Kluge	Northwest	1	347	1.0	Filled
LaFollette	Central	4	190	0.3	Unfilled
Lancaster (TA)	Northwest	2	322	1.0	Filled
Languages	High School	1	1030	2.0	Filled
Lincoln Avenue	Southwest	6	440	1.0	Filled
Lincoln Center	East	5	434	2.0	Filled
Longfellow	Southwest	6	739	1.0	Filled
Lowell	Southwest	8	214	0.4	Unfilled
MacDowell	High School	7	866	2.0	Filled
Madison	High School	1	640	2.0	Filled
Manitoba	Southwest	7	451	1.0	Filled
Maple Tree	Northwest	1	250	0.4	Unfilled
Marshall	High School	2	951	4.0	Filled
Marvin Pratt	Central	3	301	0.2	Arts@Large/TBEY
Maryland Montessori	East	5	498	1.0	Filled
Meir	High School	5	1180	3.0	Filled
Metcalfe	Central	4	321	1.0	Filled
Milwaukee HS of Arts	High School	4	983	4.0	Filled
Mitchell	Southwest	6	621	1.0	Filled
Morgandale	Southwest	8	532	1.0	Filled

School	Region	Board District	FY23 3YR AVG Enrollment	Art FY24 FTE	Status
Morse	North West	1	480	1.0	Filled
Neeskara	Central	2	330	0.4	Filled
Ninety-fifth	Northwest	2	416	1.0	Filled
North	High School	1	372	1.0	Filled
Obama S.C.T.E	High School	3	655	2.0	Unfilled
Parkside	East	8	844	2.0	Filled
Parkview	Northwest	1	348	1.0	Filled
Pulaski	High School	7	897	4.0	Filled
Reagan	High School	8	1356	2.0	Filled
Riley	Southwest	8	323	1.0	Filled
River Trail	Northwest	1	335	1.0	Filled
Riverside	High School	5	1333	2.0	Filled
Riverwest	East	5	284	0.6	Filled
Rogers Street	Southwest	6	576	1.0	Filled
Roosevelt (TA)	East	4	324	1.0	Filled
Sherman (TA)	Central	2	274	1.0	Arts@Large/TBEY
Siefert	East	5	260	1.0	Filled
Sign Language	Northwest	1	473	1.0	Unfilled
South Division	High School	6	820	2.0	Filled
Spanish Immersion	Southwest	7	722	1.0	Filled
Starms Discovery	Central	4	275	0.4	Arts@Large/TBEY
Starms EC	Central	4	256	0.3	Arts@Large/TBEY
Story	Central	4	386	1.0	Filled
Stuart	Northwest	1	274	0.6	Filled
Thoreau	Northwest	1	376	1.0	Filled
Thurston Woods	Northwest	1	382	1.0	Unfilled
Townsend	Northwest	5	305	1.0	Filled
Trowbridge	East	8	208	0.4	Filled
Victory	East	8	481	1.0	Filled
Vieau	Southwest	6	674	1.0	Filled
Vincent	High School	1	720	2.0	Filled
Washington IT	High School	4	498	1.0	Arts@Large/TBEY
WCLL	High School	7	408	1.0	Filled
Wedgewood Park	Southwest	7	755	2.0	Filled
Westside Academy	Central	4	182	0.3	Filled
Whitman	Southwest	7	336	1.0	Filled
Whittier	East	8	163	0.2	Filled
Zablocki	Southwest	8	298	0.6	Unfilled

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Policy, or Board Rule Statement

Administrative Policy 7.45 - 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 has been 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.

National Student Clearinghouse

The mission of the National Student Clearinghouse is to serve the education and workforce communities and all learners with access to trusted data, related services, and insights.

• The National Student Clearinghouse works with over 13,000 high schools, representing nearly 70% of all high school students.

• The National Student Clearinghouse tracks 99% of currently enrolled postsecondary students.

• Data include all types of institutions: two-year/four-year, graduate, public/private, trade, vocational, and others.

• Over 95% of all degrees awarded in the United States are tracked.

• Since 1993, the National Student Clearinghouse, a nonprofit education organization, has been the trusted and neutral partner to nearly 3,600 postsecondary institutions in the United States.

Persistence – Continuing Enrollment for Two Years

We are seeing increased persistence. Overall, the persistence is at a greater rate than prior to the pandemic.

Preparing Students for Postsecondary

The 2022–23 school year included the following opportunities for students.

• Transcripted credits—MPS teachers teaching college courses in high school: o MPS math, English, and world languages high school teachers are currently taking graduate courses through UWM to become qualified

• Early College Credit Program/Start College Now: o State program in which individual students take college courses at two- and four-year campuses

• Contracted college courses with college instructor in high schools: o HVAC, cosmetology, English, math

• Contracted college courses on college campuses: o M3 College Connections

• Advanced Placement and International Baccalaureate courses

Current Top Six Schools 2015-2022

Most Common Institutions of Enrollment in the Fall Immediately following High School Graduation for all Classes by Number of Students

Name	Rank	State	Level	Type	Total
Milwaukee Area Technical College	1	WI	2-year	Public	3,731
University of Wisconsin – Milwaukee	2	WI	4-year	Public	1,758
University of Wisconsin – Madison	3	WI	4-year	Public	683
Marquette University	4	WI	4-year	Private	445
University of Wisconsin – Whitewater	5	WI	4-year	Public	346
Mount Mary University	6	WI	4-year	Private	345

Next Steps

• Support all students toward the goal of postsecondary readiness throughout their K–12 education.
• Continue relationships with postsecondary institutions and programs, including the following, that support our students' preparation for beyond high school:
o M3 College Connections
o M3 Smart Start
o Early College Credit Program/Start College Now
o College Possible
o PEOPLE Program
o Boys and Girls Clubs of Greater Milwaukee
o Schuler Scholar Program
o 3DE
• Improve access and expect students to take rigorous coursework during high school.
• Continue FAFSA (Free Application for Federal Student Aid) support for seniors with the new graduation requirement.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Policy, or Board Rule Statement

Administrative Policy 7.44 - Music Education

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action on the Regional Showcase - High School Region

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

Background

Based on the Board's action, the 2023-2024 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.

This month, the High School Region is featured. The region comprises 27 schools, including Montessori, Immersion, International Baccalaureate, Bilingual, Career and Technical Education, Community Schools, Alternative and other specialty schools like the Milwaukee Virtual Program. The High School Region has served over 19,000 students in diverse settings. Schools in the High School Region include the following: Alliance, Audubon Middle, Audubon High, Bay View, Bradley Tech, Green Tree, Groppi, Hamilton, MacDowell, Madison, Marshall, Golda Meir, High School of the Arts, Milwaukee County Youth Education Center, School of Languages, North, Obama, Pulaski, Project Stay, Reagan, Riverside, Rufus King, South Division, Transition, Vincent, Washington, and Wisconsin Conservatory of Lifelong Learning.

The High School Region offers a variety of programs and services to support our students towards their graduation goals. The High School Region attributes our success to strong leadership, dedicated and talented staff and effective partnerships with families and the community. Approximately 21,000 students are served within this region.

Featured School – Bradley Tech

Data

- 79.3% YTD attendance (+.6%)
- 4.1% YTD suspension rate (-7.1%)
- 73% graduation Rate (22-23)

Demographics

- 1,014 students
- 71% African American
- 16% Hispanic
- 19% Students with disabilities
- 60% Male

Bradley Tech - Points of Pride

- Successful exit of the Every Student Succeeds Act (ESSA), Comprehensive Support and Improvement (CSI), criteria for graduation rate
- Dual enrollment credit opportunities
- Work-based learning

Unique Opportunities at Bradley Tech

- Technology and Trade Pathways
- Career and Technical Experiences
- Partnerships and community supports
- After-school programming

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

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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 Milwaukee Education Partnership and to the Milwaukee Library Board of Trustees

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

President Herndon stated that her October activities would be included in her November report.

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The Board adjourned at 6:17 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 31, 2023

Special meeting of the Board of School Directors called to order by President Herndon at 5:40 p.m.

Present — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Absent and Excused — Directors Garcia, Gokalgandhi, and Leonard - 3.

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

The Milwaukee Board of School Directors will hold a Special Meeting in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purposes described 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.

Although this meeting is open to the public, as is customary, public testimony will not be taken.

SPECIAL MEETING
TUESDAY, OCTOBER 31, 2023
5:30 P.M. TO 8:00 P.M.

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
2. Informational Training Session and Retreat for School Board Members on Head Start Program Governance

Executive Session Notice

Relative to Item 1, 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 introduced in closed session or to continue with the remainder of its agenda.

* * * * *

(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.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, 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).

This item was considered second on the agenda.

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

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

The Board retired to closed session at 7:03 P.M for consideration of the item.

* * * * *

(Item 2) Informational Training Session and Retreat for School Board Members on Head Start Program Governance

Background

In order to meet Head Start Policy and Regulations, appropriate training and technical assistance is to be provided to the members of the governing body and policy council. This training is to ensure that the members understand the information the members receive and can effectively oversee and participate in the programs of the Head Start program. On October 31, 2023, both the Milwaukee Public Schools Head Start Policy Council and the Board of School Directors will receive a separate training from the Gravely Group on their roles and responsibilities in accordance with the Program Performance Standards, Part 1301: Program Governance. Participating in this training ensures a strong Head Start program can function as mandated in the Head Start Act.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Policy, or Board Rule Statement

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

The Board considered this item first and received the training.

Having deferred the closed session to the end of the meeting, the Board retired from closed session at 8:11 p.m.

JILL M. KAWALA
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 16, 2023

Regular meeting of the Board of School Directors called to order by President Herndon at 5:40 p.m.

Present — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused — Directors Carr and Gokalgandhi - 2.

Before proceeding to the items on the agenda, President Herndon asked for a moment of silence to commemorate the passing of Prince McCree, a K5 student at Hawley Environmental School.

President Herndon also noted the passing of Bishop Sedgwick Daniels, an esteemed faith leader, whose holistic ministry left a lasting impact on many members of the Milwaukee community.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October will be presented for approval in December.

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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.

MPS Combined Giving Campaign Supports the Community

The staff members of MPS exemplify selflessness by devoting their energy and resources to ensure that every student at MPS receives the high-quality education that they need to thrive in the future. One way that staff members exhibit their altruism is by actively participating in the MPS Combined Giving Campaign during the fall season.

Led by the United Way of Greater Milwaukee and Waukesha County, the 2023 MPS Combined Giving Campaign makes it possible for MPS employees to contribute to various nonprofits and community organizations through convenient methods such as payroll deduction or direct contribution. Last year, the campaign garnered support from donors across the district who collectively raised an impressive $136,000.

This year, MPS strives to beat last year's contributions. The district has already collected more than $67,000 in donations with more time to donate. The campaign will continue through Friday, November 17, providing ample time for more individuals to join this cause.

Empower Me Tour

MPS takes pride in providing students with rigorous academic programs and engaging instruction, equipping them with a wealth of academic and technical options upon high school graduation. The foundation of knowledge and skills gained at MPS opens doors to numerous opportunities for our students.

An event that highlighted these opportunities was the Empower Me Tour's College Readiness Conference held in Milwaukee, Wisconsin, on November 8 and 9. MPS high school students and their parents who attended learned about myriad postsecondary options. This event, made possible through a partnership between Milwaukee Public Schools and the United Negro College Fund (UNCF), occurs annually.

The UNCF Empower Me Tour serves as a beacon of inspiration for young people, guiding them toward academic excellence, personal responsibility, and fiscal health. The Empower Me Tour achieves this mission by offering relevant program content and fostering community engagement. Unlike previous college events, this year's Empower Me Tour took a different approach: students were chosen by certain colleges and universities to participate in on-site admissions, workshops, and a college fair with more than 35 historically Black colleges and universities, both private and public.

Moreover, students interviewed for scholarships directly with these institutions. This holistic experience not only exposed students to diverse academic pathways but also enabled them to take significant steps toward shaping their future careers and education journeys.

The UNCF Empower Me Tour plays a pivotal role in guiding our students through essential life stages and emphasizing the importance of college readiness, career success, and financial literacy. Through initiatives such as these, MPS continues to empower its students, nurturing their potential and encouraging them to achieve their dreams.

HBCU Week at MPS

MPS is dedicated to ensuring that students are well prepared for both college and career success while being aware of their postsecondary options. To achieve this goal, MPS organized a weeklong event featuring historically Black colleges and universities (HBCUs). From November 6 to 10, students took part in various activities, including decorating classroom doors with HBCU-related items, participating in voter registration drives, and attending the Empower Me Tour event. HBCU Week helped students to gain insights into HBCUs and expand their knowledge about these institutions.

Celebrating School Psychologists

We express our gratitude to MPS psychologists for their unwavering dedication. National School Psychology Week, observed this year from November 6 through 10, enabled us to acknowledge and appreciate school psychologists' vital contributions in the roles that they play within our education community as special education evaluation team members, violence prevention specialists, crisis team members, suicide prevention trainers, and anti-racism educators. School psychologists actively engage with students, helping them navigate daily challenges. Thank you, MPS school psychologists, for your support and commitment.

MPS Opens Montessori Model Classrooms

In celebration of 50 years of Montessori education in MPS, we are furthering our commitment to this innovative education approach. MPS recently introduced its new Montessori model classrooms, which were on display during an open house event on November 2 at the Grant Gordon Learning Center.

At the open house, current MPS employees, prospective staff, and community stakeholders explored the new Montessori teacher credentialing space and interacted with the Montessori teachers and staff. These model classrooms offer a unique opportunity for individuals in Milwaukee to earn their Montessori teaching credentials.

By engaging in this program, participants can earn credentials affiliated with the globally respected Association Montessori Internationale (AMI). This affiliation not only signifies the high standards of Montessori education but also opens doors to a wealth of teaching prospects and professional growth.

The scarcity of Association Montessori Internationale credentialing programs nearby highlights the exceptional nature of this offering. Outside of MPS, the closest AMI credentialing programs are located in St. Paul, Minnesota, and St. Louis, Missouri, which makes MPS's initiative truly valuable for Milwaukee-area individuals aspiring to excel in the field of Montessori education.

The credentialing classes will begin in January 2024.

Be the Spark Encourages MPS Students

ManpowerGroup, the Metropolitan Milwaukee Association of Commerce, and the Milwaukee Bucks collaborated on October 19 to launch the "Be the Spark" career readiness program at the Fiserv Forum. This initiative provided approximately 250 MPS students with helpful career insights from some of Milwaukee's most accomplished residents and professionals.

Up to fifty students from each of the schools that attended—Audubon Technology and Communication High School, Bay View High School, Bradley Technology and Trade High School, Golda Meir School, and Riverside University High School—were invited to participate. During the event, students learned from industry experts in diverse fields such as healthcare, social media, marketing, finance and accounting, human resources, facilities operations, and data analytics.

The event imparted essential advice to students and emphasized the value of internships in college not only for gaining work experience but also for exploring different career paths before making a commitment. Experts highlighted traits that employers seek in interns, including problem-solving abilities, effective communication skills, and a willingness to learn. Students were encouraged to recognize that these skills are transferable across various career fields and to remain open to new opportunities.

The Be the Spark program, now in its tenth school year, was developed by the Metropolitan Milwaukee Association of Commerce. This year, the event was co-sponsored by ManpowerGroup and the Milwaukee Bucks, illustrating the growing support and commitment from Milwaukee's influential organizations toward nurturing the future workforce.

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

* * * * *

Before calling for the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance, the President called for the Resolutions to be considered.

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

(Item 1) Action on a Request to Retire to Closed Session for Consideration of and Possible Action on Employment, Compensation, and Performance Evaluation Data Relative to the Assistant Board Clerk

Background

Consideration will be given to employment, compensation, and performance-evaluation data relative to the Assistant Board Clerk.

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

This item was deferred to the end of the meeting.

* * * * *

(Item 2) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

The State is now sitting on an overall balance of $8.87 billion as it continues to dramatically underfund its own recommendations to support English learners, students with disabilities and students challenged by poverty. An additional state fiscal update will be produced by the WI Department of Administration on November 20, 2023

Unless a deal is reached, on November 17, 2023, the U.S. government will once again be on the brink of shutting down. Additional 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.

* * * * *

(Item 3) Action on the Election of a Delegate to the Wisconsin Association of School Boards (WASB)

Background

In October 2008, the Board revised Board Rule 1.28, Board Memberships, which now states, in part:

"(3) In regard to the Wisconsin Association of School Boards (WASB), The Milwaukee Board of School Directors, following receipt of notice of an upcoming election from the WASB, shall elect the WASB delegate for Region 14 in September, October, November, or December of the year preceding any new three-year WASB term."

At its 2023 Annual Organizational Meeting, the Board elected Director Marcela "Xela" Garcia to serve the remainder of the term vacated by outgoing Board member Sequana Taylor.

The WASB has advised the Office of Board Governance that it is necessary to hold an election to select a delegate for the next three-year term.

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board determine how it wishes to proceed.

Director Leonard moved to designate Director Garcia to serve as the Board's delegate to the WASB. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

* * * * *

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 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 14, 2023 and November 4, 2023, Accountability and Efficiency Services fulfilled seven requests for information/research and one special project. Accountability and Efficiency Services also completed one constituent inquiry.

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 the reporting period, Contract Compliance Services (CCS) staff members focused on our Student Engagement Programming.

On October 25, 2023, CCS staff members participated in the Bradley Tech Career Fair. CCS utilized the opportunity to promote our COIN program and current internship opportunities.

Additionally, twelve students were referred out for interviews. Five were hired in the following career industries: administrative services, library management, and occupational/medical services.

CCS continues to partner with departmental and internal sponsors to create additional 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

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 16 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

October 27, 2023, @ 10:00 a.m.
October 30, 2023, @ 9:00 a.m., 10:00 a.m., 12:00 p.m., 1:00 p.m., 2:00 p.m.
October 31, 2023, @ 9:00 a.m., 10:00 a.m., 11:30 a.m., 12:30 p.m.
November 2, 2023, @10:00 a.m.
November 7, 2023, @ 9:00 a.m., 10:30 a.m.
November 9, 2023, @ 9:00 a.m., 10:00 a.m.
November 10, 2023, @ 9:00 a.m.

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

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — None - 0.

* * * * *

REPORTS OF STANDING COMMITTEES

No items were set aside for separate consideration.

On the motion of Director O'Halloran, Committees' Reports were approved, the vote being as follows:

Ayes — Directors Garcia, Jackson, 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 Leaves of Absence, Report on Resignations and Retirements, and Affirmative Action Report

Classified Personnel Transactions

Name	Position	Date	Salary
	NEW HIRES		
2 Jaedan Nation	Accounting Assistant II	10/18/2023	$44,141.48
2 Jeff Brown	Building Service Helper I	10/16/2023	$17.17 per hour
2 Latrice Byars	Building Service Helper I	10/23/2023	$17.17 per hour
2 Rico Dixon	Building Service Helper I	10/02/2023	$17.17 per hour
2 Raynell Gardner	Building Service Helper I	10/02/2023	$17.17 per hour

Name	Position	Date	Salary
2 Shon Horton	Building Service Helper I	10/23/2023	$18.89 per hour
2 Nazzerus Hubanks	Building Service Helper I	10/09/2023	$17.17 per hour
2 Andreona Jones	Building Service Helper I	10/02/2023	$17.17 per hour
2 Jalen Lemon	Building Service Helper I	10/02/2023	$17.17 per hour
2 Shywan Mathis	Building Service Helper I	10/16/2023	$20.03 per hour
2 Cynita Mclemore	Building Service Helper I	10/16/2023	$17.74 per hour
2 Rosie Richardson	Building Service Helper I	10/23/2023	$17.17 per hour
2 Samirra Robinson	Building Service Helper I	10/23/2023	$17.17 per hour
2 Joshua Tellis	Building Service Helper I	10/09/2023	$18.32 per hour
2 Alicia Thomas	Building Service Helper I	10/02/2023	$17.17 per hour
2 Monasia Turner	Building Service Helper I	10/16/2023	$17.17 per hour
2 Stacy Whiters	Building Service Helper I	10/02/2023	$17.17 per hour
4 Lee Febo Rosario	Children's Health Assistant	10/25/2023	$23,153.44
2 Audrey Henderson	Children's Health Assistant	10/03/2023	$24,475.30
5 Alexia Janusz	Children's Health Assistant	10/03/2023	$21,831.58
2 Talisha Jennings	Children's Health Assistant	10/03/2023	$21,831.58
4 Esmeralda Juarez	Children's Health Assistant	10/03/2023	$20,510.86
2 Crystal Larkin	Children's Health Assistant	10/18/2023	$23,813.81
2 Kenniya Martin	Children's Health Assistant	10/03/2023	$20,510.86
2 Christopher Byrd	Food Service Assistant	09/25/2023	$17.17 per hour
2 Wanda Hayes	Food Service Assistant	09/25/2023	$17.17 per hour
4 Dora Herrera	Food Service Assistant	10/16/2023	$17.17 per hour
2 Eric Hinek	Food Service Assistant	10/09/2023	$18.72 per hour
2 Sierra Jackson	Food Service Assistant	10/09/2023	$17.69 per hour
2 Jill McCreary	Food Service Assistant	10/23/2023	$17.69 per hour
2 Sharon McGill	Food Service Assistant	10/09/2023	$18.20 per hour
4 Idalia Ortiz	Food Service Assistant	10/02/2023	$18.20 per hour
4 Betsy Ramos	Food Service Assistant	09/25/2023	$18.72 per hour
4 Maricela Sahagun	Food Service Assistant	10/09/2023	$17.17 per hour
2 Rhea Wess	Food Service Assistant	10/03/2023	$18.72 per hour
2 Monica Wright	Food Service Assistant	10/05/2023	$18.72 per hour
2 Tiffany Beavers	Paraprofessional – Parent Involvement	10/05/2023	$35,432.00
2 Pamela Talmadge	Paraprofessional – Parent Involvement	10/09/2023	$23,435.00
2 Tattiana Bility	Paraprofessional	10/09/2023	$21,339.00
7 Faythe Brennan	Paraprofessional	10/23/2023	$21,339.00
4 Lizbeth Canales Valentin	Paraprofessional	10/09/2023	$22,648.00
2 Yonquita Carter	Paraprofessional	10/02/2023	$21,339.00
2 DeAmayiah Clayhiggs	Paraprofessional	10/02/2023	$21,339.00
4 Lina Cuervo	Paraprofessional	10/02/2023	$22,648.00
2 Khadeesha Daniels	Paraprofessional	10/02/2023	$21,339.00
2 Carolyn Davis	Paraprofessional	10/02/2023	$29,712.00
4 Noemi Hernandez Palacios	Paraprofessional	10/02/2023	$22,648.00
7 Samya Hickman	Paraprofessional	10/09/2023	$21,860.00
2 Ameer Hollowell	Paraprofessional	10/02/2023	$21,339.00
3 Hyeran Kang	Paraprofessional	10/09/2023	$28,788.00
3 Rabia Khurram	Paraprofessional	10/02/2023	$21,339.00
2 Ciara Matthews	Paraprofessional	10/02/2023	$24,211.00
2 Nathan Mayfield	Paraprofessional	10/16/2023	$21,339.00
2 Gilbert Okitafudu	Paraprofessional	10/23/2023	$23,435.00
5 Andrea Olds	Paraprofessional	10/02/2023	$21,339.00
3 Courtney Orr	Paraprofessional	09/18/2023	$23,435.00
2 Marquetta Parker	Paraprofessional	10/16/2023	$21,339.00
2 Tukira Patterson	Paraprofessional	10/09/2023	$21,339.00

Name	Position	Date	Salary
2 Pherzaine Pledger	Paraprofessional	10/16/2023	$23,435.00
2 Niteavia Pulliam	Paraprofessional	10/16/2023	$21,339.00
2 Marla Reynolds	Paraprofessional	10/23/2023	$21,339.00
4 Janis Rios	Paraprofessional	10/23/2023	$23,435.00
2 Latisha Robinson	Paraprofessional	10/02/2023	$21,339.00
2 Jayme Rogers	Paraprofessional	10/16/2023	$21,339.00
5 Hayden Sokolowski-Kiesow	Paraprofessional	10/16/2023	$23,435.00
2 Jane Stueber	Paraprofessional	10/02/2023	$23,435.00
2 Charletta Ward	Paraprofessional	10/09/2023	$24,211.00
2 Shateria Wiley	Paraprofessional	10/16/2023	$23,435.00
2 Juanita Wilkes	Paraprofessional	09/25/2023	$24,211.00
3 Paosoua Xiong	Paraprofessional	10/16/2023	$21,860.00
4 Peighten Thompson	Paraprofessional	10/23/2023	$21,339.00
2 Keylon Anderson	School Safety Assistant	09/25/2023	$26,594.00
2 Tiffany Bailey	School Safety Assistant	09/25/2023	$29,276.00
2 Courtney Benson	School Safety Assistant	09/25/2023	$28,258.00
2 Ramon Blakely	School Safety Assistant	10/16/2023	$26,594.00
2 Mary Shenell Cathey	School Safety Assistant	10/16/2023	$26,594.00
2 Kayla Clincy	School Safety Assistant	09/25/2023	$26,594.00
2 Charles Coleman	School Safety Assistant	10/16/2023	$26,594.00
2 Zennovia Coleman	School Safety Assistant	10/16/2023	$26,594.00
2 Dariana Davis	School Safety Assistant	10/16/2023	$26,594.00
2 Shana Ewan	School Safety Assistant	10/16/2023	$26,594.00
2 Cameron Fowler	School Safety Assistant	10/16/2023	$26,594.00
2 Dashinelle Gilchrist	School Safety Assistant	10/16/2023	$26,594.00
5 Adam Hansen	School Safety Assistant	10/16/2023	$28,258.00
2 DayJanae Harris	School Safety Assistant	10/16/2023	$27,257.00
2 Tamia Hiley	School Safety Assistant	10/16/2023	$26,594.00
2 Kenyon Hines	School Safety Assistant	10/16/2023	$28,258.00
2 Janyliyah Hughes	School Safety Assistant	10/16/2023	$26,594.00
2 Alexzandria Jackson	School Safety Assistant	10/16/2023	$26,594.00
2 Triana Jackson	School Safety Assistant	10/16/2023	$31,296.00
2 Sole Johnson	School Safety Assistant	10/16/2023	$27,257.00
2 Laneica Lewis	School Safety Assistant	09/25/2023	$26,594.00
2 Jordan McElrath	School Safety Assistant	10/16/2023	$29,276.00
2 Deizmon Mcgowan	School Safety Assistant	10/16/2023	$27,257.00
2 Anastasia Morris	School Safety Assistant	09/25/2023	$26,594.00
2 Reionna Nash	School Safety Assistant	10/16/2023	$26,594.00
2 Jordan Parks	School Safety Assistant	09/25/2023	$26,594.00
2 Stephan Quantrell	School Safety Assistant	09/25/2023	$26,594.00
2 Marchelle Rollins	School Safety Assistant	10/16/2023	$31,296.00
2 Dionna Sherman	School Safety Assistant	09/25/2023	$27,257.00
2 Alicia Sherrod	School Safety Assistant	09/25/2023	$26,594.00
2 Alexis Taylor	School Safety Assistant	09/25/2023	$26,594.00
2 David Walls	School Safety Assistant	09/25/2023	$26,594.00
2 Josephine Washington	School Safety Assistant	10/16/2023	$26,594.00
2 Khalon Washington-Cox	School Safety Assistant	10/16/2023	$26,594.00
2 Christiana Webb	School Safety Assistant	10/16/2023	$26,594.00
2 Kaveyon White	School Safety Assistant	10/16/2023	$26,594.00
2 Mykidia Williams	School Safety Assistant	09/25/2023	$26,594.00
2 Kentasia Willingham	School Safety Assistant	10/16/2023	$26,594.00
2 Michaela Winston	School Safety Assistant	09/25/2023	$28,258.00
4 Ariel Corona	School Kitchen Manager III	10/24/2023	$36,293.00
2 Joyce Hopson	School Social Work Aide II	10/18/2023	$20,814.00
7 Robert Anderson	Youth Apprentice	10/02/2023	$15.00 per hour

Name	Position	Date	Salary
2 Lamar Griffin	Youth Apprentice	10/02/2023	$15.00 per hour
2 Raphael Lee	Youth Apprentice	10/02/2023	$15.00 per hour
2 Gekari Robinson	Youth Apprentice	10/02/2023	$15.00 per hour
2 Cory Scott	Youth Apprentice	10/02/2023	$15.00 per hour
2 Darius Wilks	Youth Apprentice	10/02/2023	$15.00 per hour
	PROMOTIONS		
2 Raven Hendricks	Food Service Assistant	10/09/2023	$17.69 per hour
4 Jazmine Mayo	Food Service Assistant	09/25/2023	$18.20 per hour
4 Brenda Martinez	Paraprofessional	10/09/2023	$22,648.00
5 Erin Phillips	Paraprofessional	10/16/2023	$22,648.00
2 Amira Rogers	Paraprofessional	10/24/2023	$21,860.00
2 Tametra Cloyd	School Safety Assistant	09/25/2023	$26,594.00
4 Mayra Aviles	School Secretary I – 12 Month	10/16/2023	$47,039.62
	REHIRES		
2 Deonte Anderson	Building Service Helper I	09/18/2023	$18.89 per hour
2 Sharmeka Bell	Building Service Helper I	10/16/2023	$17.17 per hour
2 Theresa Buck	Building Service Helper I	10/02/2023	$17.74 per hour
2 Amaya Grubbs	Building Service Helper I	10/02/2023	$17.17 per hour
2 Thaddeus Reynolds	Building Service Helper I	10/23/2023	$17.17 per hour
2 Ronald Skys	Building Service Helper I	10/23/2023	$18.32 per hour
4 Maria Solis-Soto	Building Service Helper I	10/02/2023	$18.89 per hour
2 Christine Virgil	Children's Health Assistant	10/24/2023	$24,493.08
2 Lacheryl Cook	Food Service Assistant	09/25/2023	$18.20 per hour
2 Brenda Benner	Paraprofessional	10/16/2023	$29,712.00
2 LaShawndra Cooper	Paraprofessional	10/16/2023	$22,648.00
2 Shontrice Cross	Paraprofessional	10/09/2023	$22,648.00
2 Faye Madison	Paraprofessional	10/24/2023	$24,211.00
2 Kendra Johnson	School Safety Assistant	10/26/2023	$28,258.00
6 J'nell Lanier	School Safety Assistant	10/18/2023	$32,314.00
2 Mariah Norman	School Safety Assistant	10/16/2023	$26,594.00
2 Sharon Evans	Social Work Aide II	10/06/2023	$22,532.00

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 - SCHOOL SUPPORT TEACHER

2,nr	Wilson,LaTasha SCHOOL SUPPORT TEACHER	01/MA	$70,549.00	10/17/2023

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

5,r	Blunt,Patrick Leslie GEN ELEM & K8 - ALL GRADES	01/BA	$50,737.00	8/28/2023
2,r	Irewumi,Opeoluwa DAY TO DAY TEACHER	01/BA	$61,925.00	10/9/2023
2,nr	Norton,Carolyn	01/MA	$72,588.00	10/16/2023

	SPEC ED MULTICATEG.			
2,nr	Owoyokun,Olajumoke	01/BA	$50,737.00	10/9/2023
	GEN ELEM & K8 - ALL GRADES			
5,nr	Pawelski,Michael	01/MA	$90,944.00	10/24/2023
	GEN ELEM & K8 - ALL GRADES			
4,r	Ruiz,Jeins	01/BA	$65,654.00	9/18/2023
	SAGE INTERVENTION TCHR			
5,r	Zivkovic,Marko	01/MA	$58,312.00	10/9/2023
	AMP HPE			

ACTION ON CERTIFICATED APPOINTMENTS - OCCUPATIONAL THERAPIST

5,r	Phillips,Stephanie	01/OTM	$54,391.00	10/6/2023
	THERAPIST-OCCUPATIONAL			

ACTION ON CERTIFICATED APPOINTMENTS - EARLY START

2,r	Isah,Maimuna Sulaiman	01/BA	$54,467.00	9/18/2023
	SCIENCE			
4,nr	Maldonado,Geraldine	01/BA	$54,467.00	10/9/2023
	FOREIGN LANGUAGE			
4,r	Martinez,Santiago B	01/BA	$52,601.00	10/20/2023
	SOCIAL STUDIES			
4,r	Ruiz Pena,Erika	01/MA	$80,746.00	10/9/2023
	FOREIGN LANGUAGE			

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER LEADER EARLY START

5,nr	Pupovac,Sonja	1D/MA	$109,698.00	
	10/16/2023			
	TECHNICAL SERVICES			

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER

2,nr	Adams,Bernard	XX/4W2	$49,836.00	9/18/2023
	MULTICATEG. COMP. SEN			
2,nr	Ali,Uthman A	XX/4W2	$49,836.00	10/23/2023
	SPEC ED MULTICATEG.			
2,r	Davis,Levita S	XX/4W2	$49,836.00	10/18/2023
	REG (5 YR) KINDERGARTEN			
2,nr	Emere,Odinakachukwu Obianuju	XX/4W2	$49,860.00	10/9/2023
	KINDERGARTEN (4 YR OLDS)			
2,r	Moha,Patrick	XX/4W2	$49,836.00	9/18/2023
	GRANTS-MILW PARTNERSHIP FDTN			
4,nr	Noriega,Andrea C	XX/4W2	$49,860.00	10/9/2023
	MUSIC			
4,nr	Noriega,Angelica	XX/4W2	$49,860.00	10/9/2023
	MUSIC			
2,r	Oluyide,Oluwafemi A	XX/4W2	$49,860.00	10/9/2023
	GUIDANCE- VARIOUS			
2,r	Omoyele,Abolanle	XX/4W2	$49,860.00	10/9/2023
	KINDERGARTEN (4 YR OLDS)			
4,nr	Osborne,Jocelyn O	XX/4W2	$49,836.00	10/9/2023
	MULTICATEG. COMP. SEN			
2,r	Wanjala,Sarah	XX/4W2	$49,836.00	9/18/2023
	GEN ELEM & K8 - ALL GRADES			
2,r	Womack,Alfreda	XX/4W2	$49,836.00	10/23/2023
	GEN ELEM & K8 - ALL GRADES			

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER EARLY START

2,r	Adegun,Abosede TITLE I SCHOOLWIDE	XX/4W2	$49,860.00	10/9/2023
4,r	Brambila,Leslie FOREIGN LANGUAGE	XX/4W2	$49,836.00	10/9/2023
2,nr	Essien,Alex N SCIENCE	XX/4W2	$49,836.00	9/18/2023
2,nr	Moore,Shaprice L SPEC ED MULTICATEG.	XX/4W2	$49,836.00	10/16/2023
2,r	Okwarajiaku,Promise GEN ELEM & K8 - ALL GRADES	XX/4W2	$49,860.00	10/9/2023
2,r	Oladosu,Adebiyi SCIENCE	XX/4W2	$49,860.00	9/18/2023
2,r	Onokpite,Jerry GEN ELEM & K8 - ALL GRADES	XX/4W2	$49,860.00	10/9/2023
2,r	Onyeukwu,Chinomso Chiemela COMPUTER SCIENCE	XX/4W2	$49,860.00	10/9/2023
4,r	Rubiano Garcia,Wilmer BILINGUAL ED	XX/4W2	$49,860.00	10/9/2023

Counts	*Male*	*Female*	Native American (1) *1*	African American (2) *2*	Asian/ Pacific Islander (3) *3*	Hispanic (4) *4*	White (5) *5*	Other (6) *6*	Two or More Ethnic Codes (8) *7*
Teachers	15	19	0	22	0	8	4	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	15	20	0	22	0	8	5	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 2023:		
Isabelle Von Sturm-Day	Lancaster School	September 21, 2023
Illness Leave October 2023:		
Cheryl Martens	Fairview School	October 23, 2023
Felicia Russell	Washington High School	October 24, 2023
Personal Leave October 2023:		
Kasongo Kalumbula	Bethune Academy	October 6, 2023
Nicol Peters Freeman	Wisconsin Convervatory	October 23, 2023

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date

Personal	6.7	4	Jasmine Balderas	Teacher	Forest Home	10/20/2023
Other Dist	1.2	5	Keelin Eggleston	Teacher	ALBA	10/27/2023
Other Dist	7.8	4	Mercedes Garcia	Teacher	WCLL	10/05/2023
Personal	17.4	4	Xiomara Garcia	Teacher	MSOL	10/13/2023
Personal	11.1	2	Treneshia Gilbert	Teacher	Green Tree Prep	10/23/2023
Personal	5.0	5	Grace Jamieson	Teacher	Ronald Reagan	10/19/2023
Personal	9.2	2	Takela Jones	Teacher	Central Svcs	10/13/2023
Personal	0.1	4	Vanessa Molina Canova	Teacher	MSL	09/25/2023
Retire	15.1	5	Dena Platow	Teacher	Hamilton	11/17/2023
Personal	0.1	5	Lisa Radtke	SST	Mitchell	10/04/2023
Personal	0.1	3	Bethoven Westover	Teacher	Riverwest	10/05/2023

Classified Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.6	4	Randy Avila	Para	Hayes	10/13/2023
Retire	8.9	5	Terese Bonan	Technician	Central Svcs	01/12/2024
Other Work	0.1	2	Jennifer Bonner	SWA II	Central Svcs	11/02/2023
Other Work	2.2	2	Andrea Branch	Para	Maple Tree	11/10/2023
Retire	20.5	5	Linda Bromberek	Secretary I	Cooper	10/27/2023
Personal	0.7	2	Kai Burns	Associate I	Central Svcs	10/25/2023
Retire	16.0	2	Charletta Daughtry	CHA	Gaenslen	10/19/2023
Personal	0.9	4	Elaine Diaz	Secretary II	Central Svcs	10/21/2023
Personal	0.1	1	Sonia Espinosa	Para	Fernwood	10/16/2023
Retire	23.2	5	Christopher Fons	Teacher	Hamilton	11/17/2023
Retire	7.0	5	Susan Kipp	Adm Asst	Central Svcs	11/30/2023
Retire	17.6	5	Pamela Krenz	Para	AAL	01/02/2024
Retire	20.6	4	Monica Lopez	Assoc I	Central Svcs	01/05/2024
Personal	1.0	2	Imecia McCurtis	CHA	Elm	10/10/2023
Retire	32.4	5	Sherri Palacios	Secretary I	Trowbridge	11/30/2023
Personal	0.6	2	Penny Payne	Secretary I	Central Svcs	10/11/2023
Personal	5.0	4	Patricia Peralta Cuenca	FSA	Bradley Tech	10/26/2023
Personal	5.0	2	Ashlynn Powell	Para	Bruce	10/09/2023
Retire	30.0	5	Cynthia Roesler	Para	AAL	01/02/2024
Other Work	0.1	2	Ariya Roth	Secretary I	Brown Street	10/13/2023
Personal	0.1	4	Maricela Sahagun	FSA	Ronald Reagan	10/20/2023
Personal	1.1	2	Christine Stevenson	Para	Manitoba	10/27/2023
Retire	2.9	2	Ellary Thrasher	BSH I	Pratt	09/27/2023
Personal	0.1	2	Sabrina Washington	Secretary I	Rufus King HS	10/11/2023
Personal	0.1	2	Renee Watson	FSA	Engleburg	10/25/2023

Other District – 2 (Classified – 0 Certificated – 2)
Other Work – 3 (Classified – 3 Certificated – 0)
Personal – 20 (Classified – 12 Certificated – 8)
Retirement – 11 (Classified – 10 Certificated – 1)

Affirmative Action Monthly Personnel Transaction Report

The Affirmative Action report for October 2023 is attached to the minutes of your Committee's meeting. This is an informational report.

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 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 Administrative Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(3)(r)	Seemi Daniel	Manager I, Financial Planning Office of the Chief of Finance	Schedule 03, Range 11A $113,000
(2)(r)	Carmon Smith	Payroll Supervisor II Office of the Chief of Finance	Schedule 03, Range 10A $96,729
(4)(nr)	Sabrina G Gomez	Accountant II Office of the Chief of Finance	Schedule 03, Range 04A $79,011
(2)(r)	Mary Grant	Planning Assistant II, Extended Learning Office of the Chief of Academics	Schedule 03, Range 02A $74,762

Recommended Appointments of the Office of Accountability and Efficiency

The Office of Accountability & Efficiency recommends that the following individual be appointed to the classifications indicated, to be effective upon approval by the Board.

(6)(nr)	Leila Sadoughian	Financial Planner & Budget Analyst III Office of Accountability & Efficiency	Schedule 03, Range 07A $88,860

Recommended Salary Increase

The Office of the Superintendent recommends that the following individual(s) be increased to the salary indicated, to be effective upon approval by the Board.

(5)(r)	Natalie Phillippe	Coordinator II, Head Start Program Office of the Chief of Academics	Schedule 03, Range 07A $92,801

Recommended Reassignment

The Office of the Superintendent recommends that the following individual(s) be reassigned to the positions indicated, to be effective upon approval by the Board.

(2)(r)	Tecy Yarn	Assistant Principal I, Sherman Office of the Chief of School Administration	Schedule 03, Range 10C $103,908

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

(2)(r)	Anayo Agwoeme	Induction Specialist International Teacher Support	$30.00
		Office of the Chief of Academics	08/01/23 to 12/31/23
(2)(r)	Sallyanne Kruegar	Part-Time Reading Interventionist	$30.00
		Office of the Chief of School Administration	10/02/23 to 03/21/24
(2)(r)	Anita Carter	Reading Interventionalist	$30.00
		Office of the Chief of School Administration	10/16/23 to 04/16/24
(5)(r)	Nancy McGrew	Pupil Support Grades 1st thru 5th	$20.00
		Office of the Chief of School Administration	01/01/24 to 06/30/24
(2)(r)	Annette Fayne	Administrative Assistant III/Board Proceedings/Verbatim	$27.86
		Office of the Board of Governance	10/15/23 to 04/15/24

Codes

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 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 2022.

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.

The Administration recommends that the Board approve the attached prevailing wage rates effective as of July 1, 2023.

FY24 Prevailing Wage Rates

Job Classification	Current Rate	FY23 MBCTC
Bricklayer	$ 44.08	$ 44.96
Bricklayer Chargeman	$ 47.56	$ 48.45
Building Laborer	$ 35.42	$ 36.37
Laborer Chargeman	$ 37.62	$ 39.57
Carpenter	$ 40.75	$ 41.91
Carpenter Chargeman	$ 42.79	$ 44.01
Electrician	$ 46.38	$ 47.75
Electrician Chargeman	$ 49.86	$ 50.55
Elev Constructor (BLDG)	$ 54.60	$ 56.97
Glazier	$ 40.00	$ 43.44
Locksmith	$ 40.75	$ 41.91
Locksmith Chargeman	$ 42.79	$ 44.01
Mach Maint Repairman	$ 44.19	$ 46.09
Mach Maint Chargeman	$ 45.69	$ 47.84
Painter	$ 37.40	$ 39.09
Painter Chargeman	$ 37.78	$ 39.47
Pipe Insulator	$ 40.68	$ 42.48
Insulator Chargeman	$ 42.72	$ 44.61
Plasterer	$ 39.46	$ 39.98
Plumber-Rest Jour. I	$ 46.52	$ 49.87
Plumber	$ 50.75	$ 54.10
Plumbing Chargeman	$ 53.80	$ 57.35
Roofer	$ 38.00	$ 39.50
Roofer Chargeman	$ 39.50	$ 41.00
Sheet Metal Worker	$ 49.60	$ 53.03
Sheet Metal Chargeman	$ 53.32	$ 57.01
Steamfitter	$ 50.00	$ 53.22
Steamfitter Chargeman	$ 52.50	$ 55.88

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.21 - 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 FY24.

Implementation and Assessment Plan

Upon Board approval, the attached new wage rates shall be implemented as required.

Committee's Recommendation

Your Committee recommends approval of the item.

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

* * * * *

(Item 4) Action on Approval of a Substitute Teacher Incentive Program

Background

Substitute teacher shortages, much like the broader teacher shortages, are being experienced by school districts nationwide. While Milwaukee Public Schools has experienced a substitute teacher shortage for a number of years, the COVID-19 pandemic amplified the shortage with the number of substitute teachers accepting assignments sharply decreasing.

In an effort to increase the number of substitute teachers accepting assignments, the Administration recommends the implementation of an incentive program that would provide substitute teachers (excluding benefit eligible substitute teachers) a $500 taxable payment each month they fulfill assignments on 90% of the student attendance days.

The increase in the number of substitute teacher accepting assignments will not only benefit the students who will be receiving instruction, it will benefit school staff as it will relieve the strain placed on them when covering absences that were not picked up by a substitute teacher.

Milwaukee Public Schools is committed to recruiting and retaining the best support staff to educate and engage our students, families and communities. When our regular teachers are unavailable, the Office of Human Resources has a goal to ensure that every classroom is fully-staffed.

MPS is seeking to increase the daily substitute teacher fill-rate from 37% to 80%. The Office of Human Resources is looking to implement an incentive program to meet our goal to better support teaching and learning in all schools for the remainder of the 2023-2024 school year.

MPS Substitute Teacher Incentive Program

Milwaukee Public Schools (MPS) will be offering a substitute teacher incentive program to all eligible day-to-day substitute teachers in the district. Substitute teachers that accept assignments on 90% of student attendance days in a month will receive an additional taxable payment of $500.00/month. Substitute teachers must be in the assignment for a full-day (6.5 hours/day or more).

Common Questions

How many full days do I need to substitute teaching to receive the incentive monthly?
Every month beginning in January, 2024, substitute teachers that work 90% of the student attendance days within that month will receive a $500.00 additional taxable payment.

Who is eligible for the referral bonus?
All MPS substitute teachers, except benefit-eligible substitute teachers, are eligible when subbing in full-day assignments of 6.5 hours or more per day.

Do I have to substitute teach at one school or can I substitute at multiple schools?
As long as you serve as a substitute teacher for 90% of the student attendance days in the month, you will be eligible for the additional taxable payment.

If I meet the requirement for the substitute teacher long term pay, am I eligible for the monthly incentive?
Yes.

How much will I get paid and how will it appear on my paycheck?
Substitute teachers will receive an additional taxable payment of $500.00/month. Substitute teachers can expect to see the additional taxable pay as a separate line on a subsequent paycheck.

Questions may be directed to the Office of Human Resources

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.01 - General Personnel Policies

Fiscal Impact Statement

If all substitute teacher assignments are filled by subs that qualify for the incentive, the cost of the incentive program is estimated to be $1,000,000.00. In the Fall budget adjustments funding was set aside to cover the incentives.

Implementation and Assessment Plan

Upon approval, the Administration will pay the noted incentive to eligible substitute teachers.

Committee's Recommendation

The Administration recommends that the Board approve the substitute teacher incentive program as noted in this item.

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

* * * * *

(Item 5) Action on a Request to Approve an Increase to the Annual Salary Increment Provided to Employees under the Administrators & Supervisors Council (ASC) Salary Schedule

Background

All employee groups except for the ASC employee group, have approved salary schedules that incorporate an annual step increase to go along with any Consumer Price Index (CPI) increase provided by the Board. While the ASC salary schedule does not identify step increases, the Administration has paid individuals in the ASC employee group an annual increment of $1300 in place of a step increase. Like the step increase provided to other employees groups, the annual increment allows employees to move through their pay range.

After comparing the various annual step increases to the annual ASC increment, the Administration recommends increasing the annual ASC increment to $2000. This increase will allow employees under the ASC salary schedule to progress through their pay range at similar pace as employees under salary schedules with step increases.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.21 - Salary Schedules: Staff

Fiscal Impact Statement

The FY24 budget, as approved in the Spring, incorporated the $1300 annual ASC increment. During the Fall budget adjustment, funding was set aside to cover the $700 increase to the increment. The total cost of increasing the increment to $2000 is approximately $435,631.

Implementation and Assessment Plan

Upon Board approval, the Administration will implement the $700 increase to the annual ASC increment and adjust salaries accordingly.

Committee's Recommendation

Your Committee recommends that the Board approve increasing the annual ASC increment from $1300 to $2000.

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

* * * * *

(Item 6) Action on a Request for Approval of Job Descriptions for Associate I - Family Support, Associate I - License Compliance, and Specialist I - District Accounting

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job descriptions for the Associate I - Family Support, Associate I - License Compliance, and Specialist I - District Accounting positions.

Associate I – Family Support

Housed in the Office of Communications and School Performance, the position reports to the Director, Business and Community Partnerships This full-time position is non-exempt and is compensated at a pay grade of 03A in the range of $55,993 – 80,376.

The Associate I – Family Support assists ethnic minority families and caregivers in Milwaukee to provide information, referrals and access to educational and other services. They serve as the primary contact for families who have an Individual with Disabilities Act (IDEA) concern and support and bridge the Individual Education Plan (IEP) team with these families' and students' needs through Milwaukee Public Schools (MPS) Special Education Liaison for Families (SELFs) and Parent Coordinators (PCs). They provides resolutions and prevent state level IDEA complaints.

Associate I – License Compliance

Housed in the Office of Human Resources, the position reports to the Senior Director, Talent Management. This full-time position is non-exempt and is compensated at a pay grade of 03A in the range of $55,993 – 80,376.

The Associate I – License Compliance ensures compliance with state licensure requirements for all licensed positions, and regularly communicates with the Wisconsin Department of Public Instruction (DPI).

Specialist I, District Accounting

Housed in the Office of Finance, the position reports to the Comptroller. This full-time position is non-exempt and is compensated at a pay range of $79,679 – 114,859.

The Specialist I, District Accounting assists the Comptroller in ensuring the financial functions of the district are aligned with best practices, and clearly communicated to stakeholders.

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

N/A

Implementation and Assessment Plan

Upon approval of the Board, the Administration will utilize the attached job descriptions.

Committee's Recommendation

Your Committee recommends that the Board approve the attached job descriptions for the Associate I - Family Support, Associate I - License Compliance, and Specialist I - District Accounting positions.

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

* * * * *

(Item 7) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of $25,000; Acceptance of the 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

Cooperative Authorization to Purchase from CDW Government LLC for Advanced Anti-Virus Software

The Administration is requesting authorization to make a purchase from CDW Government LLC, for the purchase of 18,100 licenses of SentinelOne Complete Protection Platform for all district workstations as well as 340 licenses for district servers. This advanced anti-virus product will help protect district infrastructure and resources from cyber threats including attacks from malicious code, malware, and ransomware. This product is a leader in industry and will help the district meet growing needs for cyber insurance coverage and audit findings.

This purchase is made under the Sourcewell Cooperative Purchasing Agreement #081419-CDW.

The total cost of goods purchased from CDW Government LLC will not exceed $538,759.50.

Budget Code: TSA-D-0-3H4-DW-ETRS (Software as a Service) ..... $ 538,759.50

CDW Government 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

State Contract Authorization to Purchase from Ewald's Hartford Ford, LLC for Twelve Vehicles

The Administration is requesting authorization to utilize a state contract to purchase, from Ewald's Hartford Ford, LLC, twelve vehicles for use by the Department of Facilities and Maintenance and the Department of Recreation and Community Services. This purchase will be made under the State of Wisconsin's Contract #505ENT-M21-VEHICLES-03.

The twelve vehicles to be purchased are: Three 2024 Ford Transit 250 low roof cargo van 130" WB, RWD, ECOBOOST (state contract bid item number F104) at $52,000 for a subtotal of $156,000, four 2024 Ford Ranger XL, 4 WD Supercab 6 foot long box (state contract bid item number R1F) at $38,000 each for a subtotal of $152,000, one Ford F-450 with cab and chassis (state contract item number F91A) at $65,000, for a subtotal of 65,000, one 2024 Ford F-350, 4 WD Supercab (state contract number F63) at $53,000, for a subtotal of $53,000 and three 2024 Chevrolet Colorado 4WD Crew Cab (state contract number 14C43) at $38,000 each for a subtotal of $114,000.

This will be a one-time purchase and funds expended will not exceed $540,000.00

Budget Codes:

MTN-0-0-VRP-11-ERVH.... (Vehicle Replacement – Construction Fund)..... $426,000

STS-0-0-FGR-RC-ERVH.... (Vehicle Replacement – Extension Fund) $114,000

Ewald's Hartford Ford, 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 Purchase from PowerSchool Group LLC for Financial System Cloud Migration and Hosting

The Administration is requesting authorization to make a purchase from PowerSchool Group LLC, for the purchase of licensing and services to host the district financial system, BusinessPlus, in the cloud moving forward. Cloud-hosting of this application is 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.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Purchasing Agreement #210101.

The total cost of goods and services purchased from PowerSchool Group LLC will not exceed $142,072.53.

Budget Code: FSC-0-0-TLN-DW-EMT (Purchased Services) ..... $ 142,072.53

CDW Government 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

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 C030754

Viterbo University

On July 28, 2022, the Milwaukee Board of School Directors and Viterbo University entered into Professional Services Contract number C030754 ("Contract"), with a term of August 1, 2022, through February 28, 2025, to provide discounted tuition for employees of Milwaukee Public Schools including currently enrolled employees of MPS, specifically targeting paraprofessionals to earn a bachelor's degree with initial teacher licensure in the State of Wisconsin. Viterbo will also provide bachelor degreed employees discounted tuition to become licensed teachers in the State of Wisconsin as well as leadership courses to allow licensed educators to pursue leadership certification. On October 2, 2023, a Request to Change Contract (RCC) was approved to add funds to cover an increase in services.

Original Contract:.....$ 200,000.00

RCC 10/2/23.....$ 300,000.00

Ending contract: .....$ 500,000.00

Contract: C031591

ESA Management LLC

On July 19, 2023, the Milwaukee Board of School Directors and ESA Management LLC entered into Professional Services Contract number C031591 ("Contract"), with a term of July 19, 2023, through August 28, 2023, for temporary lodging for international teachers. On August 9, 2023, a Request to Change Contract (RCC) was approved to extend the contract through December 31, 2023, and to add additional funds of $49,999.99 to accommodate temporary lodging for international teachers due to travel delays. On October 11, 2023, an RCC was approved to add funds of $49,999.99 to ensure housing is available for international recruits that still need to arrive.

Original Contract Amount:.....$ 49,999.99

RCC 8/9/2023.....49,999.99

RCC 10/11/2023.....49,999.99

Ending amount: $149,999.97

Contract: C030315

Alverno College

On December 18, 2021, the Milwaukee Board of School Directors and Alverno College entered into Professional Services Contract number C030315 ("Contract"), with a term of January 1, 2022, through December 31, 2025, for a Bachelor of Science in Education K-9, ESL with supplemental bilingual endorsement program for MPS employees at a discounted rate. On October 2, 2023, a Request to Change Contract (RCC) was approved to add additional funds to continue to ensure there is no interruption of enrollment for employees enrolled in teacher preparation programs.

Original Contract Amount:.....$ 141,750.00

RCC 10/2/2023.....400,000.00

Ending amount: .....$ 541,750.00

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 December 31, 2025, for coursework services for MPS employees specifically targeting paraprofessionals to become licensed teachers in the State of Wisconsin. On August 20, 2023, a Request to Change Contract (RCC) was approved to add additional funds to continue to expand this teacher licensure program. On October 4, 2023, an RCC was approved to add additional funds to the contract to continue to support employees enrolled in teacher preparation programs.

Original Contract Amount:.....$ 141,750.00

RCC 8/20/2023.....200,000.00

RCC 10/4/2023.....500,000.00

Ending amount: .....$ 841,750.00

Contract: C031940

Integrated Fitness LLC

On August 28, 2023, the Milwaukee Board of School Directors and Integrated Fitness entered into Professional Services Contract number C031940 ("Contract"), with a term of August 28, 2023, through November 30, 2023, for onsite school instruction in physical fitness and health for students at Carver Academy. On October 4, 2023, a Request to Change Contract

(RCC) was approved to extend the contract through June 30, 2024, and to add additional funds of $73,200.

Original Contract Amount:.....$ 36,000.00

RCC 10/4/2023.....73,200.00

Ending amount: .....$ 109,200.00

Contract: C030118

Arts at Large Inc

On September 1, 2021, the Milwaukee Board of School Directors and Arts at Large Inc entered into Professional Services Contract number C030118 ("Contract"), with a term of September 1, 2021, through August 31, 2022, for short and long-term residencies, to provide art classes to students in place of a licensed art teacher due to vacant positions as per RFP 1052. On August 25, 2022, the Board approved the contract to be extended through August 31, 2024, and not to exceed $800,000. On September 21, 2023, a Request to Change Contract (RCC) was approved to add funds for increased need.

Original Contract Amount:.....$400,000.00

Extension (Yrs. 2 & 3) 800,000.00

RCC 9/21/2023.....200,000.00

Ending amount: $1,400,000.00

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.

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

Ending amount: $3,446,884.00

Contract: B0001518

Girls on the Run Southeastern Wisconsin

On October 18, 2022, the Milwaukee Board of School Directors and Girls on the Run Southeastern Wisconsin entered into Professional Services Contract B0001518 ("Contract"), with a term of October 18, 2022 through May 30,2023, to provide afterschool services to schools across the District. On October 19, 2023, a Request to Change Contract (RCC) was approved to extend the contract through May 30, 2024, and to add additional funds of $49,999.00 for services to continue.

Original Contract Amount:.....$49,590.00

RCC 10/19/2023.....49,999.00

Ending amount: $99,589.00

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

Monetary Donations

Location	Donor	Amount	Gift or Purpose
Bay View Montessori School	Katherine Panciera	10.00	Classroom Donation
Bay View Montessori School	David & Rebecca Marten	20.00	Classroom Donation
Bay View Montessori School	Nichole Lutz	20.00	Classroom Donation
Bay View Montessori School	Holly Doar	20.00	Classroom Donation
Bay View Montessori School	Erin Wood	30.00	Classroom Donation
Bay View Montessori School	Erin Wood	30.00	Classroom Donation
Bay View Montessori School	Terri Williams	30.00	Classroom Donation
Bay View Montessori School	Jade & Michael Kazmierski	80.00	Classroom Donation
Bay View Montessori School	Jade & Michael Kazmierski	80.00	Classroom Donation
Bay View Montessori School	Valerie Scofield	80.00	Classroom Donation
Bay View Montessori School	Badger Meter Inc. Milwaukee	500.00	Lego League
Burdick School	United Way	2.82	General School Supplies
Cass Street School	John V. Logue	60.00	Athletics Program
Cass Street School	Anna Beth Gibson	100.00	Athletics Program
Cass Street School	John J. Germanotta	100.00	Athletics Program
Cass Street School	Wurstbar Mke LLC	150.00	Athletics Program
Cass Street School	Business Improvement District 11	500.00	PBIS Donation
Cass Street School	JC Capital Dorsia LLC	1,000.00	Athletics Program
Cass Street School	MP on Brady Inc	1,620.00	Athletics Program
Cass Street School	Jacks American Pub LLC	150.00	Athletics Program
Doerfler School	Tanya Johnson	50.00	Parent Family Involvement Needs
Eighty-First Street School	Francesca Ferraro	2,850.00	2nd Grade Field Trips
Forest Home Avenue School	Whole Kids Foundation	3,000.00	Green Space
Gaenslen School	Anonymous	2,201.65	Playground Remodel
German Immersion School	Derek Donaldson, BV Tap LLC	250.00	Scholastic Magazine
German Immersion School	Aldo Leopold Nature Center	600.00	Field trip
Kilbourn School	The Mcarthur-Kuhns Foundation, Inc	500.00	General School Supplies
Longfellow Elementary	QPS Employment Group	200.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
Manitoba School	Gursen Singh	80.00	General School Supplies
Maple Tree School	Kelley Williamson	500.00	General School Supplies
Maple Tree School	West Granville Presbyterian Church	2,500.00	General School Supplies
Meir School	New Berlin Lions Club	144.00	Lions Club Corn Roast Booth
Meir School	Harley-Davison	2,500.00	Harley-Davidson Robotics
Parkside School	Gerald Holland	100.00	Teachers
South Division High School	Lynden	300.00	Multicultural Club
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Martha Johnson	25.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mr. Larry and Ms., Phyllis Woodard	100.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Magnetek Inc/CMCO	100.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Deep River Partners-AIA	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Michael and Kathleen Torine	195.00	MPS School Supply Drive
Trowbridge School	Sharon Cook	143.00	Donation to STEAM
	Total Monetary Donations	*21,421.47*	

Non-Monetary Donations

Bay View High School	DonorsChoose	334.53	Food, Clothing & Hygiene
Bay View High School	DonorsChoose	335.64	Books
Burbank School	Lynn Mandle	252.61	Girls Feminine Products
Burbank School	The Peterson's Family	278.31	Books and Representative Literature for Girls
Burbank School	DonorsChoose	252.61	Girls Packets! (Period.)
Burbank School	DonorsChoose	278.31	Black Girl Magic!
Burbank School	DonorsChoose	486.80	General School Supplies
Cass Street School	DonorsChoose	540.26	Sensory Seating
Doerfler School	DonorsChoose	205.49	General School Supplies
Doerfler School	DonorsChoose	358.60	Reading Nooks, Desks & Storage
Dr. B Carson Academy of Science	DonorsChoose	154.78	Art Supplies
Dr. B Carson Academy of Science	DonorsChoose	184.53	Educational Kits & Games

Dr. B Carson Academy of Science	DonorsChoose	231.97	Future Readers of Milwaukee!
Dr. B Carson Academy of Science	DonorsChoose	268.29	Birds in Our Community
Dr. B Carson Academy of Science	DonorsChoose	297.94	Outdoor Classroom
Dr. B Carson Academy of Science	DonorsChoose	520.83	Creating Scientific Notebooks!
Fernwood School	DonorsChoose	200.31	Educational Kits & Games
Forest Home Avenue School	DonorsChoose	163.43	Social Emotional Learning
Forest Home Avenue School	DonorsChoose	492.92	Educational Kits & Games
Fratney Street School	DonorsChoose	397.32	Sports & Exercise Equipment
Gaenslen School	DonorsChoose	373.44	Practice Makes Perfect!
Gaenslen School	DonorsChoose	423.86	Art Supplies
Office of Academics - Gender & Identity Inclusion	Open Books	1,500.00	LGBTQA+ Books for Elementary Schools
Gilbert Stuart School	DonorsChoose	505.53	General School Supplies
Goodrich School	DonorsChoose	247.35	Keep Us Healthy
Goodrich School	DonorsChoose	718.17	T is for Tables - Part 2
Grantosa Drive School	DonorsChoose	183.24	General School Supplies
Grantosa Drive School	DonorsChoose	249.29	Just the Basics
Hartford University School	DonorsChoose	574.63	Brain Fuel for Fourth Graders
Hayes Bilingual School	DonorsChoose	234.51	Organize, Plan and Prep!
Hayes Bilingual School	DonorsChoose	315.01	5th Grade Folders
Hayes Bilingual School	DonorsChoose	418.60	Supporting Bilingual Readers!
Hayes Bilingual School	DonorsChoose	469.87	Welcome to 5th Grade!
James Fenimore Cooper School	DonorsChoose	150.55	Food, Clothing & Hygiene
King High School	DonorsChoose	262.70	Fun Games, Fun Prizes
King High School	DonorsChoose	501.57	Lab Equipment
King High School	DonorsChoose	824.93	Books
King Middle Years	DonorsChoose	344.10	Middle School Social Studies
King Middle Years	DonorsChoose	564.39	Beautify My English classroom
Longfellow Elementary	DonorsChoose	253.10	Instructional Technology
MacDowell Montessori	DonorsChoose	168.02	Musical Instruments
Meir School	DonorsChoose	253.17	General School Supplies
Milwaukee High School of the Arts	DonorsChoose	462.39	Learning On The Go

Milwaukee School of Languages	DonorsChoose	156.85	Classroom Comforts
Milwaukee Sign Language School	DonorsChoose	272.32	Flexible Seating
Ninety-Fifth Street School	DonorsChoose	371.76	Collaboration and Cooperation
Obama School of Career and Technical Education	DonorsChoose	141.01	Can You Smell the Fresh Air?
Obama School of Career and Technical Education	DonorsChoose	489.94	Instructional Technology
Pulaski High School	DonorsChoose	307.58	Art Supplies
Pulaski High School	DonorsChoose	358.54	Food, Clothing & Hygiene
Pulaski High School	DonorsChoose	381.09	Filling Student Book Requests!
Pulaski High School	DonorsChoose	454.30	Mosaic Tiles!
Office of Finance - Milwaukee Recreation	Sweetwater Sound	28.95	Harmonicas for Halloween Glen
Rogers Street Academy	DonorsChoose	321.50	Providing Necessary Tools
Spanish Immersion School	DonorsChoose	421.65	ABC Little Learning Centers
Spanish Immersion School	DonorsChoose	606.73	Let's Be Organized!
Office of Academics - Specialized Services	* MARTA c/o Debra Jupka	226.49	Health & Hygiene Products
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Milwaukee Mennonite Church	150.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Samantha Henneberry	185.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Regal Rexnord	200.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Carlisle IT	200.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Zoological Society of Milwaukee	300.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Annunciation Greek Orthodox and Refuge Fellowship Church Ministries	300.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Colectivo Coffee Roasters	351.75	Food Donation for Parent Coordinator Professional Development Training
Office of Communications and School Performance - Strategic Partnerships and Customer Service	HGA/AIA Milwaukee	400.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	St. Anthony Syro Malabar Church	450.00	MPS School Supply Drive

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jackson Park Lutheran Church	450.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Hoffman York	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Deep River Partners-AIA	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Quorum Architects-AIA WI	1,000.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kohls Corporate	1,600.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Bell Ambulance	3,000.00	MPS School Supply Drive
Trowbridge School	DonorsChoose	135.60	Clipboards to the Rescue!
Trowbridge School	DonorsChoose	339.50	Anti-Racism Journals
Victory School	DonorsChoose	482.57	Fun With Reading
Vieau School	DonorsChoose	134.01	Ms. Alonso Project
Vieau School	DonorsChoose	163.02	Budgeting and Incentives
Vieau School	DonorsChoose	194.93	Instructional Technology
Vieau School	DonorsChoose	226.90	Seats for Many
Vieau School	DonorsChoose	250.34	So Fresh And So Clean
Vieau School	DonorsChoose	293.37	Loving Literacy!
Walt Whitman School	Milkman ROC Foundation	30.00	2 Tickets to a Milkman Game
Walt Whitman School	Green Bay Packers Community Outreach	100.00	Bags, Coffee Cups, Coasters, Hat, Shirts
	Total Non-Monetary Donations	*32,709.60*	
	Total Value of Donations	*54,131.07*	
	** Donations from MPS Alumni*	*226.49*	

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.

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 and 3) acceptance of the attached reports.

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

Recommended for the Board's approval at this meeting are the following exception-to-bid contracts:

Exception Authorization to Purchase with Rooted MKE, LLC DBA Rooted MKE for Children's Books

The Administration is requesting authorization to issue a purchase order to Rooted MKE, LLC DBA Rooted MKE to purchase 500 copies of nine selected children's books.

The books will be used by MPS early childhood teachers to support the development of young children's identity as capable and confident mathematical thinkers while learning about accomplished mathematicians and scientists that are reflective of our diverse student population.

Lesson plans will be developed for each title by MPS early childhood teachers that have advanced learning in providing equitable access to high quality teaching and learning experience in mathematics for young children. Teachers will be invited to professional learning opportunities where they will receive a copy of each book with the accompanying lesson plans.

A potential 12,500 early childhood students will be impacted by this purchase.

Rooted MKE was instrumental in working with the Math Department to review and suggest a wide variety of culturally responsive children's literature for use with our Strong Start Math Early Math Leadership Project. Rooted MKE has a unique understanding of the students in our early childhood classrooms due to their local community insights.

The exception from the requirement of a competitive procurement process has been granted based on continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The total cost of goods purchased will not exceed $59,771.25.

Budget Code: MTH-0-1-9B4-CI-ETXB (Curriculum and Instruction-Purchases) $59,771.25

Rooted MKE

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 Purchase Order to Scholastic Book Fairs for Books for the Library Literacy Initiative

The Administration is requesting authorization to issue a purchase order to Scholastic Book Fairs for the purchase of books for the ESSER III funded Library Literacy Initiative.

Scholastic Book Fairs will deliver materials for book fairs that will take place at multiple middle schools. The books will be distributed in the libraries of Douglas, Lincoln School of the Arts, Roosevelt School of the Arts, Rufus King IB Middle, Morse, and Wedgewood. The Library Literacy Initiative will benefit 1,597 students. The books will allow Milwaukee Public School students to select culturally relevant books and create or build upon their home libraries. The Library Literacy Initiative encourages independent reading and student literacy.

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 total cost will not exceed $57,533.39.

Budget Code: HPE-0-I-LAM-DW-ENCQ .... (Curriculum & Instruction - Purchases) ... $57,533.39

Scholastic Book Fairs

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

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 9) Action on Monthly Facilities Matters: FMS Award of Material Purchase Recommendation

Material Purchase

DISCONNECTS AND SWITCHGEAR

Administration Building

Prime Contractor

Graybar Electric Company

650 South 108 Street

Milwaukee, WI 53214

Authorization to approve the purchase of the Disconnects and Switchgear and all of its supporting components, per Quotes Q-4466258 and 0244660733, for installation at the Administration Building. Purchase is made under the Omnia Public Sector Cooperative Contract EV2370 and shall be in accordance with the component pricing on the quote dated October 26, 2023

One-Time Purchase Amount: $90,319.12

Budget Code: BLI 0A 9J4 FM EMMB

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 an expenditure for:
Material Purchase:
Total Material Purchase Requested = $90,319.12

Implementation and Assessment Plan

Upon Board approval, the attached material purchase shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached material purchase.

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

* * * * *

(Item 10) Action on a Recommendation to amend the 2023-2024 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 11 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 2023-2024 school year, four (4) of the 11 remaining participating school districts will arrange their own transportation: Fox-Point-Bayside, Germantown, Mequon-Thiensville, and Nicolet. Reimbursement for transportation services will be funded by Milwaukee Public Schools.

For the 2023-2024 school year, Milwaukee Public Schools will arrange transportation services for 7 of the Hamilton/Sussex, Oak Creek/Franklin, Shorewood, Wauwatosa, Whitefish Bay, and Whitnall.

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.

In May 2023, the Administration mailed to each suburban district the appropriate version (I or II) of the 2023-2024 Inter-District Transfer Agreement with a request that the agreement be signed by the respective board president.

As of October 2023, 11 of the 11 participating suburban districts have returned the 2023-2024 Inter-District Transfer Agreement.

The Milwaukee Public Schools will be responsible for Version I suburban school district agreements' transportation (see chart below). Milwaukee Public Schools will provide the Version II suburban school districts with the funds for transportation services.

Version I School District	Version II School District
Greendale	Fox Point-Bayside
Hamilton/Sussex	Germantown
Oak Creek-Franklin	Mequon-Thiensville
Shorewood	Nicolet
Wauwatosa	
Whitefish Bay	
Whitnall	

The chart below highlights the number of actual enrollment for the 2021-2022 and 2022-2023 school year, as well as the number of contracted seats for the 2023-2024 school year for all 21 suburban school districts.

Chapter 220			
District	2023-2024		
Contracted			
Seats	2022-2023		
Actual Seats	2021-2022		
Actual Seats			
Cudahy	0	0	0
Elmbrook	0	6	12
Fox Point/Bayside	14	24	32
Franklin	0	0	3
Germantown	4	8	13
Greendale	10	13	15
Greenfield	0	1	3
Hamilton/Sussex	5	13	22
Maple Dale/Indian Hill	0	0	1
Menomonee Falls	0	2	8
Mequon/Thiensville	26	30	39
New Berlin	0	0	1
Nicolet	35	37	42
Oak Creek/Franklin	1	1	4
St. Francis	0	0	0
Shorewood	10	11	19
South Milwaukee	0	0	0
Wauwatosa	1	5	10
West Allis/West Milwaukee	0	0	0
Whitefish Bay	52	64	80
Whitnall	7	11	16
TOTAL	165	226	320

The chart below details the projected contract amount for each of the districts that will be reimbursed for transportation for the 2023-2024 school year. Milwaukee Public Schools initially pays the district a per pupil amount equivalent to the average per pupil cost for that district if Milwaukee Public Schools scheduled the service. In subsequent years, Milwaukee Public Schools pays the average per pupil cost, plus inflation as measured by the Consumer Price Index (CPI). Actual costs are based on third Friday in September enrollments. Annually, the Administration reviews the contracts to ensure that these suburban contracts cost the district less than if Milwaukee Public Schools scheduled the transportation services. The Administration is requesting authorization to enter into contracts with the following suburban districts to provide transportation services for students participating in the Inter-district Transfer Program (Chapter 220).

Chapter 220 District	2023-2024 Contracted Seats	2023-2024 Per Pupil Actual Cost	Contract Amount
Fox Point-Bayside	14	$6405.1714	$89,672.40

Germantown	4	$3,870.00	$15,480.00
Mequon-Thiensville	26	$2486.2153	$64,641.60
Nicolet	35	$1846.9028	$64,641.60
TOTAL	79		$234,435.60

The Administration is requesting authorization to enter into contracts with the following suburban districts to provide transportation services for students participating in the Inter-District Transfer Program (Chapter 220). Contracts will be for the 2023-2024 school year.

Chapter 220 District Contract Amount	2023-2024
Fox Point/Bayside	$89,672.40
Germantown	$15,480.00
Mequon-Thiensville	$64,641.60
Nicolet	$64,641.60
TOTAL	$234,435.60

The recommendation is that the Board approve the 2023-2024 Inter-district Transfer Agreements; authorize the Board President to execute the 2023-2024 Inter-district Transfer Agreements for the following school districts;

Fox Point-Bayside
Germantown
Greendale
Hamilton Sussex
Mequon-Theinsville
Nicolet
Oak
Creek-Franklin
Shorewood
Wauwatosa
Whitefish
Bay
Whitnall

The recommendation is also that the Board authorize the Administration to enter into contracts to provide transportation services with the following school districts for the 2023-2024 school year.

Chapter 220 District Contract Amount	2023-2024
Fox Point/Bayside	$89,672.40
Germantown	$15,480.00
Mequon-Thiensville	$64,641.60
Nicolet	$64,641.60
TOTAL	$234,435.60

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

The resolution regarding Inter-district Transfer Agreement is in compliance with Wisconsin State Statutes 121.85 and directions from the U.S. Department of Education regarding procedures for Title I funding.

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 for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT for the amount of $234,435.60. This item does not authorize expenditure of funds for other suburban districts.

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.

Implementation and Assessment Plan

Upon approval by the Board, the Inter-District Student Transfer Agreements will be implemented.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the 2023-2024 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 2023-2024 school year.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Carr 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 Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Your Committee reports having received the following report from the Administration. 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.

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 quarterly, 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.

	5 A:	5B:	5 C:
State of Wisconsin Target	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%

LRE Detail by School

Indicator 5 Totals by School	Code A		Code B		Code C		Total
School	Count	%	Count	%	Count	%	Count
ACAD OF ACCELERATED LEARNING	54	65.85%	28	34.15%	0		82
ALBA	86	100.00%	0		0		86
ALCOTT SCHOOL	50	94.34%	3	5.66%	0		53
ALLEN-FIELD SCHOOL	101	93.52%	7	6.48%	0		108
ALLIANCE SCHOOL	51	94.44%	3	5.56%	0		54
ASSATA HS	21	100.00%	0		0		21
AUDUBON HS	102	77.86%	29	22.14%	0		131
AUDUBON TECH & COMM CTR MS	73	82.02%	16	17.98%	0		89
AUER AVENUE SCHOOL	31	100.00%	0		0		31
BANNER PREP SCHOOL OF MILW	10	90.91%	1	9.09%	0		11
BARBEE MONTESSORI SCHOOL	39	97.50%	1	2.50%	0		40
BARTON SCHOOL	42	97.67%	1	2.33%	0		43
BAY VIEW HS	198	88.00%	27	12.00%	0		225
BAY VIEW MONTESSORI SCHOOL	47	100.00%	0		0		47
BETHUNE ACADEMY	69	85.19%	12	14.81%	0		81
BRADLEY TECHNOLOGY AND TRADE	157	90.23%	17	9.77%	0		174
BROWN STREET SCHOOL	50	100.00%	0		0		50
BROWNING SCHOOL	39	84.78%	7	15.22%	0		46
BRUCE SCHOOL	33	100.00%	0		0		33
BRYANT SCHOOL	33	75.00%	11	25.00%	0		44
BURBANK SCHOOL	78	75.00%	26	25.00%	0		104

Indicator 5 Totals by School	Code A		Code B		Code C		Total
School	Count	%	Count	%	Count	%	Count
BURDICK SCHOOL	79	98.75%	1	1.25%	0		80
CARMEN HS SOUTH CAMPUS	35	100.00%	0		0		35
CARMEN NORTHWEST CAMPUS	86	98.85%	1	1.15%	0		87
CARMEN SOUTHEAST CAMPUS	79	100.00%	0		0		79
CARSON ACADEMY	48	96.00%	2	4.00%	0		50
CARVER ACADEMY	50	100.00%	0		0		50
CASS STREET SCHOOL	45	100.00%	0		0		45
CHALLENGE ACADEMY	1	100.00%	0		0		1
CLARKE STREET SCHOOL	31	100.00%	0		0		31
CLEMENS SCHOOL	41	85.42%	7	14.58%	0		48
CLEMENT AVENUE SCHOOL	46	100.00%	0		0		46
CONGRESS SCHOOL	69	75.82%	22	24.18%	0		91
COOPER SCHOOL	55	83.33%	11	16.67%	0		66
CRAIG MONTESSORI SCHOOL	26	100.00%	0		0		26
CURTIN LEADERSHIP ACADEMY	40	100.00%	0		0		40
DOERFLER SCHOOL	96	98.97%	1	1.03%	0		97
DOUGLAS MS	31	93.94%	2	6.06%	0		33
EIGHTY-FIRST STREET SCHOOL	47	63.51%	27	36.49%	0		74
ELM CREATIVE ARTS SCHOOL	37	100.00%	0		0		37
EMERSON SCHOOL	35	94.59%	2	5.41%	0		37
ENGLEBURG SCHOOL	41	54.67%	34	45.33%	0		75
FAIRVIEW SCHOOL	108	83.08%	22	16.92%	0		130
FERNWOOD MONTESSORI SCHOOL	67	100.00%	0		0		67
FIFTY-THIRD STREET SCHOOL	69	89.61%	8	10.39%	0		77
FOREST HOME AVENUE SCHOOL	117	78.52%	32	21.48%	0		149
FRANKLIN SCHOOL	41	67.21%	20	32.79%	0		61
FRATNEY SCHOOL	43	100.00%	0		0		43
GAENSLEN SCHOOL	203	69.05%	91	30.95%	0		294
GARLAND SCHOOL	72	98.63%	1	1.37%	0		73
GOLDA MEIR SCHOOL	101	98.06%	2	1.94%	0		103
GOODRICH SCHOOL	43	78.18%	12	21.82%	0		55
GRANDVIEW HS	25	96.15%	1	3.85%	0		26
GRANT GORDON LEARNING CENTER	0		0			0	0
GRANT SCHOOL	58	96.67%	2	3.33%	0		60
GRANTOSA DRIVE SCHOOL	67	76.14%	21	23.86%	0		88
GREEN TREE PREPARATORY ACADEMY	66	97.06%	2	2.94%	0		68
GREENFIELD SCHOOL	82	96.47%	3	3.53%	0		85
GROPPI HS	24	88.89%	3	11.11%	0		27
HAMILTON HS	209	76.00%	65	23.64%	1	0.36%	275
HAMPTON SCHOOL	22	78.57%	6	21.43%	0		28
HAROLD S. VINCENT SCHOOL OF AGRICULTURAL SCIENCE	86	71.67%	33	27.50%	1	0.83%	120
HARTFORD UNIVERSITY SCHOOL	64	98.46%	1	1.54%	0		65
HAWLEY ENVIRONMENTAL SCHOOL	55	100.00%	0		0		55
HAWTHORNE SCHOOL	47	100.00%	0		0		47
HAYES BILINGUAL SCHOOL	95	92.23%	8	7.77%	0		103
HIGHLAND COMMUNITY SCHOOL	71	98.61%	1	1.39%	0		72
HI-MOUNT SCHOOL	21	100.00%	0		0		21
HMONG AMERICAN PEACE ACAD	72	100.00%	0		0		72
HOLMES SCHOOL	48	100.00%	0		0		48
HONEY CREEK SCHOOL	41	78.85%	11	21.15%	0		52
HOPKINS LLOYD SCHOOL	17	89.47%	2	10.53%	0		19

Indicator 5 Totals by School	Code A		Code B		Code C		Total
School	Count	%	Count	%	Count	%	Count
HUMBOLDT PARK SCHOOL	82	100.00%	0		0		82
I.D.E.A.L	51	100.00%	0		0		51
JACKSON SCHOOL	39	97.50%	1	2.50%	0		40
KAGEL SCHOOL	35	74.47%	12	25.53%	0		47
KEEFE AVENUE SCHOOL	19	100.00%	0		0		19
KILBOURN SCHOOL	32	100.00%	0		0		32
KING ES	44	100.00%	0		0		44
KING IB HS	138	82.14%	30	17.86%	0		168
KING IB MS	35	100.00%	0		0		35
KLUGE SCHOOL	50	80.65%	12	19.35%	0		62
LA CAUSA CHARTER SCHOOL	69	100.00%	0		0		69
LAD LAKE SYNERGY	7	100.00%	0			0	7
LAFOLLETTE SCHOOL	37	86.05%	6	13.95%	0		43
LANCASTER SCHOOL	33	94.29%	2	5.71%	0		35
LINCOLN AVENUE SCHOOL	67	95.71%	3	4.29%	0		70
LINCOLN CENTER OF THE ARTS	69	100.00%	0		0		69
LONGFELLOW SCHOOL	127	86.39%	20	13.61%	0		147
LOWELL SCHOOL	29	100.00%	0		0		29
MACDOWELL MONTESSORI SCHOOL	122	94.57%	6	4.65%	1	0.78%	129
MADISON ACADEMIC HS	116	83.45%	22	15.83%	1	0.72%	139
MANITOBA SCHOOL	65	75.58%	21	24.42%	0		86
MAPLE TREE SCHOOL	23	95.83%	1	4.17%	0		24
MARSHALL HS	134	64.11%	74	35.41%	1	0.48%	209
MARYLAND AV MONTESSORI	68	100.00%	0		0		68
MATC EMERGING SCHOLARS PROGRAM	1	100.00%	0			0	1
METCALFE SCHOOL	51	100.00%	0		0		51
MILW ACAD OF CHINESE LANG	50	100.00%	0		0		50
MILW CO YOUTH EDUC CENTER	9	100.00%	0			0	9
MILW COLLEGE PREP - 36 ST	40	100.00%	0		0		40
MILW COLLEGE PREP - 38 ST	54	100.00%	0		0		54
MILW COLLEGE PREP - LLOYD ST	53	100.00%	0		0		53
MILW COLLEGE PREP - NORTH	53	100.00%	0		0		53
MILW ENVIRONMENTAL SCIENCES	29	100.00%	0		0		29
MILW EXCELLENCE CHARTER	40	100.00%	0		0		40
MILW FRENCH IMMERSION SCHOOL	26	96.30%	1	3.70%	0		27
MILW GERMAN IMMERSION SCHOOL	36	92.31%	3	7.69%	0		39
MILW HS - ARTS	124	72.09%	48	27.91%	0		172
MILW PARKSIDE SCHOOL	125	81.70%	28	18.30%	0		153
MILW SCHOOL OF LANGUAGES	89	62.24%	54	37.76%	0		143
MILW SIGN LANGUAGE SCHOOL	57	91.94%	5	8.06%	0		62
MILW SPANISH IMMERSION SCHOOL	46	77.97%	13	22.03%	0		59
MILWAUKEE VIRTUAL EDUCATION PROGRAM	12	92.31%	1	7.69%	0		13
MITCHELL SCHOOL	116	99.15%	1	0.85%	0		117
MORGANDALE SCHOOL	94	97.92%	2	2.08%	0		96
MORSE MS	55	85.94%	9	14.06%	0		64
NEESKARA SCHOOL	63	85.14%	11	14.86%	0		74
NEXT DOOR FOUNDATION	1	100.00%	0			0	1
NINETY-FIFTH STREET SCHOOL	52	96.30%	2	3.70%	0		54
NORTH HS	92	85.98%	15	14.02%	0		107
NOVA HS	28	100.00%	0		0		28
OBAMA SCTE	139	83.23%	27	16.17%	1	0.60%	167

Indicator 5 Totals by School	Code A		Code B		Code C		Total
School	Count	%	Count	%	Count	%	Count
PARKVIEW SCHOOL	48	100.00%	0		0		48
PRATT SCHOOL	44	97.78%	1	2.22%	0		45
PROJECT STAY HS	21	100.00%	0		0		21
PULASKI HS	185	86.85%	28	13.15%	0		213
REAGAN HS	134	93.71%	9	6.29%	0		143
RILEY DUAL LANGUAGE MONTESSORI SCHOOL	30	100.00%	0		0		30
RIVER TRAIL SCHOOL OF AGRICULTURAL SCIENCE	67	90.54%	7	9.46%	0		74
RIVERSIDE UNIVERSITY HS	162	67.78%	77	32.22%	0		239
RIVERWEST SCHOOL	53	98.15%	1	1.85%	0		54
ROGERS STREET ACADEMY	81	98.78%	1	1.22%	0		82
ROOSEVELT MS	40	100.00%	0		0		40
SHALOM HS	20	100.00%	0		0		20
SHERMAN SCHOOL	40	100.00%	0		0		40
SIEFERT SCHOOL	24	100.00%	0		0		24
SOUTH ACCELERATED ACADEMY	10	100.00%	0		0		10
SOUTH DIVISION HS	128	73.14%	47	26.86%	0		175
SOUTHEASTERN EDUCATION CENTER	3	100.00%	0			0	3
SPED - SERVICES	9	50.00%	0		9	50.00%	18
STARMS DISCOVERY SCHOOL	55	100.00%	0		0		55
STARMS EARLY CHILDHOOD	19	100.00%	0		0		19
STORY SCHOOL	33	100.00%	0		0		33
STUART SCHOOL	40	100.00%	0		0		40
THOREAU SCHOOL	43	95.56%	2	4.44%	0		45
THURSTON WOODS SCHOOL	33	84.62%	6	15.38%	0		39
TOWNSEND STREET SCHOOL	38	100.00%	0		0		38
TRANSITION HS	27	96.43%	1	3.57%	0		28
TROWBRIDGE SCHOOL	35	85.37%	6	14.63%	0		41
VICTORY SCHOOL	41	100.00%	0		0		41
VIEAU SCHOOL	123	100.00%	0		0		123
VINCENT ACCELERATED ACADEMY	13	92.86%	1	7.14%	0		14
WASHINGTON - DTC	0		7	100.00%		0	7
WEDGEWOOD PARK SCHOOL	87	91.58%	8	8.42%	0		95
WESTSIDE ACADEMY	31	100.00%	0		0		31
WHITMAN SCHOOL	56	76.71%	17	23.29%	0		73
WHITTIER SCHOOL	18	94.74%	1	5.26%	0		19
WHS OF INFORMATION TECHNOLOGY	69	83.13%	13	15.66%	1	1.20%	83
WIS CONSERVATORY LIFELONG LRNG	74	90.24%	8	9.76%	0		82
ZABLOCKI SCHOOL	56	100.00%	0		0		56
Grand Total:	*9432*	*87.62%*	*1317*	*12.23%*	*16*	*0.15%*	*10765*

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.01 - Student Nondiscrimination, Complaints and Appeals

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(Item 2) Report on Family and Community Engagement

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

Background

Literacy Services of Wisconsin partners with motivated MPS Families to provide access to quality basic education and skills training so they can improve their lives, enrich their families, and strengthen our community. Adults face obstacles when they lack basic knowledge, education credentials, and English language skills. Access to education and training breaks down barriers and opens opportunities to provide for themselves and their families. This service allows MPS to support the needs of our students but also provide quality educational services to the entire family.

Literacy Services

• Literacy Services creates pathways to support students as they progress through their academic journeys toward reaching their goals.

• Onsite services located at North and South Division High Schools to help MPS families achieve the highest possible success.

• Holly McCoy, Executive Director of Literacy Services of Wisconsin

Literacy Services of Wisconsin (LSW)

LSW is the largest adult literacy organization in Wisconsin. They offer comprehensive services including

- Adult basic education (ABE)
- Adult secondary education (ASE)
- Services for English language learners (ELL)
- Workforce readiness
- Digital literacy

LSW serves 1,053 students in 2022-23. 167 students were GED or HSED Graduates. There were 181 volunteers who helped provide these services.

Adult Education

• Foundational Adult Education helps students improve reading, spelling and basic grammar skills. Students of all abilities are welcome, including those with very limited skills or learning difficulties.

• Comprehensive Adult Education builds reading comprehension, vocabulary, writing skills, and mathematics in preparation for the transition to GED©)/High School Equivalency Diploma work.

• Basic Math includes simple arithmetic with whole numbers, decimals, fractions, and beginning algebra.

Adult Secondary Education (ASE)

• GED Prep Instruction is tailored to help students reach advanced levels in language arts, social studies, math, science, and civics – one or more subjects at a time – as they work to pass each GED© exam.

• Online 5.09 High School Equivalency Diploma allows students to attend scheduled online classes to develop secondary level skills. Through contextualized instruction and project based assignments, students create a portfolio of work to demonstrate required competencies.

• College/Accuplacer Prep instruction is designed to help students prepare for college entrance exams and aid them in enrolling in post-secondary education. Additionally, students have access to career pathway advisors.

English Language Learning (ELL)

Literacy Services of Wisconsin's English Language Learning program helps adult learners from around the world improve their English communication skills in reading, writing, listening, and speaking.

• High School Equivalency Diploma-English Language

• Citizenship support and preparation

• Conversation groups

• 2023-24 pilot program for families at Vieau, Greenfield Bilingual, Stuart Elementary

Learning Methods

Literacy Services offers a variety of learning methods to meet each student's unique educational goals. Class formats may include:

•One-on-One Tutoring
•Small Group or Classroom Instruction
•Learning Labs
•Drop-In Tutoring

Training Ready Program

In partnership with Wisconsin Regional Training Partnership-WRTP/BIG STEP, this program helps students gain entrance into training programs for the manufacturing and construction trades by helping them build reading and math skills.

• Manufacturing Skills Standards Council (MSSC) High School Equivalency Diploma
• Multi-Craft Core Curriculum (MC3) High School Equivalency Diploma

Our Adult Students 2022-23

224-Students Enrolled (Goal: 100)
99- Measurable Skill Gains
103 -GED/High School Equivalency Diploma Graduates
111+ MPS School Connections

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.11 - School Engagement Councils

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 3) Update with Possible Action on Enhancing Educational Communities and School Climate

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

Background

This work is aligned with the Five Priorities for Success with the vision of creating a positive school climate for all students. Schools utilize proactive strategies and interventions within a multi-tiered system of support to support all students and create an educational community and equitable school climate. School teams and administration use data to best practice strategies within Tier 1 supports and focusing on those demonstrating a need for additional intervention.

The November 2023 presentation is attached to the minutes of your Committee's meeting.

Enhancing Educational Communities and School Climate November 2023

A primary goal of Milwaukee Public Schools is to reduce the discipline disproportionality during the 2023-2024 school year. The following is an update on the activities that support creating a positive and inclusive educational

community and equitable school climate. The monthly reporting for the 2023-2024 school year will focus on the following proactive pathways:

PBIS Tiered Interventions
Mental Wellness
Antiracism and Antibias
Restorative Practices
PBIS Tiered Interventions

Positive Behavioral Interventions and Supports (PBIS) is aligned to the MPS Strategic Plan Initiatives of Student Achievement and Graduation and Postsecondary Readiness.

Since the start of the 2023-2024 school year, the PBIS team offered 22 professional development sessions around community building, PBIS in the classroom, using a multi-tiered system of support and validating students. The professional development sessions resulted in 1,692 teachers attending.

All schools have a PBIS team and building intervention team for behavior that is required to meet monthly. PBIS coaches support this work and coach teams to ensure students are receiving the support they need to be successful. For example, PBIS coaches received a list of the students who have the highest number of suspensions, Office Discipline Referrals (ODR), and Personalized Learning Plan (PLP) classroom behavior to ensure that these students have an active behavior intervention plan in place. Coaches work interventions with teams to ensure students are being matched to the appropriate intervention. A tier 2 flowchart was created to support teams in matching students with the right or most appropriate interventions.

Although all schools have PBIS, there are 94 schools that chose PBIS as their pathway in the culture and climate section of their school improvement plan. This focus provides schools the opportunity to use the continuous improvement process to analyze practices, determine fidelity, and focus on student outcomes as it relates to PBIS. Currently, schools are reviewing cycle 1 data and starting to plan for cycle 2. PBIS coaches support schools with their school improvement plan by using data to analyze systems, provide professional development, and coach teams and teachers. The PBIS team also created a walkthrough rubric to determine the fidelity of PBIS in the classroom. Implementation of this walkthrough tool will occur throughout the school year.

Mental Wellness

Mental wellness activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement and Staff-Morale & Professional Learning.

The school year is off to a busy start as we continue to work toward supporting student mental wellness in schools. To begin the year, the Violence Prevention Program (VPP) team provided professional

development to teachers, paraprofessionals, administrators, and support staff on trauma sensitive practices, social and emotional learning, and bullying prevention during Teacher Institute and on professional development day. Additionally, the VP team collaborated with the literacy team to kick off two small-group in-depth cohorts with a full-day session for each on classroom management best practices to support small-group literacy instruction. This session covered important topics such as room arrangement, rules, and procedures and included an opportunity for participants to create classroom materials at the training.

The implementation phase of the MPS RISE grant is well underway at each of the six grant schools: Clemens, Fifty-Third, Forest Home, Milwaukee High School of the Arts, Milwaukee School of Languages, and Riverwest. The groundwork is being laid for implementation including planning

meetings, school team formation, and baseline data collection. The results of the WI DPI Trauma Sensitive Schools Fidelity Tool will serve as the foundation for each school's RISE plan. The initial areas of focus identified at some schools include sensory regulation, improving school and classroom culture through strengthening relationships, and offering increased opportunities for authentic student leadership.

October 2023 marked the beginning of the compassion resilience cohort for all school leaders through dedicated time at the Principal Leadership Institute (PLI). Compassion Resilience is a series of facilitated workshops, using the Compassion Resilience Toolkit, that guide participants to define compassion resilience, set professional and personal boundaries, build effective collegial relationships, and practice real-time and ongoing self-care. The toolkit contains information, activities, and resources for educators to understand, recognize, and minimize the experience of compassion fatigue and to increase compassion resilient perspectives and skills. This dedicated monthly time at PLI acknowledges the stressors that impact principals' mental wellness and their ability to support the wellness of their staff and students, while simultaneously introducing them to a resource they can choose to utilize with their staff.

Antiracism & Antibias

Antiracism & antibias activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement, Staff-Morale, and Professional Learning.

Schools have identified a Climate Equity Liaison who serves as a point person on information and professional development opportunities for staff members. These individuals are provided regular communication with best practice on school climate and discipline disproportionality, as well as articles and videos that can be utilized to hold a conversation with other staff members on a variety of topics. In October, classroom strategies to minimize the most common classroom behaviors district-wide were shared. As of October, the most common classroom managed behaviors were leaving the classroom and off task behaviors. Best practices were shared with Climate Equity Liaisons of proactive practices towards prevention as well as classroom strategies that can be utilized after the behavior occurs.

All middle and high schools have a Student Discipline Committee that attended the Fall Student Leadership Summit on October 12, 2023. School committees engaged in conversation as they continue to plan their year. Presenters facilitated sessions on operating the student committee as a Professional Learning Community (PLC), gathering additional student voice at the school level, as well as creating a school-based plan on highlighting recommendations to staff members.

Throughout the 2023-2024 school year, there will be continued facilitation of the Courageous Conversations about Race Exploration seminars for all MPS staff members. We are continuing with the three-year plan for all MPS staff members to attend the one-day seminar prior to March 1, 2024. In addition, the District Equity Leadership Team (DELT) has been meeting monthly to utilize Courageous

Conversations protocols to have conversations regarding district policy, practices, and systems through a lens of race and equity. The first ever district facilitated Beyond Diversity two-day seminar was hosted. Beyond Diversity is the nationally presented seminar from Courageous Conversations about Race. Participants engage in deep rooted conversations with the Courageous Conversations Compass, Four Agreements and Six Conditions towards addressing racial equity throughout an organization. There will additional sessions hosted later in the school year and over the summer.

Below you will find updates on our implementation of Courageous Conversations about Race and our progress towards all staff members attending prior to March 1, 2024.

Timeline	Number of Sessions Held
March 2021-July 2021	17
August 2021-July 2022	31
August 2022-June 2023	46
August 2023-February 2024	26
Total for Three-Year Plan	120
Total Staff who have attended	8,310

Restorative Practices

Restorative Practices Department activities are aligned to the MPS Strategic Plan Initiatives of Student

Achievement, Staff Morale and Professional Learning.

Team members supporting the 20 schools partnering with the department have organized leadership teams and introductory meetings to set the tone for the new school year. Restorative Practices Implementation Teams (RPIT) are taking needs assessments to identify goals for the year. Coaches are working with schools to develop a collaborative team approach to how they are implementing a continuum of restorative practices that includes professional development and coaching.

The Restorative Practices Exploration Cohort has started its first set of evening cohort sessions with schools interested in building a whole school approach around a restorative framework. The first session included a deep discussion on school values and developing shared agreements with students, staff and families. Staff from K-8, middle and high schools partnering with us engaged in what this process looks like. Principals and RPIT members left with reflective questions to use in thinking about their current reality and what they envision for their school in the future. Coaches began visiting the exploration school sites and introducing themselves to those who will be engaging in this initial year of exploration.

A new professional development series is being developed for schools partnering with the Restorative Practices Department. This year’s offerings will include training on racial justice and equity, developing a restorative mindset,

fostering a restorative environment, building community, and centering students in the curriculum. Starting in November we are asking that RPIT team members from all of our schools attend Day 1 of this training series which starts as an internal reflection on who we are and how we want to show up for our students.

Next Steps:

Looking forward, we are planning the following activities:
Monthly cohorts of Courageous Conversations about Race.
School modules on disciplinary practices and policies
Principal Leadership Institute presentation

Monthly Data Review

The use of specific strategies for classroom managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies through October 24, 2023, can be found below.

Strategy	Total
BB: Brain Breaks	270
BC: Behavior Contract	219
BR: Rewind/Broken Record	250
BT: Buddy Classroom	931
C: Community Service	37
CP: Collect Property	593
EO: Engagement opportunities	256
GO: Go Guardian	96
IW: Independent work	141
M: Mindfulness	244
MS: Move their seat	1373
OO: One on one conversation	12718
P: Proximity Control	1981
P5: Praise 5:1	77
PC: Parent Contact	7562
PI: Planned ignoring	1441
Redirection	6901
RA: Recovery area (within room)	644
RB: Referral to BIT	138
RC: Restorative conversation	621
RE: Restorative Circle	43
Secret Signal	41
SC: Support staff consultation	3134
SM: Self-monitoring	156
Tangible Acknowledgement System	241
TS: Reflection sheet	335
V: VABB	11

All schools have a Building Intervention Team (BIT) in which team members ensure students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the number of Tier 2 and Tier 3 interventions provided throughout the 2023-2024 school year.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	640
Individualized CICO	207
Social Academic Instructional Group (SAIG)	280
Behavior Assessment/ Intervention Plan (BAIP)	55
FBA/BIP	113
Educational Wraparound	14
RENEW	17

The following table shows total suspension events by race for year to date through October 24, 2023.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Total Suspensions	635	19	32	3615	0	92	181	4574

The following table shows total suspension events by grade level through October 24, 2023.

K4-K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
18	18	41	66	128	148	428
7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	
497	581	1416	709	379	145	

The following alternatives to suspension were utilized by administrators from year to date through October 24, 2023.

Alternatives to Suspension Utilized	Total
Conference	372
Counsel	2864
Detention	291
Mediation	166
Referral to Building Intervention Team	52
Referral to Support Staff	65
Repairing Harm Circle	49
Restorative Conference	111

Strategic Plan Compatibility Statement

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

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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 Submission of the Head Start Recompetition Grant

Background

The Head Start program is the largest Federal investment in early childhood education. The Improving Head Start for School Readiness Act of 2007 required the Administration for Children and Families (ACF) to begin awarding 5-year grants for Head Start and to require grantees that ACF determines are not providing a high-quality

and comprehensive Head Start program to "recompete"—i.e., to participate in open competition for funding renewal. The Milwaukee Public Schools' Head Start Program is subject to recompetition and will be applying for the Federal Grant. The Administration for Children and Families will be soliciting applications from local public and private non-profit organizations that wish to compete for grant funds in the amount of $12,722,388 to provide Early and/or Head Start services to City of Milwaukee eligible children and families. As such, the Administration for Children and Families (ACF) requires the participation of the Milwaukee Public Schools Head Start Policy Council and Milwaukee Board of School Directors to review, provide feedback, and approve the MPS Head Start Federal Recompetition Grant Application within the 60 day deadline.

The full grant narrative 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

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

Fiscal Impact Statement

Does not authorize expenditures.

Implementation and Assessment Plan

Upon Board Approval of the MPS Head Start Federal Recompetition Grant Application, the Administration will submit the application to the Office of Head Start.

Committee's Recommendation

Your Committee recommends the Board approve the submission of the MPS Head Start Federal Grant Application.

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

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(Item 2) Update with Possible Action on Wisconsin Student Assessment System Results from Spring 2023

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 2023 and the comparison to trend data from 2018-19.

Forward and Dynamic Learning Maps Results

	2020-21	2021-22	2022-23
English Language Arts	7.3%	14.6%	16.3%
Math	4.2%	10.4%	11.8%
Science	8.9%	19.6%	20.5%

English language arts saw an increase of 1.7% from last year.
Math saw an increase 1.4% from last year.
Science saw an increase of 0.9%.

New social studies standards were assessed starting in spring 2022.

PreACT Secure Score – Grade 9-10

	Grade 9	Grade 10	Grade 9	Grade 10
	ELA		*Math*	
State Average	16.3	17.5	17.2	18.4
All Students	13.4	14.5	14.6	15.3

ACT and DLM

Percent Proficient and Advanced Basic on DPI Performance Levels

	2020-21	2021-22	2022-23
English Language Arts	12.5%	16.5%	17.9%
Math	5.1%	7.9%	6.7%
Science	6.2%	7.8%	9.0%

In all three areas, students exceeded the pre-pandemic achievement level 2018-19.

Next Steps

• Continue the implementation of Ambitious Instruction: Accelerating Learning.
• Continue to implement the action steps in our strategic plan initiatives related to student achievement, graduation and postsecondary readiness, and staff professional learning.
• Embed the reading adoption.
• CSI schools implement high-quality instructional math materials.
• Complete the K–12 math adoption process this year.
• Provide tutoring and other instructional interventions.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.38 - Balanced Assessment Systems

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(Item 3) Report with Possible Action on M3 College Connections Program

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

Background

M³ (pronounced "m-cubed") is a collaborative partnership among the three largest public education institutions in Milwaukee: Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and the University of Wisconsin–Milwaukee (UWM). M³ seeks to transform the future of Milwaukee through education.

The M³ College Connections program is a dual enrollment program for MPS high school students. Students in this program attend classes at both the MATC and UWM campuses to earn high school and college credits.

A team of administrators and instructors from MPS, MATC, and UWM meets every two weeks to review the progress of students, problem solve logistical issues, and adjust the programs or individual pathway designs. Additional data points may be found in the attachments to your Committee's meeting.

Dual Enrollment Opportunities

State Programs

• Early College Credit Program (ECCP)
• Start College Now (SCN

District Supported

- Transcripted
- Contracted

Multiple Pathways

General (2018–19)
Nursing (2019–20)
Education (2020–21)

College Credits Earned through Dual Enrollment

	2018-19	2019-20	2020-21	2021-22	2022-23
M3College Connections	270	1,038	1,860	1,840	1,795
State/Contracted/Transcripted	3,168	2,451	1,369	2,935	3,605

M3 College Connection Grade Distribution 2019-23

A	B	C	D	P	U
40.06%	29.23%	14.76%	6.03%	6.38%	3.54%

Next Steps

- Exploring additional pathways
- Seeking funding through grant opportunities
  - o Education, Innovation, Research (EIR) through the Department of Education
  - o National Science Foundation (NSF) dual enrollment for mathematics

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.01 - Teaching and Learning Goals

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(Item 4) Report with Possible Action Regarding Black Lives Matter Week Campaign and Planning 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

At its July 2020 meeting, the Board referred Resolution 2021R-010 to the Committee on Student Achievement and School Innovation. At its August 2020, meeting, the Board took action to adopt Resolution 2021R-010.

Since the Board's action, the Administration implemented the resolution for the 2020-21 school year. This included assembling the 2020-21 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee and creating sub-groups. The Administration is continuing this important work for the 2023-24 school year, and planning is underway.

For the 2023-24 school year, the committee and sub-groups were updated and have been meeting regularly. The Administration will continue to provide quarterly reports to the Board on its planning for the current school year relative to three key areas: Curriculum & Professional Development, Week of Action, Monthly School Projects.

Black Lives Matter 2023-24: Areas of Engagement

- Community Connections
- Partnerships
- District Initiatives

2023-24 Mission and Theme

Theme

"A Lifetime of Practice with Power in our Voice and Action in our Steps"

Mission

MPS Black Lives Matter aims to decrease racial and social disparities by activating our voice, sparking action in our steps, ensuring equitable practices exist, and uniting humanity for a better tomorrow.

Committees for 2023-24

Week of Action

- ➢ Felice Beal, Chair
- ➢ Donovan Johnson, Co-Chair
- ➢ Dr. Janet Butler, Co-Chair
- ➢ Janet Wheeler, Teacher Mentor
- ➢ Anesia Hayes, Administrator
- ➢ Richard Watkins, Administrator
- ➢ Gary Thomas, Teacher
- ➢ Patrice Townsend, Paraprofessional
- ➢ Glenn Carson, United Way
- ➢ Paul Moga, BLMA

Monthly Curriculum Activities

- ➢ Nuntiata Buck, Chair, C & I
- ➢ Ingrid Henry-Walker, Chair, MTEA
- ➢ Dr. Toni Dinkins, Co-Chair, Regional Superintendent
- ➢ Celeste Ochonogor, C&I
- ➢ Nate Deans, BLMA
- ➢ Monique Parks, SPC
- ➢ Dr. Patricia Ellis, Director of Dept. Equity, Access & Inclusion
- ➢ Bronson McCarty, SPC

Monthly Curriculum Activities

September

➢ Created current resources, using approved and adopted resources for research and to support engagement in BLM monthly activity and yearly initiatives

➢ Established a system to share monthly activities in a three month cycle to support teacher planning and Preparation

October

➢ Provided the 2023 Dr. MLK Jr. study guides, and BLM resources for the monthly activity and academic alignment information with Principal/Assistant Principals, School Support Teachers, and Special Education Supervisors, during learning institutes

November

➢ Connect with Community Schools/United Way partners to provide experiences for schools and students

➢ Establish bridging experiences to engage students in additional BLM year opportunities, sparking action in their steps, and ensuring equitable practices exist within their communities

Week of Action Committee Updates

September

- ➢ Identified roles & responsibilities for committee members
- ➢ Brainstormed ideas for the month of February for schools and community

October

- ➢ Collaborated with the Communications Department to provide monthly information on the MPS website, plan for advertisements, and the Week of Action
- ➢ Promoted the Black Lives Matter T-Shirt Contest to all schools

November

- ➢ T-shirt contest winner will be selected and logo changed to represent BLM on all advertisements
- ➢ Week of Action outline will be finalized
- ➢ Partnerships will be established and information shared to support Week of Action

Next Steps

- ➢ Distribute t-shirt order information to schools and departments
- ➢ Obtain additional partnerships
- ➢ Increase student participation
- ➢ Plan BLM Student Showcase

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

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(Item 5) Report with Possible Action on the Music Strategic Plan - 7th and 8th Grade Music

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

Background

During the SASI committee meeting, the Committee recommended that the Board direct the Administration to develop a strategic plan for 7th and 8th grade music, with an initial plan to be brought back to the Board during the November Board cycle.

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.

Constituents' Recommendation

To have instrumental, vocal, and general music in every MPS school:

K8 Schools

104 FTE Certified Teachers
400 Hours Traveling Music Teachers

Traditional Middle Schools

7 FTE Certified Teachers
70 Hours Traveling Music Teachers

High Schools

25 FTE Certified Teachers
250 Hours of Traveling Music Teachers

Costs

104 New Full-time Equivalent positions
+28 Existing Music Vacancies
= 132 Additional Teachers
Approximate total cost: $17,163,384

Music Programming Shift

Introduced in the 2021-2022 School Year
• Ongoing curriculum writing
• Focus on student choice
• Engaging, hands-on curriculum
• 21st-Century resources
• Teacher retention

Strategic Programming in Smaller Schools

When leaders collaborate to create a functional schedule they
• offer student choice
• add curricular options
• budget for Traveling Music Teachers
Then they can offer
• general music to grades K-5
• ensemble music to grades 6, 7, and 8
• a music elective for non-performers
Schools under 500 students with only ONE teacher

MPS 7th and 8th Grade Music Plan

Start with the largest K8 Schools

1. Instructional Space
2. School culture
3. Student/Family Interest

Consider

a) Student Choice
b) Options for non-performers
Pair schools once we determine what they need

7th and 8th Grade Music Plan: Years 1-3

2024-2025: Begin with Schools larger than 600 students

● 4 Additional Classroom Teachers
● 2 Additional TMTs

2025-2026: Schools between 550 and 600 students

● 3 Additional Classroom Teachers
● 2 Additional TMTs

2026-2027: Schools between 500 and 550 students

● 2 Additional Classroom Teachers
● 1 Additional TMT

7th and 8th Grade Music Plan: Years 4 & 5

2027-2028: Add positions to High School Programs

● Five additional classroom Teachers
● 43 hours of Traveling Music Teacher time

2028-2029: Add positions to High School Programs

- Five additional classroom Teachers
- 43 hours of Traveling Music Teacher time

Summary – 7th & 8th Grade Music Plan

Goals:

- implement strategic programming in small schools
- add additional shared teachers in the largest K8 schools
- add additional teachers in high schools to offer continuity

Staff needed for implementation over five years:

- 18 Additional Certified Teachers and 28 existing vacancies
- 9 Additional Traveling Music Teachers

Cumulative Costs

Year 1	$ 446,157
Years 1 & 2	$ 857,111
Years 1-3	$ 1,113,991
Years 1-4	$ 1,869,878
Full Implementation in Year 5	$ 2,616,930

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.44 - Music Education

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(Item 6) 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 10,725 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, Humboldt Park, IDEAL, Lincoln, Maryland, Milwaukee Academy of Chinese Language, Holmes, Parkside, Riverwest, Roosevelt, 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.

East Region Growth and Opportunity

	2019-20	2020-21	2021-22	2022-23	2023-24
Historical Attendance	93.7%	91.3%	84.4%	86.6%	90.7%
Historical Suspension Rate	7.8%	0.03%	10.5%	11.0%	03.5%

Spotlight School – Milwaukee Parkside

Demographics

- 846 students
- 41.5% Hispanic

- 18.9% White
- 17.6% African American
- 11.9% Asian
- 25.3% Students with Disabilities
- 13.75% EL Students

Data

- 92.0% YTD Attendance (+2.3%)
- 1.0% YTD Suspension Rate (-5.5%)

Milwaukee Parkside - Points of Pride

- Arts Integration
- Agricultural Program
- Camp Parkside
- Community Partnerships
- Family Involvement
- High Academic Achievement
- Inclusive Programming
- Mindfulness Practices
- Positive Behavioral Intervention and Supports (PBIS)
- Staff & Student Retention

Milwaukee Parkside - Unique Opportunities

- Aquaponics Lab
- Ameri-Corps Reading Tutors
- Butterfly Garden & Raised Garden Beds
- Cultural Inclusivity
- Danceworks
- Family Events
- Farm to Table
- Humboldt Park
- Library/STEM
- Milwaukee Ballet
- Outdoor Classrooms
- Partnerships
- Project Lead the Way
- Specialty Courses: Art, Dance, & Music, Band, PLTW, and Drumline
- Major and Minor for Middle School
- Sports

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

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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 the District Advisory Council (DAC).

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(Item 2) President of the Milwaukee Board of School Directors

The President Marva Herndon presented a report of her activities for October and November 2023.

This month has been exciting and extremely busy. Our budget has involved lots of time and effort to stretch the limited funding provided by our State Legislature.

Academic Achievement

- Attended SASI Meeting
- Attended JMAC NAF Meeting
- Attended Fall Budget Meeting
- Meeting with Forward Scholars Tutoring Program Executive Director & Staff
- Attended State Report Card Meeting

Effective and Efficient Operations

- Attended Executive Board Meeting (09/28/2023)
- Attended Wisconsin Public Law Meetings for School Boards (3)
- Attended Fall Budget Meeting with Superintendent
- Attended Special Board Meetings (2)
- Attended Accountability, Finance & Personnel Meeting
- Attended Green New Deal Meetings (2)
- Attended Meeting with Superintendent (2)
- Attended Closed Session regarding District Safety
- Attended monthly Full Board Meeting
- Attended Council of Great City Schools Annual Conference – San Diego CA
- Conducted Team Meeting with Office of Board Governance
- Meetings with Dr. Posley
- Meeting with Audit Staff
- Attended Space Utilization Meeting

Student, Parent, and Community Engagement

- Attended District Advisory Council Meeting
- Attended HBCU Fair/Vincent High School
- Attended Green Schools Playground Redevelopment Ribbon Cutting (Riley Elementary)
- Attended Community Engagement Session at Browning School
- Attended Hispanic Heritage Celebration at the O.A.S.I.S. Community Center
- Participated in Radio Show
- Attended Green New Deal Meeting (2)
- Attended Vincent High School Grow Room Open House

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RESOLUTIONS

The two resolutions below were discussed after the Reports and Communications from the Superintendent of Schools.

Director O'Halloran moved to waive Board Rule 1.10, in order to give public hearing and to take immediate action on Resolution 2324R-004 by Directors Garcia and Zombor, on Reading Screeners for English learners and on Resolution 2324R-005 by Directors Zombor and Leonard, on the Milwaukee Education Partnership.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

(Item 1) Action on a Request to Waive Board Rule 1.10, In Order to Give Public Hearing and Take Immediate Action on Resolution 2324R-004, by Directors Garcia and Zombor on Reading Screeners for English Learners

Background

The Milwaukee Public Schools' Board of School Directors is the one and only member of Region 14 of the Wisconsin Association of School Boards (WASB).

The Wisconsin Association of School Boards (WASB) has designated a process to submit 2024 resolution proposals to be considered by the WASB Policy and Resolutions Committee. According to the WASB Resolution Proposals process, all proposed resolutions must be officially approved at a meeting of the respective school board prior to the September 2023, submission deadline; otherwise, resolutions may be submitted on-the-floor at the delegate assembly.

The following resolution has been submitted by Directors Garcia and Zombor, for possible submission to the WASB:

Resolution 2324R-004

WHEREAS, The Milwaukee Public Schools' Board of School Directors is the one and only member of Region 14 of the Wisconsin Association of School Boards (WASB); and

WHEREAS, The Wisconsin Association of School Boards (WASB) has designated a process to submit 2024 resolution proposals to be considered by the WASB Policy and Resolutions Committee; and

WHEREAS, According to the WASB Resolution Proposals process, all proposed resolutions must be officially approved at a meeting of the respective school board prior to the September 2023, submission deadline otherwise resolutions may be submitted on-the-floor at the delegate assembly; and

WHEREAS, All WASB Resolution Proposals must be in the prescribed format used below; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors adopt the following WASB 2024 Resolution Proposal for submission to the WASB Policy and Resolutions Committee for its consideration; and, be it

FURTHER RESOLVED, That the Office of Board Governance include these demands in the Board's legislative agenda.

PROPOSAL FOR THE 2024 DELEGATE ASSEMBLY

Subject: 2023 Wisconsin Act 20 Implementation of Reading Screeners for English Learners

Submitted by: Marcela "Xela" Garcia, Milwaukee Board of School Directors

Resolution: Resolved that the Wisconsin Association of School Boards hereby joins other advocates of bilingual education in urging the state legislature and the Wisconsin Department of Public Instruction to reconsider the implementation of 2023 Wisconsin Act 20 that negatively impacts English learners, especially the screening methods; and, be it

Further Resolved that we demand the following of the Wisconsin Department of Public Instruction:

• That experts in bilingual education and language acquisition be included in any work that facilitates or guides the implementation of 2023 Wisconsin Act 20; and

• That recent arrivals to the country be waived from any English assessment for one year, as exemplified by the FORWARD state exam, whereby, students who have been in the country for less than a year are exempt from taking the English reading exam; and

• That students who have not had adequate time (seven to nine years, according to research) to become proficient in English are not to be labeled as "at-risk" or referred to special education services based on an English screener or assessment; and

• That any reading plan and/or mandatory summer school program must reflect best practices in assessments and bilingual/dual language education to allow English learners to develop literacy skills in two languages; and

• That instructional best practices for English language development and biliteracy be allowed in the classrooms and support literacy development that occurs in English learners' home languages in order to learn in two languages; and

• That testing in the students' home language should be accepted as a valid measure of progress and literacy development; and

• That the K4 to 3rd grade assessments, screeners, and diagnostics required in 2023 Wisconsin Act 20 continue to be provided in Spanish for English/Spanish bilingual programs; and

• That school districts continue to purchase and utilize literacy curricula in Spanish in Spanish-Bilingual programs; and

• That school districts continue to provide professional development that reflects best practices in assessment and instruction for bilingual program students; and

• That assurances that the highly successful bilingual programs in the state be allowed to continue providing instruction in two languages without risk of being altered as a result of invalid assessment data; and

• That these changes be equitable and that they protect the civil rights of Wisconsin's EL population.

Rationale:

Wisconsin currently serves nearly 55,000 English Learners (ELs), with over 140 identified languages spoken by Wisconsin students, and with approximately 9,000 of ELs concentrated in Milwaukee alone.

Wisconsin State Statutes 115.96 (4)(b) states that an established bilingual-bicultural educational program should provide, "through the use of the native language of the limited-English proficient pupil, instruction in the subjects necessary to permit the pupil to progress effectively through the educational system,"

Wisconsin State Statutes 118.017 states that, "All instruction shall be in the English language, except, in part, those programs established under subchapter VII of Ch. 115, where instruction shall be in the English language and in the non-English language of the bilingual-bicultural education program," and;

The current practice of the Wisconsin Department of Public Instruction (DPI) to test all ELs in English, regardless of their time learning the English language, violates federal law under the Supreme Court decision Lau v. Nichols (1973), which addresses equity in language instruction and by extension, assessment. Lau further holds that once a student is identified as an EL under the Lau Remedies, they cannot be treated as other English-dominant students.

By mandating that ELs take a reading readiness screener in English only, the Wisconsin Department of Public Instruction and the state legislature have disregarded one of the core principles of assessment - validity - the principal that that testing instruments must assess what they are designed to assess.

Reading readiness screeners given only in English are not a valid assessment of students who speak languages other than English because these tests measure the student's level of English language acquisition instead of their level of literacy development and ignore the fact that an EL might be at grade level in their home language.

By testing students in English before they have learned English, 2023 Wisconsin Act 20 goes against federal Lau compliance mandates, which require that elementary schools provide students with limited English proficiency special English-as-a-second-language instruction as well as academic subject-matter instruction through the student's strongest language until the student achieves proficiency in English sufficient to learn effectively in a monolingual English classroom.

The Wisconsin Association for Bilingual Education (WIABE) the largest organization in the state of Wisconsin that serves educators of emerging bilingual and multilingual students is leading advocacy efforts

that bring to light the unjust nature of this law which disproportionately impacts English Learners and violates their right to learn in two languages.

The current implementation of 2023 Wisconsin Act 20 is in direct opposition to the successful bilingual/dual language program models of instruction in Wisconsin, which support students acquiring English language proficiency while maintaining their home language and which is supported by research evidence that skills developed in the first language, will automatically transfer to the second language (Cummins, Collier & Thomas, Escamilla, Gottlieb, Castro, Beeman & Urow).

The current implementation of 2023 Wisconsin Act 20 will adversely impact bilingual teachers who will feel compelled to refrain from using the native language to develop academic skills and who may shift to English-only instruction.

2023 Wisconsin Act 20 may pressure school districts to move away from following the fidelity of the bilingual/dual language programs to comply with English testing mandates, thereby jeopardizing the quality of bilingual/dual language programs in Wisconsin. 2023 Wisconsin Act 20 disregards the unique strengths and needs of ELs. Mislabeling students is a human rights violation that is likely to draw the scrutiny of the Office of Civil Rights. English-only standardized tests, and screeners, and diagnostics are not valid for ELs.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.10 - Communications, Petitions, Resolutions for Referral

Recommendation

That the Milwaukee Board of School Directors

1. adopt the attached WASB 2024 Resolution Proposal for submission to the WASB Policy and Resolutions Committee for its consideration; and

2. that the Office of Board Governance include these demands in the Board's Legislative Agenda.

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

Director O'Halloran moved to waive Board Rule 1.10, in order to give public hearing and to take immediate action on Resolution 2324R-004 by Directors Garcia and Zombor, on Reading Screeners for English learners and on Resolution 2324R-005 by Directors Zombor and Leonard, on the Milwaukee Education Partnership.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

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(Item 2) Action on a Request to Waive Board Rule 1.10, In Order to Give Public Hearing and Take Immediate Action on Resolution 2324R-005 by Directors Zombor and Leonard on the Milwaukee Education Partnership

Background

Directors Zombor and Leonard have submitted the following resolution for immediate consideration.

WHEREAS, Board Governance Policy 2.01 states that in all matters of planning, governance, and accountability, the Board shall recognize its responsibility to the people of the City of Milwaukee and of the State of Wisconsin to use all funds for the greatest possible effect in fulfilling the Board's goals of student achievement and equity; and WHEREAS, The Milwaukee Board of School Directors has traditionally maintained a contractual relationship with the Milwaukee Education Partnership (MEP); and

WHEREAS, Annually, at the April Organizational Board Meeting, the Milwaukee Board of School Directors designates a Board Representative to the Milwaukee Education Partnership; and

WHEREAS, Recent media scrutiny has alleged that The Milwaukee Education Partnership has listed board officers without their knowledge on tax filings including the Milwaukee Mayor; State Superintendent of Public Instruction; Milwaukee Public Schools Superintendent; Milwaukee Area Technical College (MATC) President; and University of Wisconsin-Milwaukee (UW-M) Chancellor; and

WHEREAS, The MPS Contractor Code of Conduct, as outlined in Administrative Policy 3.14, states that "[a]ll contractors are expected to conduct any and all business affiliated with MPS in an ethical and responsible manner that fosters integrity and public confidence"; now, therefore, be it

RESOLVED, That the Office of Accountability and Efficiency and the Administration shall collaborate, as set forth in Administrative Policy 3.14, to review the concerns raised regarding the MEP; and, be it

FURTHER RESOLVED, That the Board direct the Administration to hold from consideration any new contract, or any contract renewals with the Milwaukee Education Partnership until the review is completed; and, be it

FURTHER RESOLVED, That the Board shall hold from designating a representative to the Milwaukee Education Partnership until the review above is completed; and, be it

FURTHER RESOLVED, That the Board direct the Administration to hold the allocation of $75,000 in the FY 2023-24 budget for the Milwaukee Education Partnership, until the review above is complete.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Director Zombor moved to

1. withdraw the resolution from consideration

2. remove the Board's delegate to the partnership

3. direct the Administration to bring a recommendation in December to reallocate the $75,000.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Noes – None – 0.
Abstention – Director Jackson – 1.

ITEMS DEFERRED

Having been previously deferred, the Board returned to consideration of Item 1, Action on a Request to Retire to Closed Session for Consideration of and Possible Action on Employment, Compensation, and Performance Evaluation Data Relative to the Assistant Board Clerk from the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance.

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, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

The Board retired to closed session at 6:50 p.m. The Board returned to open session at 7:41 p.m., whereupon Director Zombor moved to temporarily assign Jill Kawala to the position of Interim Director/Board Clerk, pursuant to the terms outlined in a letter dated November 16, 2023.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

The Board adjourned at 7:42 p.m.

JILL M. KAWALA
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 21, 2023

Regular meeting of the Board of School Directors called to order by President Herndon at 5:37 p.m.

Present — Directors Garcia, Gokalgandhi, Jackson, O'Halloran, Zombor, and President Herndon — 6.
Absent and Excused — Directors Carr, Leonard, and Siemsen – 3.

Before commencing with the agenda, the Chair asked for a moment of silence to commemorate the passing of the following members of the MPS community:

- Patricia Baka, a retired teacher from Maryland Avenue School
- Richard Barbuch, a retired teacher from Webster
- Gail Barrett, a retired teacher
- Carol Jacobs, a retired teacher
- Aria Jacque, a student from Goodrich
- Trinity Johnson, a student from Carson Academy
- Hurley Jones, Jr., a student from Riverside
- Tinethel Moniorcha, a retired paraprofessional from Hamilton High School
- Donna Palkowski a teacher from Garland School
- Jaimarion Phillips, a student from Hamilton
- Richard Smith, a retired Machine Plant Chargeman
- Edwin Sumner, a retired Educational Assistant from South Division High School
- Jatorion Terry, a student from Bradley Tech
- Stephen Wildgruber a Civil Engineer with Facilities & Maintenance
- Al'Jevon Wilkins, a student from Assata HS

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October and November 2023 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

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 November through mid-December are also included in the attached report.

Drumline Competition

The twenty-first year of the highly anticipated MPS Battle of the Drumlines showcased an electrifying display of talent, drawing an energetic and enthusiastic crowd representing all age groups. The event, which was held on December 9, unfolded with a series of gripping performances, surprising outcomes, and a thrilling finale that left spectators on the edge of their seats.

Hosted by Rufus King High School, this year's competition welcomed a record number of participants, more than doubling the number of entries from last year.

Among the contenders were Bradley Tech High School, Milwaukee Marshall High School, and Rufus King High School junior varsity drumlines, and each brought their unique flair.

However, it was the reigning champions, the Rufus King High School drumline, that once again emerged victorious, securing their seventeenth Battle of the Drumlines title in a stunning display of skill and precision. Their victory was hard-fought— Rufus King narrowly surpassed Riverside University High School in the championship round by three-fourths of a point.

Adding an unexpected twist to the competition, the newcomer Washington School of Information and Technology delivered an impressive performance, managing to secure a tie for third place with Ronald Reagan College Preparatory High School in the initial round and thereby advancing to the fiercely contested championship round.

The event's success wasn't confined to the performers alone; it was also a testament to the enthusiastic engagement of the audience, with over 600 attendees filling the stands.

The increase of drumlines competing this year not only demonstrates student interest but also highlights schools' efforts to incorporate drumlines as a part of their music and after-school programs.

3DE by Junior Achievement

Earlier this year, Junior Achievement Wisconsin (JA), in collaboration with Milwaukee Public Schools, announced a million-dollar investment to pilot 3DE by JA in two Milwaukee high schools: Bay View and Milwaukee Marshall.

MPS has now officially launched 3DE at both Bay View and Milwaukee Marshall High Schools and has held 3DE by JA induction ceremonies at each location, representing the strong partnership with each school and the unlimited possibilities with this program.

During the 2023–24 pilot program, all ninth-grade students at Bay View and Milwaukee Marshall High Schools will participate in the 3DE by JA innovation pilot. Each subsequent year, one grade level will be added until all four classes of students at the two high schools are participating in 3DE by JA. By the 2026–27 school year, this year's ninth graders will have had a full four years of collaboration with local business partners, and all students at the participating schools will be engaged in 3DE.

Recognizing MPS Talent

MPS has talent bursting at the seams with students and staff all around the district. Recently, Milwaukee High School of the Arts senior Dystince Robertson won a national jazz competition based in Arizona, becoming the first-ever winner of the Ravenscroft Jazz Prize for developing musicians ages 17 to 19. Read more at MPS Senior Wins First Place in New National Competition, the Ravenscroft Jazz Prize.

Milwaukee Italian Immersion teacher Enrica Fracchia-Miller won the 2023 Coccia-Inserra Award for Excellence and Innovation in the Teaching of Italian. The award recognizes a teacher at the K–12 level for their planning and dedication to the craft of teaching Italian. Read more at Milwaukee Italian Immersion School Teacher Wins National Award for Her Work at MPS.

Ronald Reagan College Preparatory High School student Isabella Switalski took sixth place at the recent WIAA state girls' cross-country championship, where she demonstrated her personal best time. Isabella is the first girl from MPS to place in the top 10 since 1976. Read more at Reagan Cross-Country Runner's Top 10 Finish at State Is First in 47 Years for an MPS Girl.

Fifteen MPS schools were involved in creating 15 murals and a welcome sign for display at this year's eightieth annual Holiday Folk Fair International at the Wisconsin State Fair Park:

· Academia de Lenguaje y Bellas Artes (ALBA) – Puerto Rico
· Bay View High School – India
· Bradley Technology and Trade School – United States
· Doerfler School – Native American
· Escuela Vieau – Nicaragua
· Golda Meir School – Hmong
· La Escuela Fratney – Mexico
· Maryland Avenue Montessori School – Ireland
· Milwaukee High School of the Arts – Japan
· Milwaukee Marshall High School – Italy (Sicily) and a Holiday Folk Fair welcome sign
· Morgandale School – Rohingya
· North Division High School – Pakistan
· Rogers Street Academy – Dominican Republic
· South Division High School – Honduras
· Walt Whitman School – Nigeria

Reality Check Day

On December 13, seniors engaged in Reality Check Day, an acclaimed financial literacy event hosted by Educators Credit Union. This immersive experience spans 90 minutes and delivers an interactive simulation that vividly portrays for students the realities of life after high school, providing invaluable insights into adult responsibilities and financial management.

Students engaged with life's pivotal stages and financial ups and downs through the immersive Bite of Reality mobile app. Throughout the session, they navigated a spectrum of life circumstances—from choosing their occupation to dealing with randomly assigned factors such as credit scores, marital status, and potential child support obligations. Tasked with setting their retirement age, students honed their budgeting prowess to achieve this milestone.

At various stations representing life events, students handled expenses related to housing, insurance, groceries, clothing, furniture, entertainment, and day care essentials. They paid bills and made purchases, and the costs of items were constantly updated to mirror real local prices, ensuring a true-to-life experience. The Wheel of Fate added an element of unpredictability, allowing students to gain or lose money due to unforeseen life events.

This semester, there was a remarkable turnout, with close to 700 students actively participating. This hands-on approach equips our students with invaluable financial skills and nurtures their journey toward financial success.

Resources for the Season

MPS and our partners work continuously and collaboratively to support the needs of children and families. During the winter season, these partnerships and collaborations are even more critical, which is why we are highlighting resources for the season. We encourage everyone to share this list of resources and programs with families. Information is available for emergency shelter, food assistance, clothing, social services, and toys for the holidays.

Kindergarten Enrollment Fair

The MPS Kindergarten Enrollment Fair is coming February 3, 2024! We believe that it is never too early to begin recruiting families to enroll their children in MPS. Families with children turning three, four, or five by September 1, 2024, can begin enrollment on February 3, 2024, at this year's Kindergarten Enrollment Fair, which will be held at Milwaukee School of the Arts, 2300 West Highland Avenue, Milwaukee, 52322.

The fair helps families explore schools, learn about available programs, identify the best options, and ask questions to help ensure that they are comfortable and confident about their school choices. Additionally, families will have the chance to speak directly with school staff and get help filling out enrollment forms. Interpreters will be available.

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

(Item 1) Action to Rescind Previous Action in Order to Reconsider Resolution 2324R-004 on Reading Screeners for English Language Learners

Background

On November 16, 2023, the Board approved the submission of Resolution 2324R-004 to the Policy and Resolutions Committee of the Wisconsin Association of School Boards.

The Milwaukee Public Schools' Board of School Directors is the one and only member of Region 14 of the Wisconsin Association of School Boards (WASB).

The Wisconsin Association of School Boards (WASB) has designated a process to submit 2024 resolution proposals to be considered by the WASB Policy and Resolutions Committee.

The Office of Board Governance has been advised by WASB that, because this resolution was submitted after the September 15 deadline (and was, therefore, not vetted by the WASB Policy & Resolutions Committee), a different process must be followed for the resolution to be considered by the delegate assembly. As such, WASB has recommended that the intent of the resolution be reworded a more concise manner.

The proposed wording is presented for consideration. The intent of the original resolution remains the same, but the wording has been consolidated:

Resolution

The WASB supports that early literacy assessments, screeners, and diagnostics required in state law be provided in an English Learner (EL) student's home language in accordance with current best practices in assessment and instruction for bilingual program students. EL students tested in English should not be labeled "at risk" without verification that the student also fails an early literacy test in their home language.

Rationale

Wisconsin currently serves nearly 55,000 English Learners (ELs), with over 140 identified languages spoken by Wisconsin students, and with approximately 9,000 ELs concentrated in Milwaukee alone.

Wisconsin State Statutes 115.96 (4)(b) states that an established bilingual-bicultural educational program should provide, "through the use of the native language of the limited- English proficient pupil, instruction in the subjects necessary to permit the pupil to progress effectively through the educational system,"

Wisconsin State Statutes 118.017 states that, "All instruction shall be in the English language, except, in part, those programs established under subchapter VII of Ch. 115, where instruction shall be

in the English language and in the non-English language of the bilingual- bicultural education program," and;

The current practice of the Wisconsin Department of Public Instruction (DPI) to test all ELs in English, regardless of their time learning the English language, violates federal law under the Supreme Court decision Lau v. Nichols (1973), which addresses equity in language instruction and by extension, assessment. Lau further holds that once a student is identified as an EL under the Lau Remedies, they cannot be treated as other English-dominant students.

By testing students in English before they have learned English, 2023 Wisconsin Act 20 goes against federal Lau compliance mandates, which require that elementary schools provide students with limited English proficiency special English-as-a-second-language instruction as well as academic subject-matter instruction through the student's strongest language until the student achieves proficiency in English sufficient to learn effectively in a monolingual English classroom.

Reading readiness screeners given only in English are not a valid assessment of students who speak languages other than English because these tests measure the student's level of English language acquisition instead of their level of literacy development and ignore the fact that an EL might be at grade level in their home language.

The Wisconsin Association for Bilingual Education (WIABE) the largest organization in the state of Wisconsin that serves educators of emerging bilingual and multilingual students is leading advocacy efforts that bring to light the unjust nature of this law which disproportionately impacts English Learners and violates their right to learn in two languages.

The current implementation of 2023 Wisconsin Act 20 is in direct opposition to the successful bilingual/dual language program models of instruction in Wisconsin, which support students acquiring English language proficiency while maintaining their home language and which is supported by research evidence that skills developed in the first language, will automatically transfer to the second language (Cummins, Collier & Thomas, Escamilla, Gottlieb, Castro, Beeman & Urow).

The current implementation of 2023 Wisconsin Act 20 will adversely impact bilingual teachers who will feel compelled to refrain from using the native language to develop academic skills and who may shift to English-only instruction.

2023 Wisconsin Act 20 may pressure school districts to move away from following the fidelity of the bilingual/dual language programs to comply with English testing mandates, thereby jeopardizing the quality of bilingual/dual language programs in Wisconsin. 2023 Wisconsin Act 20 disregards the unique strengths and needs of ELs. English- only standardized tests, and screeners, and diagnostics are not valid for ELs.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

2.13 - Board Legislative Program

Fiscal Impact Statement

There is no fiscal impact.

Implementation and Assessment Plan

The Office of Governance will advise WASB as to how the Board wishes to proceed.

Recommendation

The Office of Board Governance recommends that the Board:
1. Rescind its action of November 16, 2023, relative to Resolution 2324R-004; and
2. Determine how it wishes to proceed relative to the submission of the resolution

Director Garcia moved to rescind the action of November 2023 relative to Resolution 2324R-004. The motion passed, the vote being as follows:

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

Director Garcia moved to adopt the resolution, as worded in the proposed new language. The motion passed, the vote being as follows:

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

* * * * *

(Item 2) Monthly Report with Possible Action, on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

The State is now sitting on an overall balance of $6 billion as it continues to underfund its own recommendations to support English learners, students with disabilities and students challenged by poverty. We anticipate an additional fiscal update in January of 2024.

The impact of state underfunding is highlighted in two recent reports from the Wisconsin Policy Forum and Forward Analytics which focus on teacher pay and the history of referenda in the state. Additional updates will be provided.

An article on teacher pay, published by the Wisconsin Policy Forum and paper by Forward Analytics on using referenda to fund public education were provided under separate cover, as supplemental materials to this 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

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 gavel was passed to Vice-President Gokalgandhi at 6:02 p.m. and returned to President Herndon at 6:03 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

Accountability and Efficiency Services

Between November 4, 2023 and December 9, 2023, Accountability and Efficiency Services fulfilled four requests for information/research and six special projects. Accountability and Efficiency Services also completed two constituent inquiries and satisfied one impartial hearing officer (IHO) request.

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 the reporting period, Contract Compliance Services (CCS) staff members focused on our Student Engagement Programming.

On October 25, 2023, CCS staff members participated in Marshall High School's 2nd Annual Eagle Nation Career Connection Fair. These types of events provide CCS the opportunity to promote our Communities In Need (COIN) program and current internship opportunities.

Since the last month's report, 18 students were referred out for interviews. Five were hired in the following career industries: administrative services, architectural services, culinary arts, library management, and technology.

CCS continues to partner with departmental and internal sponsors to create additional 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

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 four 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:

November 27, 2023, @ 9:00 a.m.

December 5, 2023, @ 10:00 a.m., 11:00 a.m.

December 11, 2023, @ 9:00 a.m.

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

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

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the Committee on Accountability, Finance, and Personnel:

Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days, has been set aside at the request of the Administration.

Item 16, Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, Casimir Pulaski High School, and MacDowell Montessori School for the 2024-2025 School Year has been set aside, as it was forwarded to the Board without recommendation.

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

Ayes — Directors Garcia, Gokalgandhi, Jackson, 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 Resignations and Retirements, and Affirmative Action Report

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Tyrese Allen	Building Service Helper I	10/23/2023	$18.32 /hr
4 Guadalupe Arteaga	Building Service Helper I	11/06/2023	$17.17 /hr
2 Marquis Butler	Building Service Helper I	10/30/2023	$17.17 /hr
2 Matthew DeBow	Building Service Helper I	11/06/2023	$17.74 /hr
5 Carlo Emanuele	Building Service Helper I	10/30/2023	$20.61 /hr
2 Marquise Griffin	Building Service Helper I	10/23/2023	$19.46 /hr
2 Toby Harris	Building Service Helper I	11/27/2023	$17.17 /hr
2 Marion Hewings	Building Service Helper I	10/30/2023	$17.17 /hr
2 DeMille Lowery	Building Service Helper I	10/23/2023	$20.03 /hr
2 LaTosha McGee	Building Service Helper I	10/30/2023	$17.17 /hr
2 Jimmy Mcintosh	Building Service Helper I	11/06/2023	$17.17 /hr
2 Michelle Mcthune	Building Service Helper I	10/23/2023	$18.32 /hr
2 Tiesha Perkins	Building Service Helper I	10/30/2023	$17.17 /hr
2 Dion Raines	Building Service Helper I	11/27/2023	$17.17 /hr
2 Ziaree Robinson	Building Service Helper I	11/06/2023	$17.17 /hr
2 Eddie Scott	Building Service Helper I	10/30/2023	$17.17 /hr

2 Justin Thompson	Building Service Helper I	10/30/2023	$17.17 /hr
2 Aundrea Tyars	Building Service Helper I	10/23/2023	$17.74 /hr
2 Vincent Weeden Jr	Building Service Helper I	11/06/2023	$17.17 /hr
2 Janya Williams	Building Service Helper I	11/06/2023	$17.17 /hr
2 Keydell Williams	Building Service Helper I	11/27/2023	$17.17 /hr
4 Maria Carpio	Children's Health Assistant	11/06/2023	$25,797.16
2 Keyyokie Johnson	Children's Health Assistant	10/30/2023	$23,813.81
2 Carlina Ward	Children's Health Assistant	10/30/2023	$22,493.08
2 Aaliyah Alford	Food Service Assistant	11/16/2023	$17.17 /hr
2 Jean Bowers	Food Service Assistant	10/24/2023	$18.20 /hr
4 Adriana Castro Frias	Food Service Assistant	10/31/2023	$17.17 /hr
2 Takayla Dyson	Food Service Assistant	10/26/2023	$18.72 /hr
2 Syria Friend	Food Service Assistant	10/25/2023	$17.17 /hr
2 Gary Fuller	Food Service Assistant	11/16/2023	$19.23 /hr
3 Daniel Gaddi	Food Service Assistant	10/24/2023	$17.17 /hr
1 Andrea Hanson	Food Service Assistant	11/06/2023	$22.84 /hr
2 Zsavion Hodnett	Food Service Assistant	11/29/2023	$17.17 /hr
2 Bridgette Howard	Food Service Assistant	10/25/2023	$18.72 /hr
7 Tamika Jones	Food Service Assistant	10/25/2023	$17.17 /hr
2 Linda Lee	Food Service Assistant	11/20/2023	$20.26 /hr
2 Angela Martin	Food Service Assistant	10/24/2023	$18.72 /hr
2 Amber Mathews-Thompson	Food Service Assistant	11/16/2023	$17.17 /hr
2 Britney Morris	Food Service Assistant	11/20/2023	$17.69 /hr
2 Shamirah Portis-Lowe	Food Service Assistant	10/25/2023	$17.17 /hr
3 Naomi Williams	Food Service Assistant	11/20/2023	$17.17 /hr
2 Kayli Wilson Mitchell	Food Service Assistant	10/25/2023	$18.20 /hr
2 Shovonte Winston	Food Service Assistant	10/26/2023	$17.17 /hr
2 Requiela Young	Food Service Assistant	11/27/2023	$19.75 /hr
2 Jazmine Blakley	Paraprofessional – Parent Involvement	11/13/2023	$28,452.00
2 Wanita Johnson	Paraprofessional – Parent Involvement	10/30/2023	$35,432.00
2 Tiarra Beasley	Paraprofessional	11/20/2023	$21,339.00
2 Diamond Bullock	Paraprofessional	11/06/2023	$21,339.00
2 Deyhamanni Clayhiggs	Paraprofessional	10/31/2023	$21,339.00
2 Cachea Cooper	Paraprofessional	11/13/2023	$22,648.00
5 Isaac Danzer	Paraprofessional	11/13/2023	$22,648.00
2 Dyshia Dates	Paraprofessional	11/06/2023	$21,339.00
2 Manisha Dotson James	Paraprofessional	11/27/2023	$21,339.00
2 Zephaniah Eiland	Paraprofessional	11/13/2023	$22,648.00
4 Nadbai Gaytan-Garcia	Paraprofessional	10/30/2023	$21,860.00
2 Jayromica Hodges	Paraprofessional	11/13/2023	$22,648.00
2 Shalita Jenkins	Paraprofessional	11/13/2023	$22,648.00
2 John Jude	Paraprofessional	10/30/2023	$22,648.00
5 Abbey Pahlisch	Paraprofessional	11/06/2023	$21,339.00
4 Eunice Perez	Paraprofessional	11/13/2023	$26,574.00
5 Samantha Pigg	Paraprofessional	10/30/2023	$21,339.00
5 Matthew Piotter	Paraprofessional	10/30/2023	$24,211.00
2 Annette Reddic	Paraprofessional	11/13/2023	$21,860.00
2 Zachea Reed	Paraprofessional	11/08/2023	$21,860.00
2 Patricia Rodgers	Paraprofessional	11/27/2023	$27,349.00
2 Adia Rogers	Paraprofessional	10/30/2023	$22,648.00
2 Elaine Segura	Paraprofessional	11/13/2023	$21,339.00
2 Laneya Tate	Paraprofessional	10/30/2023	$22,648.00
2 Betty Varnado	Paraprofessional	11/13/2023	$21,339.00
4 Cristina Villegas	Paraprofessional	11/27/2023	$23,435.00
2 Britney Wilder Coleman	Paraprofessional	10/30/2023	$21,339.00
2 Wanda Woodley	Paraprofessional	11/13/2023	$21,339.00

5 Jason Peterson	Print Production Designer	11/01/2023	$54,048.07
2 Marsha Ashley	School Safety Assistant	11/06/2023	$26,594.00
2 Aliyah Augustine	School Safety Assistant	11/06/2023	$26,594.00
2 Skiya Batton	School Safety Assistant	11/06/2023	$26,594.00
2 Erica Blissett	School Safety Assistant	11/06/2023	$26,594.00
2 Jeffery Clair	School Safety Assistant	11/06/2023	$26,594.00
2 Raivaughn Clark	School Safety Assistant	11/06/2023	$27,257.00
2 Destiny Edwards-Lavendar	School Safety Assistant	11/06/2023	$26,594.00
2 Marquis England	School Safety Assistant	11/06/2023	$26,594.00
2 Jasmine Gilmore	School Safety Assistant	11/06/2023	$26,594.00
2 Raven Harrison	School Safety Assistant	11/06/2023	$26,594.00
2 Kathryn Harvey	School Safety Assistant	11/06/2023	$30,278.00
2 January Hines	School Safety Assistant	11/06/2023	$26,594.00
2 Kateria Howard	School Safety Assistant	11/06/2023	$28,258.00
2 Rybon Jones	School Safety Assistant	11/06/2023	$28,258.00
2 Willie Jones	School Safety Assistant	11/06/2023	$26,594.00
2 Emmanuel Jordan	School Safety Assistant	11/06/2023	$26,594.00
2 Justin Landrum	School Safety Assistant	11/06/2023	$26,594.00
2 Lydia Lee	School Safety Assistant	11/06/2023	$29,276.00
4 Luis Mejia	School Safety Assistant	11/06/2023	$32,314.00
2 Latisha Newton	School Safety Assistant	11/06/2023	$26,594.00
2 Tendria Pickett	School Safety Assistant	11/06/2023	$26,594.00
2 Dalonn Pinnix	School Safety Assistant	11/06/2023	$26,594.00
2 Ashley Purifoy	School Safety Assistant	11/06/2023	$27,257.00
2 Anika Quinn	School Safety Assistant	11/06/2023	$26,594.00
2 Prentiss Rhodes	School Safety Assistant	11/06/2023	$27,257.00
2 Carniyah Sanders	School Safety Assistant	11/06/2023	$26,594.00
2 Debbie Smith	School Safety Assistant	11/06/2023	$27,257.00
2 Rikki Stallion	School Safety Assistant	11/06/2023	$28,258.00
2 Jessica Sykes	School Safety Assistant	11/06/2023	$26,594.00
2 Precious Taylor	School Safety Assistant	11/06/2023	$26,594.00
2 Gabriel Tolefree Burke	School Safety Assistant	11/06/2023	$26,594.00
2 Emmanuel Turner	School Safety Assistant	11/06/2023	$26,594.00
2 Anthony Watkins	School Safety Assistant	11/06/2023	$28,258.00
2 Paris Wilson	School Safety Assistant	11/06/2023	$26,594.00
2 Edessa Grant	School Secretary I – 11 Month	11/06/2023	$34,848.00
4 Yaritza Collazo Rivera	School Secretary I – 12 Month	11/13/2023	$38,548.22
2 Shanita Davis	School Secretary I – 12 Month	11/13/2023	$41,378.69
4 Carmen Reyes	School Kitchen Manager I	11/15/2023	$29,664.00
4 Saimarie Gonzalez	School Social Work Aide II	11/13/2023	$19,668.00
2 Kyree Nash Guzman	Youth Apprentice	10/02/2023	$15.00 /hr

PROMOTIONS

5 Annette Oliver	Accounting Assistant II	11/06/2023	$59,582.00
2 Audreannia Ball	Accounting Assistant III	11/13/2023	$54,819.24
2 Nicholla Robinson	Data Support Assistant	10/02/2023	$54,949.28
4 Lupita Hernandez	Paraprofessional – Parent Involvement	10/30/2023	$31,247.00
4 Flor Mauricio	Paraprofessional – Parent Involvement	10/30/2023	$32,281.00
4 Jesica Avila Marquez	Paraprofessional	11/06/2023	$28,137.00
4 Solmary Hernandez Osorio	Paraprofessional	10/30/2023	$23,435.00
2 Kourtnee Howard	Paraprofessional	11/27/2023	$21,860.00
7 Monique Howard	Paraprofessional	10/30/2023	$28,246.00
4 Jamelia Lane	Paraprofessional	11/30/2023	$21,339.00
4 Regina Scott	Paraprofessional	11/30/2023	$21,339.00
2 Jadaya McCoy	School Safety Assistant	11/06/2023	$27,257.00
5 Nicalle Sliga	School Secretary I – 11 Month	10/30/2023	$44,373.00

4 Meressa Mendoza	School Kitchen Manager I	10/16/2023	$33,023.00
2 Dananzel Taylor White	School Kitchen Manager I	10/16/2023	$27,220.00
2 Shaqualia Spears	Social Work Aide II	11/21/2023	$20,814.00

REHIRES

2 Aqeeda Miller	Building Service Helper I	10/30/2023	$17.17 /hr
2 Aviance Rogers	Children's Health Assistant	10/31/2023	$23,153.44
7 Therese Elsalahy	Food Service Assistant	11/20/2023	$18.72 /hr
2 Kimberly Howard	Food Service Assistant	11/16/2023	$19.23 /hr
2 Sharmon Riley	Food Service Assistant	11/16/2023	$17.69 /hr
2 Charlesha Williams	Food Service Assistant	10/30/2023	$18.20 /hr
2 Courtney Hicks	Paraprofessional – Parent Involvement	11/27/2023	$34,382.00
2 Latesha Jones	Paraprofessional – Parent Involvement	11/27/2023	$23,435.00
2 Darla Honeycutt	Paraprofessional	11/27/2023	$24,211.00
2 Dawon Jones	Paraprofessional	11/27/2023	$22,648.00
2 Verdeanna King	Paraprofessional	11/27/2023	$22,648.00
2 Stephanie Wallace	Paraprofessional	11/06/2023	$27,349.00
2 Ricardo Bush	School Safety Assistant	11/06/2023	$26,594.00
2 Arleonna Jordan	School Safety Assistant	11/06/2023	$27,257.00
2 Brieana Kimber	School Safety Assistant	11/06/2023	$31,296.00
2 Maria Scott	School Safety Assistant	11/06/2023	$30,278.00
2 Delon Williams	School Safety Assistant	10/30/2023	$30,278.00
4 Rhonda Cruz	School Secretary I – 11 Month	11/13/2023	$44,373.00

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SUPPORT TEACHER

nr	4	Barry,Judith M	01/MA	$88,903.00	10/30/2023	SCHOOL SUPPORT TEACHER

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

nr	2	Adebisi,Lola Ruth	01/MA	$66,471.00	10/9/2023	GEN ELEM & K8 - ALL GRADES
r	2	Ashley,Jaela S	01/MA	$56,273.00	11/6/2023	SPEC ED MULTICATEG.
r	5	Germain,Rachel D	01/MA	$82,785.00	12/11/2023	SPEC ED MULTICATEG.
r	2	Kuo,Olamide	01/BA	$54,467.00	10/30/2023	AMP HPE
r	4	Orozco Pedraza,Omar	01/BA	$56,331.00	11/15/2023	FOREIGN LANGUAGE
nr	4	Shapiro,Brooke A	01/MA	$76,668.00	11/6/2023	AMP ART

ACTION ON CERTIFICATED APPOINTMENTS - EARLY START

r	2	Awosika,Ebunoluwa	01/BA	$63,789.00	10/16/2023	SCIENCE
r	5	Sventa,Zoia	01/MA	$82,785.00	10/30/2023	ENGLISH AS SECOND LANGUAGE
r	6	Udeoji,Solomon	01/BA	$56,331.00	10/30/2023	SCIENCE
r	2	Usman,Abimbola	01/BA	$80,571.00	10/9/2023	MATHEMATICS TEACHER LEADER (ES SCHOOL)

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER LEADER EARLY START

nr	5	Lewis,Catherine	1C/MA	$75,531.00	11/13/2023	TECHNICAL SERVICES

ACTION ON CERTIFICATED APPOINTMENTS – PERMIT TEACHER

r	4	Acevedo,Kelvin J	XX/4W2	$49,836.00	11/13/2023	GEN ELEM & K8 - ALL GRADES
nr	2	Addokoh,Justice	XX/4W2	$49,860.00	10/30/2023	GEN ELEM & K8 - ALL GRADES
r	2	Adebayo,Abiola	XX/4W2	$49,860.00	11/15/2023	GEN ELEM & K8 - ALL GRADES
r	4	Barajas-Castillo,Claudia	XX/4W2	$49,836.00	10/30/2023	BILINGUAL EDUCATION
r	2	Bennett,Maurice	XX/4W2	$49,860.00	11/15/2023	AMP HPE

r	2	Chimezie,Chizoba	XX/4W2	$49,860.00	11/15/2023	SPEC ED MULTICATEG
r	5	Copper, Kaspar	XX/4W2	$49,836.00	11/6/2023	ART
r	2	Davis,Sakyra K	XX/4W2	$49,836.00	11/8/2023	GEN ELEM & K8 - ALL GRADES
nr	5	DeWindt,Zakary	XX/4W2	$49,836.00	11/27/2023	AMP HPE
nr	4	Gomez Rivera, Annette	XX/4W2	$49,836.00	11/13/2023	EARLY CHILDHOOD- SPEC ED
r	2	Hartenberger, Lynn	XX/4W2	$49,836.00	11/16/2023	GEN ELEM & K8 - ALL GRADES
nr	5	Jung,Anastasia	XX/4W2	$49,836.00	11/6/2023	ART
r	2	Moore,Demetrius M	XX/4W2	$49,836.00	11/27/2023	AMP HPE
r	5	Mykhailenko,Mariia	XX/4W2	$49,836.00	11/13/2023	REG (5 YR) KINDERGARTEN
r	2	Ochidi,Elizabeth	XX/4W2	$49,860.00	11/15/2023	GEN ELEM & K8 - ALL GRADES
r	2	Okoye,Esther O	XX/4W2	$49,860.00	10/30/2023	GEN ELEM & K8 - ALL GRADES
r	2	Okumu,George	XX/4W2	$49,860.00	10/30/2023	GEN ELEM & K8 - ALL GRADES
r	2	Okumu,Godfrey	XX/4W2	$49,860.00	11/15/2023	GEN ELEM & K8 - ALL GRADES
r	2	Oludare,Damilola T	XX/4W2	$49,860.00	10/30/2023	SPEC ED MULTICATEG.
r	4	Ortiz De Jesus,Anitxa	XX/4W2	$49,836.00	10/30/2023	EARLY CHILDHOOD- SPEC ED
nr	2	Owens Jr, Randy L.	XX/4W2	$49,836.00	11/6/2023	TITLE I SCHOOLWIDE
nr	4	Puig del Risco,Ariel	XX/4W2	$49,836.00	10/2/2023	MUSIC
r	2	Richards,Marlon	XX/4W2	$49,860.00	10/30/2023	AMP HPE
r	4	Rosales,Edwin	XX/4W2	$49,860.00	10/9/2023	GEN ELEM & K8 - ALL GRADES
r	1	Sifuentes Perez,Crescencio	XX/4W2	$49,860.00	11/15/2023	EARLY CHILDHOOD- SPEC ED

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER EARLY START

r	4	Arrieta,Marina	XX/4W2	$49,860.00	10/30/2023	FOREIGN LANGUAGE
r	2	Ayilaran,Samson	XX/4W2	$49,860.00	11/15/2023	MATHEMATICS
r	4	Davila,Ginny	XX/4W2	$49,860.00	10/30/2023	BILINGUAL ED
r	5	Kalysh,Iuliia	XX/4W2	$49,860.00	10/30/2023	ENGLISH AS SECOND LANGUAGE
r	5	O'Keefe,Padyn	XX/4W2	$49,836.00	11/14/2023	GEN ELEM & K8 - ALL GRADES
r	2	Okumu,Harrison W	XX/4W2	$49,860.00	10/30/2023	MATH
r	2	Rhodes Jr., Gene E	XX/4W2	$49,836.00	11/13/2023	AMP HPE
r	4	Rivas Adorno,Luis R	XX/4W2	$49,836.00	11/27/2023	FOREIGN LANGUAGE

Leaves of Absence

	Present Assignment	Effective From
Illness Leave October 2023		
Nancy Annaromao	Holmes School	October 28, 2023
Illness Leave November 2023		
Paula Ramseur Williams	Metcalfe School	November 1, 2023
Gordana Rajak	Obama School	November 6, 2023
Carmne Fischer	A.L.B.A School	November 27, 2023
Jeffery Bolle	Milwaukee High school Of the Arts	November 29, 2023
Personal Leave October 2023		
Taleavia Cole	Bruce School	October 10, 2023
Personal Leave November 2023		
Katie Werner	MacDowell School	November 15, 2023
Judy Staton	Kilbourn School	November 30, 2023
Personal Leave December 2023		
Laurine Lengal	Milwaukee French Immersion	December 4, 2023
Mercedes Ramos	A.L.B.A School	December 5, 2023
Ann Ogren	Milwaukee Spanish Immersion	December 12, 2023
Personal Leave January 2024		
Jennifer Morgan	Longfellow School	January 2, 2024
Personal Leave February 2024		
Tamara Ligman	Central Service building	February 20, 2024

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	0.9	2	David Guyton	Teacher	Obama SCTE	11/02/2023
Other Work	0.3	2	David Hart	Mgr III	Central Svcs	11/13/2023
Other Dist	19.3	5	Maxine Hengen	Teacher	Central Svcs	11/24/2023
Personal	4.2	5	Megan Hofschulte	Psych	Pratt	11/09/2023
Personal	11.0	3	Christopher Jacoby	Teacher	Hampton	10/24/2023
Personal	2.0	5	Brandon Main	Teacher	Bay View	01/01/2024
Personal	0.0	4	Santiago Martinez	Teacher	Ronald Reagan	11/13/2023
Personal	0.2	5	Kyle McCreedy	Teacher	Morse	11/10/2023
Personal	0.2	5	Jasmine Mueller	Teacher	Metcalfe	11/17/2023
Personal	0.1	2	Alan Mutuli	Teacher	WCLL	11/28/2023
Personal	1.0	1	Kerleen Negron Cosme	Teacher	Spanish Imm	11/28/2023
Other Dist	3.2	5	Grace Nell	Teacher	Lancaster	12/21/2023
Personal	22.0	2	Felicia Russell	Teacher	Central Svcs	12/13/2023
Personal	1.2	5	Amy Selikoff	Teacher	Pulaski	11/03/2023
Personal	0.2	5	Kelly Steinberg	Teacher	Hartford	11/12/2023
Retire	30.1	5	Jaimie Tezak	Innov Coach	Central Svcs	01/11/2024
Other Work	2.0	5	Coltyn Vondeylen	Teacher	Central Svcs	11/17/2023
Personal	28.0	2	Mary Wilson	Teacher	Barton	01/01/2024
Personal	3.3	5	Amanda Wootton	Teacher	Central Svcs	12/15/2023
Classified Resignations						
Personal	0.1	2	Barbara Alexander	FSA	Kluge	11/10/2023
Other Work	2.4	6	Shannon Arms	Specialist III	Facilities & Maint	10/27/2023
Personal	0.1	2	Jeff Brown	BSH I	Central Svcs	10/18/2023
Personal	1.2	4	Janice Carrero	Para	Lincoln Ave	12/09/2023
Personal	0.1	2	Yonquita Carter	Para	Engleburg	10/30/2023
Personal	1.0	2	Traniqua Colon	Para	Burdick	12/08/2023
Personal	0.1	4	Ariel Corona	SKM III	Hayes	10/31/2023
Personal	1.0	2	Shonniqua Dixon	Secretary II	Obama SCTE	12/01/2023
Other Work	0.1	5	Carlo Emanuele	BSH I	Central Svcs	11/15/2023
Personal	0.1	2	Annquetta Fondren	Para	Sherman	11/01/2023
Personal	11.0	2	Terrance Graham	Para	Thurston Woods	11/08/2023
Personal	0.1	1	Andrea Hanson	FSA	Longfellow	11/07/2023
Other Work	5.0	2	Rajshaun Hawkins	BSH II	Burdick	10/13/2023
Personal	1.2	2	Audrey Hayes	Para	Holmes	12/01/2023
Personal	7.2	2	Sherika Haynes	Safety Asst	School Safety	10/23/2023
Personal	1.0	2	Tiree Hills	FSMT	Barton	11/17/2023
Personal	2.0	2	Fatiaah Humes	Para	Starms	11/27/2023
Personal	17.9	4	Zaida Jaquez	Para	Early Childhood	11/06/2023
Personal	0.1	2	Lula Jenkins	FSA	Parkside	10/30/2023
Personal	5.0	2	Laneeka Johnson	BSH I	JMAC	11/16/2023
Retire	7.0	5	Susan Kipp	Admin Asst	Parent Svcs	11/30/2023
Personal	0.2	4	Coral Lopez Salas	Secretary I	Doerfler	11/11/2023
Other Work	4.1	2	Jadaya McCoy	FSA	Lincoln MS	11/03/2023
Other Work	1.0	2	Nakia McGee	Para	Kluge	11/20/2023
Retire	37.1	2	Jerri Mitchell	Gen Ed Asst	Congress	11/17/2023
Personal	2.2	2	Tiffany Moody	Adm Ast III	Special Svcs	12/08/2023
Personal	0.8	2	Deijah Mull	Safety Asst	Safety	12/01/2023

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	28.5	5	Mark Narlock	Steamfitter	Pipe Shop	01/05/2024
Personal	4.2	2	Stella Nathan	Plan Asst II	Central Svcs	01/04/2023
Personal	14.2	4	Eduardo Negron	Director I	Sch Safety	11/14/2023
Other Work	2.0	5	Megan Oleszek	FSA	South Division	12/01/2023
Other Work	4.1	2	Duzzie Robinson	Para	Grantosa	11/30/2023
Personal	2.0	2	Laura Robinson	FSA	Hawthorne	11/17/2023
Other Work	0.1	2	Adia Rogers	Para	Thoreau	10/30/2023
Retire	9.2	5	Stephen Sanders	Serv Tech II	Technology	12/08/2023
Personal	0.8	2	Dontasia Stewart	SKM Train	Meir	12/21/2023
Personal	1.0	3	Vang Xiong	Serv Tech	Technology	11/27/2023
Retire	22.7	5	Karen Rosio	Child Care	Thoreau	12/22/2023
Retire	37.0	2	Sharon Taylor	CHA	Vincent	12/04/2023
Retire	5.2	5	Barbara Twardowski	Para	Hawley	12/18/2023
Personal	0.1	2	Carlina Ward	HCA	Burdick	11/10/2023
Personal	0.1	2	Shovonte Winston	FSA	Kluge	11/10/2023
Other District - 2 (Classified - 0 Certificated - 2)						
Other Work - 10 (Classified - 8 Certificated - 2)						
Personal - 41(Classified - 27 Certificated - 14)						
Retirement - 8 (Classified - 7 Certificated - 1)						

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 Affirmative Action monthly personnel transaction report for November 2023 is attached. 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 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 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

(4)(r)	Miguel Sanchez	Regional Superintendent Office of the Chief of School Administration	Sch 03, Range 14A $162,524
(5)(nr)	Alex Kuxhause	Principal I, Washington High School Office of the Chief of School Administration	Sch 03, Range 14A $133,321
(2)(r)	Dennis Daniels	Principal I, K-8 – Thurston Woods Office of the Chief of School Administration	Sch 03, Range 13T $129,782
(2)(r)	Stephanie Morgan	Principal I, Elementary – Zablocki Office of the Chief of School Administration	Sch 03, Range 13T $125,748
(5)(nr)	Ryan Fula	Maintenance & Repair Project Supervisor II Office of the Chief of Operations	Sch 03, Range 10A $110,00
(2)(r)	Gabriel Agoro	Financial Planning & Budget Analyst III Office of the Chief of Finance	Sch 03, Range 07A $109,565
(5)(nr)	Ethan Magdovitz	Analyst III, Data Support Fiscal Office of the Chief of Finance	Sch 03, Range 07A $109,565
(4)(nr)	German Diaz	Coordinator II, Javits Grant Office of the Chief of Academics	Sch 03, Range 07A $104,279
(2)(r)	Kimberly Wood	Coordinator III, Family Advocacy Office of the Chief of Communications & School Performance	Sch 03, Range 08A $81,273
(2)(nr)	Kendall Roberts	Planning Assistant II Office of the Chief of School Administration	Sch 03, Range 04A $67,792
(2)(r)	Janine Dyer	Accountant II Office of the Chief of Finance	Sch 03, Range 04A $66,130 $68,000
(2)(r)	Cearra Stinson	Recreation Supervisor Wellness Associate II Office of the Chief of Operations	Sch 03, Range 04A $60,209

Recommended Reassignments

(2)(r)	Cheryl Colbert	Principal I, Elementary - Emerson Office of the Chief of School Administration	Sch 03, Range 13T $137,698
(2)(r)	Robert Hooks	Principal I, Elementary - Parkview Office of the Chief of School Administration	Sch 03, Range 13T $121,853
(4)(nr)	Jose Frias	Assistant Principal III – Marshall High School Office of the Chief of School Administration	Sch 03, Range 12C $111,344
(2)(r)	Robert Bly	Assistant Principal III – WCLL Office of the Chief of School Administration	Sch 03, Range 12C $107,109
(6)(r)	Patience Wade	Assistant Principal III – WCLL Office of the Chief of School Administration	Sch 03, Range 12C $92,611

Recommended LTE Contracts

(5)(r)	Jill Udell	Language Modeling Training Office of the Chief of Academics	$50.00 10/16/23 - 03/15/24
(5)(r)	Michael Crossot	School Psychologist Office of the Chief of Academics	$50.00 11/01/23 - 12/21/23
(5)(r)	Denise Sather	School Psychologist Office of the Chief of Academics	$50.00 11/01/23 - 12/21/23
(5)(r)	Julle Nussberger	Mentor/Virtual Support Staff Office of the Chief of School Administration	$40.00 10/30/23 - 04/30/24

(5)(r)	Lisa Robbins	Mentor Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(5)(r)	Barbara Mack	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(2)(r)	Yvette Moore	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(2)(r)	Cheryl Hayes	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(2)(r)	Rozalia Harris	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(2)(r)	Debra Wallace	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(5)(nr)	Robert Strehlow	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(2)(r)	Angela Mack	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(2)(r)	Patti Debow	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(2)(r)	Catherine Robinson	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(5)(r)	Shirley Lewis	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(2)(r)	Nathaniel Gillon	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(2)(r)	Claydia Miller	Mentor/Virtual Support Staff	$40.00
		Office of the Chief of School Administration	10/30/23 - 04/30/24
(2)(r)	Peggy Swift	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	12/11//23 - 06/28/24
(2)(r)	Lolita Harden	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	10/18//23 - 12/31/23
(2)(r)	Beverly Conner	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	12/11//23 - 06/11/24
(2)(r)	Thresessa Childs	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	12/11//23 - 06/11/24
(4)(r)	Yolanda Hernandez - Garcia	District Multicultural Multilingual Advisory Council (DMMAC)	$40.00
		Office of the Chief of Academics	11/06/23 - 05/24/24
(6)(r)	Joyce Peoples	Intervention Teacher	$40.00
		Office of the Chief of School Administration	09/28/23 - 03/28/24
(2)(r)	Lorraine Applewhite	Educator Effectiveness Implementation Coach	$40.00
		Office of the Chief of Academics	01/01/24 - 06/30/24
(2)(r)	Veronica Anthony	Music Teacher	$40.00
		Office of the Chief of Academics	12/11/23 - 05/17/24
(5)(r)	Barbara Hickling	Effectiveness Implementation Coach Mentors for Principals	$40.00
		Office of the Chief of Academics	01/01/24 - 06/01/24
(2)(r)	Thyra Handford	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	12/11/23 - 06/11/24
(4)(nr)	Janine Cano-Graber	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	12/11/23 - 06/11/24
(5)(r)	Joseph Hartlaub	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	12/11/23 - 06/11/24
(4)(r)	Yvette Martel	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	12/11/23 - 06/11/24
(4)(r)	John Sanchez	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	12/11/23 - 06/11/24

(5)(r)	Virginia McFadden	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	12/11/23 - 06/11/24
(5)(r)	Winifred Tidmore	Administrator Coaching and Mentoring Program	$40.00
		Office of the Chief of School Administration	12/11/23 - 06/11/24
(5)(r)	Jay Navone	School Safety and Security Supervisor	$40.00
		Office of the Chief of School Administration	12/06/23 - 06/06/24
(5)(r)	Jennifer Glueckert	ESL Literacy Resource Instructor	$35.00
		Office of the Chief of School Administration	11/13/23 - 05/13/24
(5)(r)	Marshall Lee	Stage Technician, Theater Department	$30.00
		Office of the Chief of School Administration	01/01/24 - 05/01/24
(5)(r)	Emily Briones	Small Group SEL Support	$30.00
		Office of the Chief of School Administration	11/01/23 - 04/30/24
(5)(r)	Cindy Johnson	Band Instructor/GEN	$30.00
		Office of the Chief of School Administration	01/01/24 - 05/24/24
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence	$30.00
		Office of the Chief of School Administration	01/01/24 - 05/05/24
(5)(r)	Lawrence Murphy	Co-Advisor/Artist in Residence	$30.00
		Office of the Chief of School Administration	01/01/24 - 05/05/24
(5)(r)	Jenni Hofschulte	Planning Assistant	$25.00
		Office of the Chief of Human Resources	10/16/23 - 04/16/24
(4)(r)	Luis Gutierrez	Band Instructor	$30.00
		Office of the Chief of School Administration	01/01/24 - 05/05/24
(2)(r)	Elizabeth Brown	Bookkeeper	$30.00
		Office of the Chief of Finance	01/01/24 - 06/30/24
(5)(r)	Melissa Roenspies	Evaluations Teams Building Coordinator	$30.00
		Office of the Chief of Academics	12/01/23 - 05/01/24
(5)(r)	Christopher Geiser	Piano Accompanist	$30.00
		Office of the Chief of School Administration	01/01/24 - 05/24/24
(2)(r)	Tanesheah Ross	Youth Mentor	$25.00
		Office of the Chief of School Administration	11/27/23 - 05/27/24
(5)(r)	Sherri Palacios	Secretarial Trainer	$22.50
		Office of the Chief of School Administration	12/04/23 - 05/04/24
(2)(r)	Desmond Cotton	Dance Instruction Support	$20.00
		Office of the Chief of School Administration	10/23/23 - 04/23/24

Codes

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 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.

Director O'Halloran moved to approve the appointments as recommended. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Gokalgandhi, Jackson, O'Halloran, Zombor, and President Herndon – 6.
Noes – None – 0.

* * * * *

(Item 3) Action on a Request to Approve the Proposed 2024-2025 Districtwide School Calendar

Background

In January and February of this year, members of the community and MPS families, staff, students were encouraged to take the Strategic Plan survey. In the survey, participants were asked questions regarding the district moving to a single school calendar. Survey participants overwhelming supported moving to a single school calendar. As a result of the strong response regarding the school calendar, a special project within the Strategic Plan was created to address the implementation of one versus two school calendars.

A committee of stakeholders was created to develop calendar options and a calendar survey to gather feedback from various stakeholders. Based upon the survey results, the Administration is bringing the calendar for Board consideration.

2024-25 Districtwide Proposed Calendar

August 27 ---------- Organization Day ----------Staff report; students do not
August 28–30 ------ Professional Development Days ---------- Most staff report; students do not
September 2 -------- Labor Day---------- Staff and students do not report
September 3 -------- First Day of School for Students
September 27 ------ Professional Development Day ---------- Most staff report; students do not
October 18 --------- Parent-Teacher Conference Day ---------- Staff and students do not report
October 21 ---------- October Break---------- Staff and students do not report
November 8 -------- Record (K8) / Prof. Dev.Day (HS) ---------- Most staff report; students do not
November 27–29 -- Thanksgiving Break---------- Staff and students do not report
December 23–31 -- Winter Break ---------- Staff and students do not report
January 1 ---------- Winter Break ---------- Staff and students do not report
January 2 ---------- Classes resume
January 17 ---------- Record (HS) / Prof. Dev. Day (K8)---------- Most staff report; students do not
January 20 ---------- MLK Jr. Day ---------- Staff and students do not report
February 17 -------- Mid-Semester Break ---------- Staff and students do not report
February 18 -------- Record (HS) / Prof. Dev. Day (K8)---------- Most staff report; students do not
March 21 ---------- Parent-Teacher Conference Day ---------- Staff and students do not report
March 24–28 ------- Spring Break---------- Staff and students do not report
April 18 ---------- April Break ---------- Staff and students do not report
May 26 ---------- Memorial Day---------- Staff and students do not report
June 6 ---------- Record Day ---------- Most staff report; students do not
June 13 ---------- Last Day of School for Students
June 16 ---------- Professional Development Day ---------- Most staff report; students do not
Note: ACT testing dates 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 2024-25 districtwide school calendar.

Committee's Recommendation

Your Committee recommends the Board approve the proposed 2024-25 districtwide school calendar as presented in the attachment.

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

* * * * *

(Item 4) Action on Recommendations for Implementation of Time off for Mental Health in Follow-up to Resolution 2324R-001

Background

On July 27, 2023, Resolution 2324R-001 on Time Off for Mental Health was introduced by Director Gokalgandhi. At its August 31, 2023, meeting, the Board adopted Resolution 2324R-001. The resolution directs the Administration to bring at least two recommendations for implementation back to the Board no later than the December 2023 Board cycle.

The Administration is presenting the following recommendations for Board consideration, relative to the implementation of the resolution.

Option #1: 5 Consecutive Days

·12-month non-school based staff may take up to 5 consecutive days off from work for mental wellness.
·12-month non-school based staff may take the 5 consecutive days off for mental wellness between July 1-31.
·12-month non-school based staff are required to submit an Absence Report form requesting the time off from work for mental wellness to their supervisor.
·Request are not guaranteed for the specific days requested dependent upon the needs of the department; alternate dates may be given within the month of July to ensure time off from work for mental wellness is given.
·All departments must maintain staff daily to ensure essential operations continue during the month of July.

Option #2: Extended Weekend

·12-month non-school based staff may take a total of up to 5 workdays (restricted to Mondays and Fridays only) off between July 1-31 for mental wellness.
·12-month non-school based staff are required to submit an Absence Report form requesting the time off from work for mental health to their supervisor. All 5 days must be requested at one time.
·Request are not guaranteed for the specific days requested dependent upon the needs of the department; alternate dates may be given within the month of July to ensure time off from work for mental wellness is given.
·All departments must maintain staff daily to ensure essential operations continue during the month of July.

While 12-month non-school based staff are encouraged to take the time off work for mental wellness, it is not mandatory that they do so. Additionally, the time off work for mental wellness can only be taken during the Month of July, may not be carried over to other months nor rolled over to subsequent years and may not be accumulated or paid out at any time including but not limited to resignation, retirement or vacation payout.

*Time-off from work for mental wellness is defined as a regularly scheduled workday where the employee will have time off from work for mental wellness during the month of July, not to include the Fourth of July holiday, or a deduction from vacation or sick leave.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.01 - General Personnel Policies

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the option selected by the Board effective, July 2024.

Committee's Recommendation

Your Committee recommends that the Board approve Option 2, as presented in the attachments to this item.

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

* * * * *

(Item 5) Action on a Request for Approval of a Job Description for Planning Assistant II - Agriculture

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job description for the Planning Assistant II - Agriculture position.

A detailed description of the position is attached to the minutes of your Committee's meeting.

Job Information

Housed in the Office of School Administration, the Planning Assistant II, Agriculture, reports to the Administration of Vincent High School. This full-time position is non-exempt, at a pay grade of 02A, with a pay range of $53,897 – 74,762.

Position Summary

The Planning Assistant II, Agriculture collaborates with staff and administration to support and assist the agriculture program at Vincent High School of Agricultural Science through each of the six pathways: Agribusiness, Animal Science, Culinary Arts, Environmental Science, Food Science and Horticulture. The Planning Assistant assists and supports the daily operations and maintenance of the learning spaces; fresh market, small animal lab, barn, greenhouse, growing room, outdoor classroom, apiary, garden, orchard, prairie, forest, food lab and culinary kitchen.

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.

Implementation and Assessment Plan

Upon approval by 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 Planning Assistant II - Agriculture position.

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

* * * * *

(Item 6) Action on a Request to Reallocate $75,000 in Funding to the Recruitment of Staff at Historically Black Colleges and Universities

Background

Originally $75,000 was allocated to support the recruitment of teachers at Historically Black Colleges and Universities (HBCUs) through a specific initiative that is no longer viable. The Administration requests that the $75,000 be reallocated to the Office of School Administration to support the continued recruitment of staff at HBCUs.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.23 - Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the Administration will reallocate funds to the Office of School Administration in the amount of $75,000.

Committee's Recommendation

Your Committee recommends that the Board approve the reallocation of funds in the amount of $75,000 to the Offices of School Administration and Human Resources, for the continued recruitment of staff at Historically Black Colleges and Universities.

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

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, and Material Purchase Recommendation and Report With Possible Action Regarding Air Quality

Construction Contracts

GENERATOR REPLACEMENT

Douglas Community Academy

Prime Contractor

Wil-Surge Electric, Inc.

13201 West Silver Spring Road

Butler, WI 53007

Low Bidder, Base Bid of.....$168,410.00

HUB

Certified HUB Vendor?.....No

Total # of Employees 70

Total # of Minorities 7

Total # of Women 4

Required 0%

Submitted 0%

$ Value $0.00

COIN

Required 0%

Student Engagement

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

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

Funds are available for the Generator Replacement project from account code FAR 00 MM2 NL ECNC (Project No 8763). The project contract start date is scheduled for December 22, 2023, and completion date is October 18, 2024.

GENERATOR REPLACEMENT

Central Services

Prime Contractor

Wil-Surge Electric, Inc.

13201 West Silver Spring Road

Butler, WI 53007

Low Bidder, Base Bid of $558,610.00, plus $29,666.00 for the substitution for the Switchboard for a total cost of $588,276.00

HUB

Certified HUB Vendor?.....No

Total # of Employees 70

Total # of Minorities 7

Total # of Women 4

Required 0%

Submitted 0%

$ Value $0.00

COIN

Required 0%

Student Engagement

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

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

Funds are available for the Generator Replacement project from account code BLI 0A 9J4 FM EMMB (Project No 8412). The project contract start date is scheduled for December 22, 2023, and completion date is October 18, 2024.

Total construction contract dollars awarded..... $756,686.00

Total dollars HUB participation $0.00

% of HUB participation..... 0%

% Minority employees within company..... 10%

% Women employees within company 5%

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP #23-011 Fire Sprinkler & Standpipe Testing at Various MPS Sites

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Fire Sprinkler & Standpipe Testing at various MPS sites.

Selected firm: JF Ahern

Contract Amount: $137,367.00

Contract Period: December 22, 2023 – December 21, 2026

Budget Code: Various

RFP #23-015 Food Service Equipment for Kitchens at Various MPS Sites

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Food Service Equipment for Kitchens at various MPS sites.

Selected firm: Singer MD, LLC

Contract Amount: $4,352,515.00

Contract Period: December 22, 2023 – August 16, 2024

Budget Code: FSV 0S EN4 NU EEQ5

Material Purchase

CHILLER

Hamilton High School

Prime Contractor

Authorization to approve a purchase of Centrifugal Water Chiller, York Model HMC2-S1407AB for installation at Hamilton High School. Purchase is made under the JCI Sourcewell Contract #070121-JHN and shall be in accordance with the pricing on Quote #Q37302-05-R0 dated November 20, 2023.

Contract Amount: $322,000.00

Budget Code: FAR 00 MM2 DW ECNC

Air Quality Report

At its March 23, 2021 Special Meeting, the Milwaukee Board of School Directors adopted the Administration's Reopening Plan with a number of provisions, including monthly reports regarding air quality, with priority given for classrooms and schools without window access to outside air. At its February 17, 2022 Accountability, Finance & Personnel Committee Meeting, the monthly report changed to quarterly. The Department of Facilities and Maintenance Services (DFMS) continues to monitor mechanical systems throughout the district and perform any necessary repairs to make sure MPS buildings are safe and clean.

Program Status

Since the last project status update in August of 2023, MPS, the Owner's Representative, and the Integrated Project Delivery (IPD) teams continued meeting regularly, on a weekly basis, in project status update meetings, and with school staff as necessary to coordinate specific items of work identified to be completed in the near term. Additionally, school specific meetings have been ongoing to keep the principals and building engineering staff informed on construction schedules and the details of the remaining Esser II punchlist items and minor scopes. Those meetings continue to provide the IPDs, and the MPS team an opportunity to raise issues or questions, address critical items and resolve any outstanding scope related action items.

In addition to general project oversight, MPS construction related activities in 2023 has been very successful despite the extremely, heavy volume of work performed. The team continued to coordinate with the City of Milwaukee, Board of Zoning Appeal and the Historic Preservation Committee (HPC) on the zoning and code language impacts that will affect the Esser II scopes of work and other projects that are targeted for City Plan Review and permitting submissions. The team has worked to assist the IPD teams in shortening permit timelines where they are able to, by continuing to coordinate with City of Milwaukee Department of Neighborhood Services (DNS) staff monthly in order to identify any plan review and permitting concerns that arise on individual projects that can be addressed in advance to streamline system wide applications more efficiently. These efforts will also help with upcoming ESSER III project submissions.

The MPS Environmental team and Owner's Representative coordinated with the IPD teams to identify project specific abatement needs, locations and quantities, and has been coordinating with schools for completion of identified work and scheduling move management services. The anticipated goal of this process was to ensure that the identified abatement work required to facilitate the flooring replacement and capital projects were bid out and completed in advance of the IPD teams proceeding on Sch with their planned work to avoid any avoidable delays in completion of the Esser II construction scopes.

The Owner's Representative team, alongside MPS DFMS personnel, continued to provide review and oversight of the IPD teams during the completion of the design process phase as the IPD teams moved into the construction and construction administration phases.

Each of the IPD teams approached the timing of the completion of various scopes; which included the bottle filling stations, outdoor classrooms, capital project HVAC upgrades, unit ventilators, temperature control systems, window and security screen replacements, carpeting and flooring. Each of the teams are finishing punchlist items and minor scopes.

Project Construction Accomplishments

Throughout 2023, MPS coordinated abatement removal activities across the district in advance of, and where necessary, in parallel with the ESSER II program projects. This effort was completed in September 2023. To date, the Environmental team has contracted to have approximately 241,000 square feet of flooring removed and abated in advance of new replacement resilient flooring that was installed. This is broadly the equivalent to an area that would encompass 5.6 standard sized football fields. In addition, approximately 4.3 miles of pipe insulation was removed in advance of HVAC valve and equipment replacements and another 1,550 square feet of HVAC ductwork was eliminated and replaced from various buildings throughout the school district.

IPD team's construction activities were ongoing throughout the district included the replacement of outdated drinking water fountains with new water bottle filling stations. The scope was completed in September 2023. Under the ESSER II program, 530 new bottle fillings stations were installed. Flooring replacement activities also continued throughout the district, and were also completed in September 2023. During the course of the program's scope, 1,581,672 square feet of new flooring was installed throughout the district. In many locations, the new resilient flooring or wood floor refinishing was installed in parallel with the removal of carpeting that had reached its usable lifespan. This completed work is the equivalent to the area of approximately 33 football fields and is equal to one quarter of the size of Wisconsin's State Fair Park.

Three other areas that have saw significant progress over the summer included: the security and insect screen installations, the outdoor classroom construction, and the HVAC upgrades projects which included unit vent replacements at a number of schools along with the installation of new fanwall units replacing old units. The HVAC capital improvement projects have been completed, along with the new screen installations, and nearly all of the outdoor classroom work was completed with the exception of some pavement sealant punchlist activities that are ongoing.

Preliminary Testing, Adjusting and Balancing of school HVAC systems is completed at school sites across the district, with some equipment deficiency resolution remaining and final balancing of the new equipment to ensure that it is running properly. That work continues to be coordinated with school engineering and DFMS staff.

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 = $756,686.00
Professional Services Contracts:
Total Professional Services Contracts Requested = $4,489,882.00
Material Purchase:
Total Material Purchase Requested = $322,000.00

Implementation and Assessment Plan

Upon Board approval, the attached construction contracts, professional services contracts, material purchase, and air quality report shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached constructions contracts, professional services contracts, material purchase, and accept the air quality report.

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

* * * * *

(Item 8) 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 $1,150,666.00 in partnership funding grants for green infrastructure projects at the following five school sites:

- Franklin – 2308 W. Nash Street
- Hawthorne – 6945 N. 41ST Street
- Hayes Bilingual – 971 W. Windlake Avenue
- Neeskara – 1601 N. Hawley Road
- Zablocki – 1016 W. Oklahoma Avenue

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.

Draft 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 with the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that 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.

* * * * *

(Item 9) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Budget Transfers; Report on Contracts Under $50,000 and Cumulative Total Report; Acceptance of Donations

Purchases

RFB 5815 Authorization to Issue a Blanket Purchase Order to American Lithography & Publishing Inc for Printing and Mailing of Seasonal Recreation Guides

The Administration is requesting authorization to issue a blanket purchase order to American Lithography & Publishing Inc for printing and mailing of seasonal recreation guides. This vendor will be used to print and mail Milwaukee Recreation's Recreation Guide, which is mailed to every residential address in the city of Milwaukee. The booklet is published 4 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 booklet to review program information and plan their class schedules. The printed booklet 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 blanket purchase order will run from January 1, 2024, through December 31, 2024.

The total cost of the purchases over the one-year term will not exceed $313,520.

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 5

Total # of Women 2

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

Cooperative Agreement Authorization to Issue a Purchase Order to Nearpod Inc. for Premium Plus Access to Nearpod

The Administration is requesting authorization to issue a purchase order to Nearpod Inc. for premium services for grades PreK-12. MPS will receive premium plus access to Nearpod for two years, January 3, 2024, through January 2, 2026. This product provides real-time insights into student understanding through interactive lessons, interactive videos, gamification, and activities all in a single platform which will be utilized by all teachers and students grades PreK-12. It also includes district features like larger class sizes, unlimited storage, co-teaching, LMS integration, custom professional development and training options, and a dedicated District Success Manager and District Strategy Consultant for onboarding and implementation.

There are 502 active teacher Nearpod users in Milwaukee Public Schools so far in the 2023 school year. These teachers are spread across at least 52 different schools. Library Media Specialists and Instructional Technology Coaches have already received training in Nearpod and are supporting the teachers in the schools. MPS educators have launched over 1,200 unique Nearpod lessons in October 2023, alone and there have been 23,273 student joins in October 2023. About half of the lessons launched are teacher-created lessons and the rest utilize existing lessons from the Nearpod Lesson Library. There are over 8,500 Wisconsin state standards-aligned lessons that already include all of the Nearpod interactive features.

This purchase is made under Choice Partners Contract Number 22/044KN-03.

This subscription will run from January 3, 2024, through September 30, 2024, and the next subscription will run from October 1, 2024, through June 30, 2025, and will not exceed $583,920.

Budget Code: ITS-0-S-9Q4-AQ-ERS $291,960.00

Will be provided for the second year..... $291,960.00

Nearpod Inc.

HUB PARTICIPATION

Required 0%

Proposed..... 0%

$ Value N/A

STUDENT ENGAGEMENT (per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Agreement Authorization to Add Funds to the Blanket Purchase Order to Amazon Business for Online Marketplace

The Administration is requesting authorization to add funds to the blanket purchase order to Amazon Business for online marketplace. This will allow teachers and departments to make purchases needed for their classrooms and departments that they would otherwise have to go to a store to purchase or purchase from Amazon using their own funds.

This purchase is made under State of Utah Contract #MA3457 for Online Marketplace.

The Board approved a blanket purchase order in December 2022 to run from January 1, 2023 – December 31, 2025, and not to exceed $700,000.00.

At this time the Administration is requesting the Board approve $2,000,000 for the remaining term of January 1, 2024 – December 31, 2025.

Budget Code: Various $2,000,000.00

Amazon Business

HUB PARTICIPATION

Required 5%

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 400 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: C025823

Gallagher Bassett Services Inc

On September 29, 2016, the Milwaukee Board of School Directors and Gallagher Bassett Services Inc entered into Professional Services Contract number C025823 ("Contract"), with a term of July 1, 2016, through June 30, 2019, for third-party administration of the district's workers compensation program with the option to renew for two one (1) year term, upon Board approval. On July 19, 2017, a Request to Change Contract (RCC) was approved to decrease the contract by $76,212. On September 26, 2019, the Board approved a three-year renewal of the contract with at term of October 1, 2019, through October 1, 2022, and total cost not to exceed $750,000. The three-year term was granted as Administration was able to negotiate better pricing with a three-year extension. On October 13, 2023, an RCC was approved to add funds of $51,807 based on actual claims.

Original Contract Amount:.....$1,500,000.00

RCC 7/19/2017.....(76,212.00)

Extension.....750,000.00

RCC 10/13/2023.....51,807.00

Ending amount: $2,225,595.00

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 C030537 ("Contract"), with a term of May 1, 2023, through June 30, 2023, for temporary services for food service, clerical, children's health assistants, and paraprofessionals for third-party administration of the district's workers compensation program. On June 29, 2023, the Board approved a contract extension from July 1, 2023, through June 30, 2024, with compensation not to exceed $530,000. On October 25, 2023, a Request to Change Contract (RCC) was approved to decrease the contract by $34,944.64 and the corresponding budget code. On October 25, 2023, an RCC was approved to add funds of $600,000 to the contract to support teaching and learning in classrooms. Currently, we are averaging $69,000 per month. These additional funds should cover the remaining months for the FY24 school year.

Original Contract Amount.....$ 49,999.00

First Extension 6/29/2023 .....530,000.00

RCC 10/25/2023.....(34,944.64)

RCC 10/25/2023.....600,000.00

Ending amount: $1,145,054.36

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 are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Brown Street School	National Society of the Daughters of the American Revolution	500.00	Art Classroom Supplies
Doerfler School	Edward & Diane Lewis	50.00	Washington Trip
Elm Creative Arts School	TC Christopher	50.00	Teacher Rewards/Gifts
Elm Creative Arts School	Therese Kroll	500.00	Soda Fund and General School Supplies
Elm Creative Arts School	TC Christopher	600.00	Teacher Rewards/Gifts
French Immersion School	Gretchen Bloss	18.00	Starbase Field Trip
French Immersion School	Guardian of Justice Johnson	20.00	African Dance
French Immersion School	Charities Aid Foundation America	200.00	General School Supplies
Hampton School	Box Tops for Education	0.80	General School Supplies
King High School	Anonymous	90.00	Sunshine Fund
King High School	Anonymous	107.00	Library
Lloyd Barbee Montessori	Wisconsin Montessori Association	2,500.00	Field Trips, Camping Trips, or Other Direct Student Benefit
MacDowell Montessori	Wisconsin Montessori Association	500.00	Field Trips
Maryland Avenue Montessori School	Anonymous	65.00	Class Donation
Maryland Avenue Montessori School	Anonymous	80.00	Class Donation
Maryland Avenue Montessori School	Anonymous	120.00	Class Donation
Maryland Avenue Montessori School	Anonymous	180.00	Class Donation
Maryland Avenue Montessori School	Anonymous	150.00	Class Donation
Maryland Avenue Montessori School	Anonymous	200.00	Class Donation
Maryland Avenue Montessori School	Anonymous	201.00	Class Donation
Maryland Avenue Montessori School	Anonymous	220.00	Class Donation
Maryland Avenue Montessori School	Anonymous	224.00	Class Donation
Maryland Avenue Montessori School	Anonymous	240.00	Class Donation
Maryland Avenue Montessori School	Anonymous	260.00	Class Donation
Maryland Avenue Montessori School	Anonymous	70.00	Class Donation
Maryland Avenue Montessori School	Anonymous	270.00	Class Donation
Maryland Avenue Montessori School	Anonymous	275.00	Class Donation
Maryland Avenue Montessori School	United Way	285.00	General School Supplies
Maryland Avenue Montessori School	Anonymous	320.00	Class Donation
Obama School of Career and Technical Education	Alpha Ozone Food Market	20.00	Culinary Arts Club
Obama School of Career and Technical Education	Kwik Trip, Inc	27.40	Student Council Activities and Dances

Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Ami Punatar	50.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Bradley Hopper	60.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Brady Corporation	130.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	CR Design - Chris Rute	150.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Paul Rades	375.00	MPS School Supply Drive
Riverside High School	Milwaukee Jazz Festival	2,500.00	Music Program
Trowbridge School	Kenneth Krei	250.00	STEAM
	Total Monetary Donations	*11,858.20*	
Non-Monetary Donations			
Bay View Montessori School	Omar Baalbaki & Raquel Bahrami	54.00	Polymer Clay
Burbank School	DonorsChoose	311.30	Dignified Storage!
Burbank School	DonorsChoose	353.06	Food, Clothing & Hygiene
Burbank School	DonorsChoose	611.23	Recess Activity Supplies
Burbank School	DonorsChoose	919.31	Flexible Seating
Doerfler School	DonorsChoose	209.86	"Are We There Yet?"
Doerfler School	DonorsChoose	245.92	That Will Be $1 Please!
Doerfler School	DonorsChoose	420.57	Shhhhhhh!
Doerfler School	DonorsChoose	493.25	Opportunity of a Lifetime!
Doerfler School	DonorsChoose	741.84	Sports & Exercise Equipment
Dr. B Carson Academy of Science	DonorsChoose	132.84	Necessary Paper
Fernwood School	DonorsChoose	587.24	A Place for Everyone
Fifty-Third Street School	Ethan Times	47.50	Supplies for Fundraiser
Gaenslen School	DonorsChoose	144.64	General School Supplies
Goodrich School	DonorsChoose	210.31	Headphones for a New Year
Goodrich School	DonorsChoose	232.01	Classroom Supplies for Success
Goodrich School	DonorsChoose	310.17	Food, Clothing & Hygiene
Goodrich School	DonorsChoose	414.35	Lego Maniac
Goodrich School	DonorsChoose	490.85	Lego Club
Goodrich School	DonorsChoose	513.24	Project Play Time!
Goodrich School	DonorsChoose	515.72	Sensory Friendly and Fun
Goodrich School	DonorsChoose	607.20	Supplies for Success
Grant School	DonorsChoose	377.03	Food, Clothing & Hygiene
Gwen T. Jackson School	DonorsChoose	546.96	Art Supplies
Hartford University School	DonorsChoose	287.80	Art Supplies
Hartford University School	DonorsChoose	514.76	Snacks Lead to Success
Hawthorne School	DonorsChoose	552.57	Creating Great Writers!
Hi-Mount School	DonorsChoose	510.80	Back to School Essentials
Holmes School	DonorsChoose	247.76	Books

Location	Donor	Amount	Gift or Purpose
Keefe Avenue School	DonorsChoose	163.12	Artsy Tigers!
Keefe Avenue School	DonorsChoose	244.69	Food is Brainpower
Keefe Avenue School	DonorsChoose	706.44	Tiger Incentives!
King High School	DonorsChoose	222.84	Brighten Our Lives
King High School	DonorsChoose	461.38	General School Supplies
Lloyd Barbee Montessori	Scott and Lorraine Heins	433.37	General School Supplies
Lloyd Barbee Montessori	DonorsChoose	433.37	Wonderful Woodworking
Longfellow Elementary	DonorsChoose	172.74	Keeping it Real with Math!
Manitoba School	Office Depot	1,189.86	E- Gift Card for School Supplies
Manitoba School	DonorsChoose	665.07	Books
Meir School	Acer	4,364.89	Chromebook Parts and Gift Card for Snacks
Milwaukee High School of the Arts	DonorsChoose	319.69	Kids Need Chill Space!
Milwaukee High School of the Arts	DonorsChoose	464.22	New Year, New Classroom!
Milwaukee Sign Language School	DonorsChoose	339.72	Snack Attack Take 2
Milwaukee Sign Language School	DonorsChoose	574.49	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	1,370.33	Lab Equipment
Mitchell School	DonorsChoose	674.53	Necessities for Anxiety
Ninety-Fifth Street School	DonorsChoose	155.76	Learning with Owl Pellets
Ninety-Fifth Street School	DonorsChoose	179.75	Character Trait Books
Ninety-Fifth Street School	DonorsChoose	185.56	New School Year!
Ninety-Fifth Street School	DonorsChoose	217.03	Blind Student Needs Braille
Ninety-Fifth Street School	DonorsChoose	229.36	Puzzles + Games = FUN
Ninety-Fifth Street School	DonorsChoose	264.72	Decodable Readers for Big Kids
Ninety-Fifth Street School	DonorsChoose	418.42	Kindness Counts
Ninety-Fifth Street School	DonorsChoose	422.88	Kindness Counts!
Ninety-Fifth Street School	DonorsChoose	424.62	Literacy Night #2
Obama School of Career and Technical Education	Walmart	100.00	Culinary Arts Club
Obama School of Career and Technical Education	DonorsChoose	152.69	Let's Keep the Library Clean!
Obama School of Career and Technical Education	DonorsChoose	871.91	Full STEAM Ahead!
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Carilen Giese	100.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Aurora HealthCare Oncology Sunshine Committee	120.00	MPS School Supply Donation
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Blue Pearl Pet Hospital	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Retail Space Solutions	500.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Bray Architects	2,000.00	MPS School Supply Drive
Pulaski High School	DonorsChoose	145.71	Chairs are Good

Location	Donor	Amount	Gift or Purpose
Pulaski High School	DonorsChoose	459.60	Poems and Special Requests
Pulaski High School	DonorsChoose	570.95	General School Supplies
Pulaski High School	DonorsChoose	765.78	Healthy Testing
Riverside High School	DonorsChoose	260.45	Hungry Students Need Snacks
Siefert School	DonorsChoose	192.36	Clipboard Challenge!
Story School	DonorsChoose	286.59	A Hands-on Approach to Math
Trowbridge School	DonorsChoose	132.40	Keeping Students Alert
Trowbridge School	DonorsChoose	147.76	Math Centers Need Organization.
Trowbridge School	DonorsChoose	148.63	Dry Erase Markers to the Rescue
Trowbridge School	DonorsChoose	151.76	Feel the Rhythm
Trowbridge School	DonorsChoose	180.70	Reading Nooks, Desks & Storage
Trowbridge School	DonorsChoose	191.57	Little Bakers
Trowbridge School	DonorsChoose	212.69	Magic Puppies and Kittens!
Trowbridge School	DonorsChoose	253.53	General School Supplies
Trowbridge School	DonorsChoose	267.59	General School Supplies
Trowbridge School	DonorsChoose	395.64	Let's Get Cooking
Vieau School	DonorsChoose	188.75	Flexible Seating for Groups
Vieau School	DonorsChoose	293.95	Read and Wipe It Clean
Vieau School	DonorsChoose	516.23	Diapers and Wipes, Oh My!
Vincent High School	DonorsChoose	732.37	Cool Creations
Walt Whitman School	DonorsChoose	381.17	Instructional Technology
William Cullen Bryant School	DonorsChoose	448.22	Brain Food to the Rescue!
	Total Non-Monetary Donations	*38,571.94*	
	Total Value of Donations	*50,430.14*	
	** Donations from MPS Alumni*	-	

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

Background

Exception Authorization to Enter into a Contract with AT&T Long Distance for Plain Old Telephone Services (POTS)

The Administration is requesting authorization to enter into a contract with AT&T Long Distance ("AT&T") for Plain Old Telephone Services (POTS).

This service is used to provide critical communications for elevators, alarm lines, fire notification lines and other critical functions which must continue even in the event of a power outage. During the summer of 2019 MPS' service provider for the majority of POTS lines abruptly terminated service. MPS was left to quickly obtain and establish connections with AT&T due to the vendor being the Incumbent Local Exchange Carrier (ILEC). As the ILEC, AT&T owns the facilities and equipment which provide local telephone exchange services in this geographic area. As the ILEC, AT&T is obligated to serve the exchange as the "provider of last resort".

The work done during this transition was extensive in terms of cross connecting lines in the schools, testing and troubleshooting issues. The process took several months to complete. With that said continuing service with the current provider, AT&T, will ensure there are no disruptions to service at our sites as well as save costs of establishing new connections in each school.

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 required pursuant to continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv).

The contract will run from April 3, 2024, through April 2, 2026. The total cost will not exceed $215,000.00
Budget Code: PIN-0-0-TLN-DW-ETEL $215,000.00

Exception Authorization to Contract with College Campus Tours LLC for College and Career Readiness Tour Services of the North Carolina Region

The Administration is requesting authorization to enter into a contract with College Campus Tours LLC for College and Career Readiness Tour Services for 50 students and five staff members from Bay View High School, Bradley Technology & Trade High School, North Division High School, Riverside University High School, and Vincent High School of Agricultural Sciences. Contractor will be used to deliver college and career readiness tours activities, including air and ground transportation, teaching aids and professional development, museum, touring and sightseeing services, food, and accommodations.

The planned college tours will be directly tied to Academic and Career Planning (ACP) in Milwaukee Public Schools. In addition to organizing the travel and itinerary for the weeklong tours, College Campus Tours will also include lessons for staff and students that can be used during designated ACP time at the individual participating Milwaukee Public High Schools. This program has three components: College Readiness, Leadership Development and Life Skills.

College Campus Tours will also create an itinerary to include a visit to a regional business which covers the careers aspect of ACP.

The tour will depart on February 12, 2024, and return on February 15, 2024. Fifty students and five adults will participate. The tour includes stops at Johnson C Smith University, Livingstone College, Winston Salem State University, Bennett College for Women, North Carolina A&T State University, North Carolina Central University, Shaw University, Saint Augustine's University, STEM Labs at NCAT, Greensboro Lunch Counter Museum, Nolia Coffee, and Black Tech Hub and several other planned events.

The exception to bid has been granted on the basis of one-of-a-kind, in that there are no available competitive alternative contractors that can provide this service (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from January 1, 2024, through February 19, 2024, and will not exceed $80,272.00.
Budget Code: FLD-H-S-9Y4-EO-ECTS $80,272.00

Exception Authorization to Contract with College Campus Tours LLC for College and Career Readiness Tour Services of the Mid-Atlantic Region

The Administration is requesting authorization to enter into a contract with College Campus Tours LLC for College and Career Readiness Tour services of the Mid-Atlantic Region. The activities and services include air and ground transportation, hotel and food accommodations, college tours, sightseeing, teaching aids, and professional development seminars.

The tour will accommodate 50 MPS students and five staff from Green Tree Preparatory Academy, Hamilton High School, James Madison Academic Campus (JMAC), MacDowell Montessori School, and Ronald Reagan College Preparatory High School.

The planned college tours are directly tied to Academic and Career Planning (ACP) in Milwaukee Public Schools. In addition to organizing the travel and itinerary for the weeklong tour, the Contractor shall also include lessons for staff and students that can be used during designated ACP time at the individual participating Milwaukee Public High Schools. The College Campus Tours Program has three components: College Readiness, Leadership Development, and Life Skills all designed to impact student lives and their college and career goals.

The tour will depart on April 22, 2024, and return on April 25, 2024. The Contractor itinerary includes stops at Virginia Union University, Virginia State University, Hampton University, Norfolk State University, Howard University, Bowie State, Morgan State University, Smithsonian Museums of African American History, Martin Luther King Jr Memorial, Lincoln Memorial, and other planned events.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of one-of-a-kind, in that there are no available competitive alternative contractors that can provide this service (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from January 1, 2024, through April 29, 2024. The total cost of the contract will not exceed $82,510.00.

Budget Code: FLD-H-S-9Y4-EO-ECTS $82,510.00

Exception Authorization to Contract with College Campus Tours LLC for College and Career Readiness Tour Services of the Alabama-Georgia Region

The Administration is requesting authorization to enter into a contract with College Campus Tours LLC for College and Career Readiness Tour services of the Alabama-Georgia Region. The activities and services include air and ground transportation, hotel and food accommodations, college tours, sightseeing, teaching aids, and professional development seminars.

The tour will accommodate 100 MPS students and 10 staff from Audubon Technology and Communication High School, Casimir Pulaski High School, Rufus King International High School, South Division High School, and Washington High School of Information Technology.

The planned college tours are directly tied to Academic and Career Planning (ACP) in Milwaukee Public Schools. In addition to organizing the travel and itinerary for the weeklong tour, the Contractor shall also include lessons for staff and students that can be used during designated ACP time at the individual participating Milwaukee Public High Schools. The College Campus Tours Program has three components: College Readiness, Leadership Development, and Life Skills all designed to impact student lives and their college and career goals.

The tour will depart on June 17, 2024, and return on June 20, 2024. The Contractor itinerary includes stops at Morehouse College, Spelman College, Clark Atlanta University, Tuskegee University, Alabama State University, Martin Luther King Center, Birmingham Civil Rights Museum, George Washington Carver Museum, stops at regional businesses in the tech and legal industry, and other planned events.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of one-of-a-kind, in that there are no available competitive alternative contractors that can provide this service (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from January 1, 2024, through June 24, 2024. The total cost of the contract will not exceed $155,985.00.

Budget Code: FLD-H-S-9Y4-EO-ECTS $155,985.00

Exception Authorization to Issue a Purchase Order to Indeed, Inc to Provide Online Job Postings for Highly Skilled Classified and Certificated Positions

The Administration is requesting authorization to issue a purchase order with Indeed, Inc to provide online job posting for highly skilled classified and certificated positions.

This partnership supports the district's priorities as we continue to recruit highly qualified staff to improve student academic achievement and district climate and culture.

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 total cost will not exceed $54,000.00.

Budget Code: DTI-0-S-9C4-HR-ECTS $54,000.00

Exception Authorization to Issue a Purchase Order to Speakable Technologies, Inc for the Global Library Subscription

The Administration is requesting authorization to issue a purchase order to Speakable Technologies, Inc to subscribe to Global Library which includes activity builder, respond card access, gradebook and assignment analytics, and Google classroom grade pass back.

This subscription is used by World Languages and Immersion teachers to provide students with speaking assignments that are self-corrected and receive immediate feedback. Approximately 15,000 students will have access to this subscription.

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 subscription will run from January 1, 2024, through September 30, 2024, and the total cost will not exceed $146,700.00.

Budget Code: ITS-0-S-9Q4-AQ-ETRS $146,700.00

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.

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 11) Action on the Award of Professional Services Contracts

Background

The Administration recommends that the Board approve the following professional services contracts:

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, one-year term, from July 1, 2023, through June 30, 2024.

This contract extension will run from July 1, 2024, through June 30, 2025. 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

ANTICIPATED E-RATE REIMBURSEMENT: .....$ 222,480

ANTICIPATED MPS SHARE: .....$ 24,720

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 24-25 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 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 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 for four one-year options to be extended solely at the discretion of MPS. The contract was subsequently extended for a second, one-year term, from 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 in this extension year will not exceed $1,468,077.

RFP 1062.....Leased Metro Ethernet Services

TOTAL CONTRACT AMOUNT:.....$ 1,468,077

ANTICIPATED E-RATE REIMBURSEMENT: .....$ 1,277,027

ANTICIPATED MPS SHARE: $ 191,050*

*$49,158 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 24-25 budget process.

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) ..... $ 1,468,077.00

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

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 12) Action on Request to Waive Administrative Policy 3.09(9)(e) and Issue a Contract with Gabriel Roeder Smith & Company for Actuarial Services

Background

RFP 1117 Authorization to Contract with Gabriel Roeder Smith & Company for Actuarial Services

The Administration is requesting authorization to enter into a contract with Gabriel Roeder Smith & Company for Actuarial Services. This contractor will be used to deliver Actuarial consulting services and contribution projections for the districts' Other Post-Employment Benefits (OPEB) and Supplemental Pension Plans including valuation reports to comply with Governmental Accounting Standard Board Statements.

The actuarial consulting services ensures that the district meets the Government Accounting Standards Board (GASB) Statement No. 67/68 and No. 74/75 which requires governmental entities to disclose the financial reporting for Pension Plans and Retirement Benefits administered through a trust.

Gabriel, Roeder Smith & Company is the current vendor; in addition, they are the actuarial consulting firm that has the largest number of public sector clients. The request to waive Administrative Policy 3.09 with respect to term limit is for continuity purposes. The Administration is requesting the option of a 5-year contract.

Contractor was chosen pursuant to RFP 1117, which closed on November 3, 2023. The Contract shall be in effect from March 1, 2024, through February 28, 2027 (the "Initial Term"), with the option to extend for up to two additional one-year terms to run from March 1, 2027 through February 29, 2028, and March 1, 2028 through February 28, 2029 upon mutual consent of the parties and Board approval if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the three-year Initial Term will not exceed $310,950.00. The draft contract is attached to the minutes of your Committee's meeting.

Budget Code: OBA-0-0-EMB-DW-ECTS (Contract Services Other Business) $310,950.00

Gabriel Roeder Smith & Company

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....NO

Total # of Employees 122

Total # of Minorities 20

Total # of Women 60

HUB PARTICIPATION

Required 0%

Proposed.....NA

$ Value NA

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

Budget Code: OBA-0-0-EMB-DW-ECTS

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 13) Action on a Request to Approve Vacation Compensation for Eligible Employees

Background

On August 31, 2023, the Board adopted Resolution 2324R-001 on Time Off for Mental Health, which resolved that the district continue the practice of periodic compensation for unused vacation time. Many individuals have not used their earned vacation time benefit. Vacation time may accumulate to a point where an employee is no longer earning it. The administration is requesting approval of vacation time compensation for employees who submit the written request form and who have at least 88 hours of earned vacation time accumulated.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

The fiscal impact to compensate eligible employees for unused vacation time, as outlined in this item, will be an estimated $1.2 million, depending on how many employees participate.

Implementation and Assessment Plan

The minimum vacation pay request is one day (8 hours), and the maximum is not to exceed one week (40 hours). The vacation compensation request would reduce the employee's remaining vacation time. An employee would need to have at least 80 hours remaining in their vacation balance after the payout to be eligible.

For example, an employee that chooses to participate and has 88 hours of vacation time could apply for 8 hours to be paid at their regular hourly rate leaving a remaining balance of vacation time of 80 hours.

Vacation compensation is not pensionable pay. Approval of this item outlines vacation time compensation by February as well by June for eligible employees.

Committee's Recommendation

Your Committee recommends that the Board approve the vacation compensation for eligible employees as outlined in this item.

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

* * * * *

(Item 14) Action on a Request to Appoint a Trustee for Post-Employment Benefits

Background

The Milwaukee Board of School Directors appointed Marshall & Ilsley Trust, N.A., as the trustee for the post-employment benefits trusts. Post-employment benefits include pension and retiree health benefits. Since then Marshall & Ilsley was acquired by BMO Harris Bank N.A. (BMO) who then became the trustee for the post employment benefit trusts.

BMO is resigning as the Trustee of the Post-Employment Benefits Trust on December 29, 2023 and appoints Midwest Institutional Trust Company as the successor Trustee on that date. The administration has developed an RFP for a post employment benefits trustee. Until that trustee is identified through the RFP process and then approved by the Milwaukee Board of School Directors, the administration is recommending using the BMO-appointed trustee, Midwest Institutional Trust Company.

Draft acknowledgment and appointment 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

Administrative Policy 3.11 - Investment Policy

Fiscal Impact Statement

There is no fiscal impact.

Implementation and Assessment Plan

The administration will work with BMO and Midwest Institutional Trust Company to ensure a smooth transition of funds and then continue to work with Midwest Institutional Trust Company until the trustee is awarded through an RFP process and approved by the Milwaukee Board of School Directors.

Committee's Recommendation

Your Committee recommends that the Board appoint Midwest Institutional Trust Company as the successor trustee for the post-employment benefits trusts (pension and retiree health benefits).

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

* * * * *

(Item 15) Report with Possible Action on Prior Year Audit Findings

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

Background

May 18, 2023, during the meeting concerning the fiscal year-end 2022 audit reports, it was requested that the administration update the Board in December concerning progress on remediating audit findings. The attachment to this item provides the update.

The Team and the Priorities

One Team to Solve Challenges

The Comptroller, Financial Reporting Manager, and Grant Accounting Coordinator positions all saw personnel changes in Fiscal 2023. MPS is in the process of re-staffing the impacted departments, but in the interim, outside accounting support services through Robert Half were utilized to assist in the preparation of the year-end financial statements as well as the schedule of expenditures of federal and state awards. MPS also engaged Protiviti to support overall process improvement and the remediation of material weaknesses.

Team Augmentation

Several roles augmented across the Finance Department to bring enhanced focus to:

- Programs
- Accounting leadership
- Budget development
- Financial reporting

Six individuals were converted to permanent roles.

MPS Office of Finance

Responsible for:

- Safeguarding the District's assets;
- ensuring a system of adequate internal controls;
- ensuring compliance with various legal and statutory requirements; and
- providing reliable financial & budgetary information

Oversight of the following areas:

- Accounting
- Finance
- State & Federal Programs
- Budget Services
- Payroll
- Procurement

Subject Matter Consulting

Two overall project leaders and four core team members bringing expertise related to:
- Material Weakness Remediation
- Grant Accounting & Reporting
- Project Management
- Process Documentation / Enhancement
- Public Sector Industry Best Practices

Fiscal Year 2021-2022 Findings

Prior Year Finding	Corrective Action
Employee Receivables	Standard Operating Procedures: • Program admission/withdrawal • Billing • Monitoring amounts owed • Sponsorship agreement compliance • Collection of amounts • Standard operating procedures • Review process

Financial Close & Reporting	• Adequate staffing • Reorganization • Financial reporting checklist
Contract Invoicing	• Professional development • Review by contract sponsor • Sampling • Accounts payable invoice system
No Valid License	• Added a license compliance assistant in the fall budget • Worked closely with DPI to ensure a thorough process • Reorganization • Set up Fund 27 to properly budget and account for special education costs throughout the year
Medicaid	• Professional development • Medicaid vendors reviewed standard operating procedures • Cross-training of staff • Quarterly check-ins
Transportation	• Created, tested and used a technology solution

Activities Planned and Completed

Phase I – Benefits Achieved to Date

People

- Filled critical roles with quality resources to manage day-to-day accounting and finance operations
- Implemented interdepartmental collaboration strategies through daily touchpoints to improve alignment across teams.
- Brought operational discipline to ensure timely delivery of audit requests
- Created strategy to examine workload allocation across departments

Process

• Created and maintained Project Plan to maximize productivity and ensure timely audit deliverables
• Built standards for processes
• Documented observations and improvement opportunities
• Updated the Standard Operating Procedure (SOP) for Construction in Progress Accounting
• Completed and enhanced the Grant Reporting process
• Identified and documented all Grants data sources
• Validated remediation and drafted all six responses to the Summary Schedule of Prior Audit Findings (SSPAF)

Technology

• Discovery completed related to new Accounts Payable system
• Creation of business incident report tracking (BIRT) reports
• Supported elements of system implementation including cross functional collaboration and project management

Phase II – Opportunities for Continued Improvement

People

• Compile and analyze survey responses to recommend "right size and right skill" considerations
• Evaluate training and on-going "refresh" training opportunities for current team members to maximize productivity and quality

Process

• Continue to implement process improvements and detective controls related to material weaknesses (known deliverables in process)
• Continue drafting updated process flows and SOPs – hold meetings to discuss and walk through current roles and responsibilities
• Identify additional process automation opportunities

Technology

• Implement automated dashboarding capabilities to track key performance indicators (KPIs) for Finance, Accounting, and Technology teams
• Implement project management tools across organization
• Evaluate system enhancements or replacements

Summary

Top Three Priority Process Improvements

1. Centralize and clean-up the Inventory of Standard Operating Procedures (SOPs), update procedures as needed, and establish a periodic review process moving forward. Clearly define Roles & Responsibilities for all staff within the SOPs; assess and re-allocate workloads as deemed prudent. Reinforce procedures through regular mandatory trainings or acknowledgements.
2. Develop a common Calendar and establish regular cadences for touchpoints and reporting to support strategic planning. Prioritize and allocate tasks throughout the year to ensure sufficient time and resources for completion.
3. Assess BusinessPlus Capabilities regarding subledger integration, automated controls, dashboards and reporting, and approval workflows. Automate manual tasks, where possible, to increase accuracy and efficiency.

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

No fiscal impact.

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

* * * * *

(Item 16) Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, Casimir Pulaski High School, and MacDowell Montessori School for the 2024-2025 School Year

Background

2001 Wisconsin Act 16 requires school boards to start school terms after September 1, unless a school board submits a request to the Wisconsin Department of Public Instruction (DPI) stating the reasons why it would like the school term to start earlier. DPI may grant a request if it determines that there are compelling reasons for doing so.

By approving the Administration's recommendation, the Milwaukee Board of School Directors will move to submit a request to the DPI for an early start date (no earlier than August 1, 2024) for the 2024-25 school year, for Ronald Wilson Reagan College Preparatory High School (grades 9-12), Rufus King International High School (grades 9-12), Casimir Pulaski High School (grades 9-12), and MacDowell Montessori School (grades K3-12). All four schools have requested early start dates for the 2024-25 school year. The request will cite the fact that the post September 1, 2024, start date conflicts with the curricular requirements of the International Baccalaureate (IB) program.

The district made this request on behalf of these schools for the last school year, 2023-24, and it was granted by the DPI.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.03 - School Year/School Calendar

Fiscal Impact Statement

The item does not authorize expenditures. Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, Casimir Pulaski High School, and MacDowell Montessori School agree to pay any additional costs incurred as a result of this unique school year.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request to the DPI prior to the January 1, 2024 deadline for an early start date for the 2024-25 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, Casimir Pulaski High School, and MacDowell Montessori School.

The Administration recommends that the Board approve this request for an early start date (no earlier than August 1, 2024) for Ronald Wilson Reagan College Preparatory High School (grades 9-12), Rufus King International High School (grades 9-12), Casimir Pulaski High School (grades 9-12), and MacDowell Montessori School (grades K3-12), and direct the Administration to submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2024 deadline, for an early start date for the 2024-25 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, Casimir Pulaski High School, and MacDowell Montessori School.

Committee's Recommendation

Your Committee has forwarded this item without recommendation.

Director Zombor moved to consider this item withdrawn. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Gokalgandhi, Jackson, Zombor, and Herndon – 5.
Noes – None – 0.
Abstaining – Director O'Halloran – 1.

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Carr 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 Family and Community Engagement

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

Background

Community partnerships significantly contribute to the development of robust social and emotional skills among students in Milwaukee Public Schools. These partnerships not only enhance engagement but also foster positive academic outcomes. As we approach the holiday season, it's essential to spotlight a selection of these partnerships that consistently aid our schools and families throughout the year, but especially during the winter season.

One such crucial partnership is with the Milwaukee Public Schools Foundation, offering a vital avenue for the community to ensure equitable opportunities for every student, teacher, support staff, and family within the district.

Resources for Families

- Salvation Army-Coat and Toy Drive, Emergency Shelter, Christmas Meal
- Capuchin Community Services-Food, Clothing, Legal Assistance, Health Services
- Milwaukee Catholic Charities- Behavioral Health Services, Crisis Support, Food Pantry, Toy Shop
- Hunger Taskforce-Food Assistance
- Silver Spring Neighborhood Center-Clothing, Books, Employment Assistance, Christmas Items for Clients
- MPS Mitten TreeDrive-Warm Weather Items for MPS Students
- Milwaukee Rescue Mission-Free Shelter, Food, Christmas Toys, Holiday Support
- Hope Network for Single Mothers- Christmas Gifts, Baby Items, Long-Term Support
- Journey House- Support for Low Income Families, Holiday Assistance for Children
- St. Vincent De Paul- Food Boxes, Clothing, Financial Aid, Social Services
- Toys for Tots- Free Toys and Christmas Gifts for Children

MPS Foundation

Mission

The mission of the Foundation is to inspire and motivate the community, including philanthropic partners, businesses, families, staff and students in support of Milwaukee Public Schools and the academic achievement of its students.

Vision

Our vision is to ensure every Milwaukee Public Schools student receives the support needed to achieve his or her full potential.

MPS Foundation Program Support

- Classroom Support Fund
- Learning Journeys

• Junior Achievement / 3DE Model
• UNSIL World Fair
• Stem Fair
• Let Us Play Playground Transformation

MPS Foundation Scholarships

• 20 diverse scholarship opportunities for graduating seniors
• Over $150,000 in scholarships awarded in 2023
• 81% of scholarship awards went to first generation students
• Scholarships support student majoring in an array of fields

MPS Foundation – Road Ahead

• Increase giving and donations from individuals and community organizations
• Provide additional support for projects and schools
• Increase awareness about the Foundation and its mission

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.06 - Gifts to the Schools

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 2) Report with Possible Action on Partnership with the Boys & Girls Clubs of Greater Milwaukee

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

Background

Boys & Girls Clubs of Greater Milwaukee (BGCGM) has helped local youth since 1887 when Annabell Cook Whitcomb transformed two basement rooms at Plymouth Church on Milwaukee's east side into a Club for boys. Today, they are the largest youth-serving agency in the city and have grown to be one of the largest Boys & Girls Clubs in the country.

Every day, thousands of Milwaukee's youth stream through the doors to participate in academic and recreational programming. BGCGM provides safety and support during critical hours of the day as well as meals, strong role models, organized athletics, and access to the arts. At the Clubs, there's a way for every child to get involved and learn something new.

The vision of the BGCGM is to build the community's social and economic fabric by ensuring the academic and career success of every Club member who walks through the doors. This is achieved by providing more impactful programs that appeal to its members, strengthen their academic performance, build character, encourage healthy lifestyles, and meet the basic needs of Milwaukee's youth.

BGCGM amplifies and accelerates its impact on Milwaukee's youth through key partnerships and collaborations. BGCGM is a proud partner of Milwaukee Public Schools as they work together to bridge the gap of service for MPS students during critical after school hours. MPS is BGCGM's largest school partner as they offer afterschool programming in 34 MPS schools: 53rd Street, 81st Street, Allen-Field, Audubon, Barack Obama STCE, Bay View, Bethune, Bradley Tech, Carson Academy, Carver Academy, Cass Street, Clarke Street, Engleburg, Escuela

Vieau, Gaenslen, Grantosa, Greenfield, Hayes Bilingual, Kagel, Kluge, La Escuela Fratney, LaFollette, Lincoln Avenue, Maple Tree, Marvin E. Pratt, Metcalfe, Mitchell Integrated Arts, North Division, Riverwest, Sherman, Siefert, Townsend, Washington, and Zablocki.

Boys and Girls Club Mission

To inspire and empower all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

Boys and Girls Clubs of Greater Milwaukee Public Schools

One of the largest youth serving organizations in Milwaukee. Founded in 1887, this year we celebrate 137 years in supporting kids ages 4 to 18 in our community.

Over 85% of our members qualify for free or reduced lunch. BGCGM serves almost 1.5 million meals per year.

Provide 52 safe spaces in Milwaukee including:

• 45 school-based Clubs (CLCs and Safe Places)
• 5 Legacy Clubs
• Camp Whitcomb/Mason
• Teen Center

Employ approximately 630 full and part-time staff and each year we rely on countless volunteers to support our Club kids with more than 50 active trustees.

Provide positive role models and core programming across:

• Education; Arts; Sports & Recreation; Health & Wellness; Leadership & Service; Social Emotional Development (SED)

Why Afterschool Matters

- Better academic performance in the day school
- Fewer behavioral incidents in the day school
- Better attendance in the day school
- Less engagement in risky behavior

Fall Forward

- Saturday hours
- Pilot to serve K3
- Remodels and renovations
- Free driver's ed
- MPS Athletic Partnership
- College access and career development
- Camp Whitcomb/Mason Summer 2024

Our Commitment to Milwaukee

What: Giving our kids more of what they deserve.
Why: Whatever it takes to build great futures
How: Changing direction to stay the course

Value of Partnership with MPS

• Shared use of schools – allows for more dollars towards programming
• MPS network of families and staff (ability to recruit club participants and staff)
• Ability to introduce MPS students to resources beyond the classroom (e.g., Summer Camp)
• Support of MPS Afterschool Team to address afterschool for all need!

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.04 - Community Involvement in Decision Making

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(Item 3) 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 97 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 fall of 2023, Milwaukee Recreation provided multifaceted programming for individuals of all ages throughout the city of Milwaukee.

Active Older Adults

Enrichment based programs for adults age 50+
- Fitness
- Art
- Spanish and ESL
- Pickleball
- Fitness

OASIS Community Center

Community Events
- Sparkle and Shine,
- Bring in Spring Breakfast,
- Ice Cream Social
- Hispanic Heritage Celebration

Adult Sports

Offer 7 different sports league opportunities throughout Milwaukee
- 1,300 Fall Participants: Football, Softball, Basketball, Kickball, Golf
- 515 Winter Participants: Basketball, Volleyball, Futsal, Cornhole
- 2,200 Spring/Summer Participants: Softball, 3:3 basketball, Golf, Soccer, Futsal, Tennis

Adaptive Athletics and Special Olympics Adaptive Athletics (School Based)

- 6 Adaptive Sports Seasons: Bowling, Bocce, Volleyball, Basketball, Track, Soccer
- Served approximately 1,000 Special Education Students in 2022-23
- 49 schools serviced – 24 middle/high schools and 25 Elementary Special Olympics
- 8 Sports: Basketball, Bowling, Bocce, Football, Softball, Volleyball, Cornhole, Soccer
- 400 participants

Therapeutic Recreation

Enrichment Class Offerings and Special Events

- Ages 3 and up
- Life skills, leisure activities, community outings

Club Rec

- 5/6 week summer camp (M-F 8am – 4pm)
- Community and ESY students attend
- Morning sessions: Education focus - calendar, daily living skills, reading, math
- Afternoon Session: Recreation focus with swimming, gym, art, music, cooking, field trips

Approximately 450 participants served annually.

Therapeutic Rec

Urban Stables Partnership

- Equine assisted services
- 30 participants since inception

Aquatics

12 pools offering a variety of programs

- Learn to Swim – Levels 1- 7
- Aqua Fitness, Triathlon Training, Lap/Open Swim
- Youth Competitive Swim/Masters Swim
- Certification Trainings
- 6,000 served

Day School Swim (2017 – 2023)

- 36 - 3rd grade classrooms
- 150 students annually

Community Events

Special Events

- Halloween Glen – 950 participants
- Winter Wonder Woods – 1300 participants

Outdoor Education Programming

- Outdoor Education Field Trips
- Oak Ridge Farm – K5 Learning Journey
- Survive Alive House – All MPS 2nd and 5th Graders
- Enrichment Classes – 1,400 served annually

Driver Education

MPS Drive

- Driver Education for MPS Students 15 to 17 ½ ($35.00)
- Served 3,200 students in 2022-23 school year
- 16 locations (in person locations, hybrid format and online)
- 2023-24 school year can serve up to 4,000

Community Based

- Open to any students 15 to 17 ½
- Three in-person locations; hybrid and online

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.04 - Community Involvement in Decision Making

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 Instrumentality Charter School Contract for 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 up to 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.

In June 2023, the Department of Contracted School Services initiated the Charter School Review Process. On August 22, 2023, representatives from ALBA submitted the Charter Renewal Letter of Intent and, on September 28, 2023, ALBA submitted its Charter Renewal Application to seek renewal of its charter school contract.

On November 2, 2023, the Charter School Review Team (Team) conducted a full-day site visit at ALBA. 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 also heard testimony of parents, students and staff, and participated in classroom observations.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the instrumentality charter school contract with ALBA. This recommendation is based on ALBA consistently demonstrating a sound academic, financial, and organizational performance.

The charter school renewal application, performance summary data, and Team's recommendation are attached to the minutes of your Committee's 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 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 ALBA, 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 Academia de Lenguaje y Bellas Artes, 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 Academia de Lenguaje y Bellas Artes, Inc. for Academia de Lenguaje y Bellas Artes (ALBA) and to draft a renewed instrumentality charter school contract to begin with the start of the 2024-25 school year and end on the last regularly scheduled day of the 2028-29 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 Green Tree Preparatory Academy, Inc. for 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 up to a maximum of 870 full-time equivalent (FTE) pupils in grades 6 through 12. GPA is located at 6850 N 53rd Street. This is GPA's first renewal cycle.

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.

In June 2023, the Department of Contracted School Services initiated the Charter School Review Process. On July 18, 2023, representatives from GPA submitted the Charter Renewal Letter of Intent and, on September 20, 2023, GPA submitted its Charter Renewal Application to seek renewal of its charter school contract.

On October 31, 2023, the Charter School Review Team (Team) conducted a full-day site visit at GPA. 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 also heard testimony of parents and students, and participated in classroom observations.

On November 13, 2023, the Charter School Review Team reconvened to further discuss a charter school recommendation.

Based on a thorough review of the evidence provided, the Team recommends a three-year renewal of the instrumentality charter school contract with GPA along with a developed action plan to be implemented. This recommendation is based on an opportunity for GPA to demonstrate growth with its academic performance standards.

The Team recognizes that the school opened in 2019 and needs more time to develop its programming. This short term renewal will allow for the school to address the concerns that were raised by the Team.

The charter school renewal application, performance summary data, and Team's recommendation are attached to the minutes of your Committee's 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 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 GPA, 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 three-year instrumentality charter school contract with Green Tree Preparatory Academy, 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 Green Tree Preparatory Academy, Inc. for Green Tree Preparatory Academy (GPA) and to draft a renewed instrumentality charter school contract to begin with the start of the 2024-25 school year and end on the last regularly scheduled day of the 2026-27 school year.

3. direct the Administration to present a plan to be reviewed every six months

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

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(Item 3) Action on the Five-Year Self-Evaluation of the Status of Nondiscrimination and Equality of Educational Opportunity

Background

Wis. Admin. Code § PI 9.06 requires school boards to evaluate the status of nondiscrimination and equality of educational opportunity in the school district at least once every five years and report the results to the Department of Public Instruction.

To meet the five-year evaluation and reporting requirements, districts must evaluate the status of nondiscrimination and equality of educational opportunity in the following eight areas:

- School board policies and administrative procedures.
- Enrollment trends in classes and programs.
- Methods, practices, curriculum and materials used in instruction, counseling, and pupil assessment and testing.
- Trends and patterns of disciplinary actions, including suspensions, expulsions, and handling of pupil harassment.
- Participation trends and patterns and school district support of athletic, extracurricular and recreational activities.
- Trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the district.
- School district efforts to achieve equality of educational opportunity and nondiscrimination.
- School district technology, including electronic communications by school district staff.

During the district self-evaluation, the district provided an opportunity for participation by pupils, teachers, administrators, parents/guardians and residents of the school district.

In addition, the district must prepare a written report of the evaluation

which shall be available for examination by residents of the school district. The district held three meetings where members of the committee reviewed data and artifacts. Each participant was then able to complete a survey after each meeting to reflect on the how the district is being equitable and nondiscriminatory in the eight areas.

The feedback and data, FAQ, and the report from the self-evaluation is attached to the minutes of your Committee's meeting.

Topics

- Trends and patterns in awarding scholarships and other forms of recognition and achievement provided by or administered by the district
- Participating trends, patterns, and school district support of athletic, extracurricular, and recreational activities
- Methods, practices, curriculum, and materials used in instruction, counseling, and pupil assessment and testing
- School district technology, including electronic communications by school district staff
- Trends and patterns of disciplinary actions, including suspensions, expulsions, and handling of pupil harassment
- Enrollment trends in classes and programs
- School board policies and administrative procedures
- School district efforts to achieve equality of educational opportunity and nondiscrimination

Process

- Meetings were held on three consecutive Wednesdays in November.
- Data was presented by district staff.
- Team members could ask questions, discuss, and provide feedback on the various topics.
- Data was collected and reviewed, and a report was created.

Next Steps

- Provide transparent reports on (1) efforts to increase equity and nondiscrimination and (2) the status of those efforts and impact.
- Consider the recommendations made by the committee for future action within the district.
- Make parents/guardians and community members aware of opportunities to share their voice.
- Continue regular opportunities to discuss the status of equity and nondiscrimination in the district.

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

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

Your Committee recommends that the five-year self-evaluation report be sent to the Wisconsin Department of Public Instruction to meet the requirement outlined in Wis. Admin. Code § PI 9.06.

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 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. This presentation will review data that have impacted the 2022–23 report cards.

This presentation of the State Accountability Report Card's results fulfills some of the requirements in state statutes for the public reporting of district and school report cards. Caution should be used when interpreting scores and ratings. Multiple years of data impacted by the COVID-19 pandemic are still a factor in reporting.

District Priority Scores (in Percentages)

	Achievement		*Growth*	
	MPS	K-12 State	MPS	K-12 State
English Language Arts	32.5	60.1	69.8	66.0
Math	23.0	57.2	60.3	66.0

Target Group Outcomes

Achievement	8.8
Growth	75.5
Chronic Absenteeism	52.4
Graduation	79.4

On-Track to Graduation

	MPS	K-12 State
Chronic Absenteeism	55.8	82.0
Graduation	71.1	91.8
3rd Grade English Language Arts	26.8	56.8
8th Grade Mathematics	19.0	50.8

Highlights

- District's Overall Score – 58.0 (Meets Expectations)
- Whittier School (87.0) and Reagan High School (84.2) earned the highest overall accountability scores: significantly exceeds expectations.
- 69 schools have ratings of meets, exceeds, or significantly exceeds expectations.
- 38 schools have a higher rating.
- 69 had the same rating.
- 40 declined in rating.
- 6 schools received a regular report card instead of an alternate report.

School Report Card Summary

	Number of Schools				
	Fails to Meet Expectations	Meets Few Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations
2015-16	42	41	31	21	3
2016-17	46	34	29	25	4

2017-18	39	33	33	29	5
2018-19	28	41	42	25	7
2020-2021*	21	29	54	27	5
2021-22	28	39	40	28	1
2022-23	23	50	44	23	2

**2020-21 was the first year of the new report card format.*

School Alternate Report Cards

	Alternate Accountability – Satisfactory	Alternate Accountability – Needs Improvement
2015-16	3	11
2016-17	9	10
2017-18	8	10
2018-19	5	10
2020-2021*	4	15
2021-22	8	9
2022-23	5	5

Cautions

- Large increases or decreases may be a result of shifts in the priority areas used to calculate reports.
- How many students participated in state assessments or growth calculations?
- How many priority areas are included in the calculation of the report card score?
- What years of data are used and what instructional model was in place?
- Did high pre-pandemic data no longer impact calculations?

Course Participation

Data are from the 2021-22 school year.

Advanced Courses

- 5,730 students successfully completed at least one Advanced Placement or International Baccalaureate course.
- 29.8% of MPS students took such a course, compared to 20.1% statewide

Dual Enrollment

- 9.5 students successfully completed at least one dual enrollment course
- 4.9% of district students, compared to 23.2% statewide

Industry-Recognized Credentials

- 61 students earned at least one industry-recognized credential
- 0.3% of district students compared to 3.9% of students statewide

Participation by Type of Arts Course

Art and Design

- 5,919 students successfully completed at least one art and design course
- 30.8% of district students, compared to 27.2% of students statewide

Dance

- 90 students successfully completed at least one art and design course
- 0.5% of district students, compared to 0.4% of students statewide

Music

- 2,836 students successfully completed at least one art and design course
- 14.8% of district students, compared to 19.1% of students statewide

Theater

- 310 students successfully completed at least one art and design course
- 1.6% of district students, compared to 1.8% of students statewide

Wisconsin Statutes

Annually, by January 31, school boards must publish a Class 1 notice, under Wisconsin Statutes, Chapter 985, that includes

o The most recent performance category rating assigned as part of the school and district report cards to each school within the district boundaries

o Inform parents that:

o All school and district report cards are available on the school board's website; AND

o A description of the educational options available to children in the district

o Post on the district website

o All school and district report cards; AND

o A description of the educational options available to children in the district.

By January 31, 2024, all schools' websites will be updated with the current SIP-at-a-glance, report card, and educational options.

Next Steps

• Implement Ambitious Instruction: Accelerating Learning:

– Increase student academic performance through acceleration and scaffolding.

– Increase students performing in the proficient category 5 percentage points and decrease the students performing below basic by 10 percentage points.

– Ensure rigorous instruction and implementation of high-quality instructional materials.

• Implement strategies to improve attendance:

– Schoolwide strategies are part of school improvement plans (e.g., implementation of PBIS attendance interventions, parent calls, monitoring data).

• Increase four-year graduation rate:

– Conduct closer monitoring of course completion and programming.

– Identify adults/students needing support to prevent failures.

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 5) Report with Possible Action Regarding the 53206 Initiative

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

Background

To better serve the 53206 community, the Board approved implementation of the 53206 Initiative. The Principals' Cohort consisting of nine school leaders from North Division, Andrew Douglas, Auer Avenue, Benjamin Franklin, Hopkins-Lloyd, Gwen T. Jackson, Keefe Avenue, Green Bay Avenue Success Center, and LaFollette

continue to meet regularly to further discuss the needs in 53206 schools. The 53206 Initiative is focused on three pillars. The pillars are Alignment: Academics, Pathways and Engagement, Filling Gaps: Equitable Access and Opportunity and Strengthening Outcomes: College and Career Readiness.

The 53206 Initiative update for the December Student Achievement School Improvement (SASI) Committee will include 2023-24 demographic and academic achievement data for partnership schools, strategic priorities for the upcoming school year and highlight the new Construction Lab at North Division High School.

Demographics

- 1,845 Students
- 8 Schools
- 0.4% English Learners
- 24.1% Students with Disabilities
- 94.3% Economically Disadvantaged*

Black or African American – 91.7%
Hispanic – 4.3%
Multiple – 2.5%

53206 State Report Card Data Comparison

	2021-22		*2022-23*	
	Scores	Designation	Scores	Designation
Andrew S. Douglas MS	37.3	Fails to Meet Expectations	42.6	Fails to Meet Expectations
Auer Avenue Elementary	16.6	Fails to Meet Expectations	56.6	Meets Few Expectations
Benjamin Franklin Elementary	58.6	Meets Expectation	50.7	Meets Few Expectations
Gwen T. Jackson Elementary	45.8	Fails to Meet Expectations	67.4	Meets Expectation
Hopkins-Lloyd Community School	17.2	Fails to Meet Expectations	42.5	Fails to Meet Expectations
Keefe Avenue Elementary	18.8	Fails to Meet Expectations	56.3	Meets Few Expectations
Lafollette Elementary	65.7	Meets Expectation	57.8	Meets Few Expectations
North Division High School	10.7	Fails to Meet Expectations	61.0	Meets Expectation

Featured School – North Division

Mission Statement

North Division High School is committed to providing academic excellence while instilling morals and values that will create individuality by fostering a passion for learning in students.

North Division enriches each student's mind, body, and character while encouraging respect and compassion for others.

North Division's goal is to become the flagship high school in the 53206 zip code and to create pathways of success for students in the health sciences and information technology fields.

Demographics

- 430 Students
- 0.7% English Learners
- 27.2% Students with Disabilities
- 79.8% Economically Disadvantaged

Black or African American – 91.4%
Hispanic – 4.4%
Multiple – 2.3%
White – 1.4%

Construction Class

- Student exposure to a variety of building trades
- Students experience blueprint reading, masonry, carpentry, plumbing, and residential electricity
- Students gain skills and knowledge to enter adult apprenticeship programs

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

* * * * *

(Item 6) Report with Possible Action Regarding Ambitious Instruction

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

Background

Ambitious Instruction: Accelerating Learning is the academic plan for the district. The plan is focused on three levers. The levers are Formative Practices, Explicit Instruction, and Engagement. The Ambitious Instruction plan embodies the district's Five Priorities for Success, focusing on increasing academic achievement and accountability, developing our staff, and strengthening communication and collaboration. It is closely aligned with the district's Strategic Plan.

To track the progress of Ambitious Instruction: Accelerating Learning, a non-evaluative Walk-Through Rubric was designed to gather feedback on how to better support teachers and leaders in understanding and implementing teacher learning of best practices.

Intentional efforts have been made to monitor the impact of Ambitious Instruction through goal setting, monitoring instruction, and providing strategic support and coaching.

This report provides and update on the work, accomplishments and next steps.

Ambitious Instruction

Goals: Purposeful, clearly defined objectives, meeting the needs of all learners
Instruction: High quality materials; standards aligned; culturally responsive; multi-modal; inclusive
Implementation: Coaching support; fidelity; walkthroughs; curriculum guides; student activity reports

Targeted Coaching and Support

Classroom Visits (September – November 2023)

- 1,844 reading and writing
- 1,054 math
- 774 science and social studies
- 281 health and physical education
- 324 music and visual art
- 156 English learners and world languages
- 4,433 total

Impact on Instruction

Increased use of...

- District-approved curricula
- Standards-based instruction
- District-wide Common Assessments
- Classroom Assessments Based on Standards (CABS)
- Teachers and students are using technology for deeper learning and engagement

	Number of Students Using	
	October 2022	October 2023
Adobe Express	2,843	5,236
Nearpod	11,853	23,919

Book Creator	8,677	13,129

Counting Collections

Eighty percent of students are meeting grade-level expectations on the counting trajectory.

Playful Learning

K5 students outperformed last year's students on Brigance in social-emotional rating (+16%) and language development (+3%).

Next Steps

- Monitor instruction and progress
- Encourage and support collaborative practices
- Employ targeted coaching and support
- Continue to collect and utilize data to inform and adjust strategies.

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

No Fiscal Impact

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(Item 7) 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

Based on the Board's action, the 2023-2024 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.

This month, the Southwest Region is featured. The Southwest Region comprises 26 schools, and serves 12,948 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 and services 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.

Dual Lanugage and Bilingual	Arts/STEM or STEAM/ Green Schools	Community Schools	Traditional School	Academic Specialty
ALBA	AAL	Lincoln Avenue	Alcott	AAL (International Baccalaureate)
Allen Field	Allen Field	Longfellow	Curtin	ALBA (International
Doerfler	Doerfler	Mitchell	Fairview	Baccalaureate/Charter)
Forest Home	Fairview	Zablocki	Grant	Honey Creek (Charter)
Greenfield	Forest Home		Manitoba	Lowell (International
Hayes	Greenfield		Morgandale	Baccalaureate)
Kagel	Hayes		Whitman	MSIS (Immersion)
Lincoln Avenue	Lincoln Avenue			Riley (Dual-Language Montessori)

Longfellow Mitchell Riley Rogers Vieau Wedgewood	Longfellow Mitchell Riley Vieau Whitman Zablocki			Wedgewood (International Baccalaureate)

Southwest Region Growth and Opportunity

	2019-20	2020-21	2021-22	2022-23	2023-24
Historical Attendance	94.6%	90.8%	86.1%	88.3%	91.3%
Historical Suspension Rate	4.3%	0.0%	6.5%	7.5%	2.9%

Southwest Region – School Report Card

Exceeds Expectations

AAL
ALBA
Fairview
Kagel
Morgandale

Meets Expectations

Alcott
Curtin
Doerfler
Greenfield
Hayes
Honey Creek
Lincoln Avenue
Longfellow
Rogers
Vieau
Wedgewood
Whitman

Meets Few Expectations

Allen-Field
Forest Home
Grant
Lowell
Manitoba
Milw. Spanish Immersion
Riley
Two schools failed to meet expectations

Featured School – Escuela Vieau

School Demographics

- 697 students
- 91.8% Hispanic
- 2.0% White
- 5.3% African American
- 0.3% Asian
- 22.5% Students with Disabilities
- 58.5% EL Students

School Data

- 91.3% YTD Attendance (+ 1.3%)
- 2.2% YTD Suspension Rate (0.3%)

Points of Pride

- Successive Generations of Families
- Grow from Within
- Staff Collaboration & Shared Leadership
- Staff Retention
- MPS's First Bilingual School
- Full-time Specialists in Phy. Ed, Art, Music, Psychology, Social Work, & Counseling
- PLTW Integration
- Community Partnerships
- Nationally Honored Teachers

Unique Opportunities

- Family Events
- Boys and Girls Club CLC Before & After School Care
- Forward Scholars
- Wisconsin Reading Corps
- Innovative Maker Space
- Renovated Goethel Media Center

- Student Performing Arts Activities
- Fifth Grade Camping Trip
- Middle School Washington D.C. Trip
- Sports & Extra Curricular Activities
- Student Robotics Team
- Full-Day Head Start Program
- High School Algebra Class & Credit
- Adult ESL Classes

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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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) and to CESA 1.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

The Board President has submitted the following report of activities for December 2023.

Academic Achievement

Riverside HS – Financial Literacy Workshop
Meeting with Forward Scholars – Reading Mentors
District Advisory Council Meeting
Climate Justice Sustainability Initiatives & Curriculum

Effective and Efficient Operations

Annual WASB Reg. 14 Meeting
Superintendent meetings (3)
Meeting with Interim Director/Board Clerk
Green Space Planning Committee Meeting
Meeting with Chief of Staff - Scheduling

Student, Parent, and Community Engagement

Sparkle & Shine Holiday Event – REC Dept., OASIS Center
Citizen Action Annual Meeting – Received “The Cavanaugh Progressive Solidarity Award 2023”
Vincent HS Holiday Market - Sales of gift items produced by students
Engleburg Elementary – Toy Donation Giveaway
Bryant Elementary – Literacy, Laughs & Love Holiday Event

School Visits (Thurston Woods, Kluge, Thoreau)

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COMMUNICATIONS AND PETITIONS

(Item 1) Introduction and Referral of Communication 2324C-03 From Lieutenant Colonel Oliver Karp on a Request to Modify Administrative Policy

Communication 2324C-03

Dear School Board,

I am the commander for the Milwaukee Army Recruiting Battalion.

I would like to petition the school board to hear our request to modify the board's policy of not releasing all the data that we need to make our recruiting efforts more streamlined, cost effective, and less intrusive on students and family members.

The current policy, as I understand it, is that when the school district provides this military high school lists at the district level, the military recruiters only receive student name, address, and phone number, which does not include what school they are currently attending, since that would violate board policy.

From our perspective, we spend more time calling students from the list, randomly, to ascertain what school they attend than is strictly necessary from a recruiting perspective. Having all the names attached to the schools attended would result in fewer phone calls.

I can tell you from experience that making these calls isn't easy, nor is it something we enjoy doing. We know that most families would prefer that we not call at all. I have made these calls personally. I have experienced the hang-ups, the blocked calls, and frankly sometimes unfortunate comments from those that do not want to hear from us.

I can also say that we would prefer to only call those that are inclined to serve their country in the Armed Forces. Fewer calls are better for both parties. After 20 years serving worldwide, in peace and war, I only ask that you invite me to a board meeting to hear from me why I hope that you modify this policy.

Thank you for your kind consideration.

Sincerely,
Lieutenant Colonel Oliver Karp
Commander, Milwaukee Recruiting Battalion

Referred to Legislation, Rules and Policies

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RESOLUTIONS

(Item 1) Action on a Request to Waive Board Rule 1.10, In Order to Give Public Hearing and Take Immediate Action on Resolution 2324R-009 by Directors Zombor and Herndon, on the MPS Funding Crisis

Background

Directors Zombor and Herndon have introduced the following resolution for the Board's consideration:

Resolution 2324R-009
Resolution to Address MPS Funding Crisis

By Directors Zombor and Herndon

WHEREAS, Board Governance Vision and Mission Policy 1.01 states that all district staff will be committed to providing an educational environment that is child-centered, supports achievement; and respects diversity and that schools will be safe, welcoming, well-maintained; and accessible community centers meeting the needs of all; and

WHEREAS, Quality education is a civil right and public responsibility; and

WHEREAS, Despite the State of Wisconsin having a $6 billion budget surplus, public school funding has failed to keep pace with inflation for over a decade; and

WHEREAS, Nearly 20% of all MPS students are students with disabilities; and

WHEREAS, Students with disabilities are significantly underfunded by the state by at least $50 million annually; and

WHEREAS, Options to reduce expenditures to fill the funding gap for the FY 2025 budget would have a negative impact on MPS students, families; and education workers; and

WHEREAS, Recent community listening sessions seeking input to address the MPS funding crisis have shown strong initial support for a referendum, now therefore, be it

RESOLVED, That the Board deems it desirable to seek a referendum to be held on Tuesday, April 2, 2024; and be it

FURTHER RESOLVED, That the Board directs the Administration to bring forward a recommendation for a referendum/ballot question during the January Board cycle; and be it

FURTHER RESOLVED, That the Board hereby authorizes the Administration and Office of Board Governance to take any preliminary steps needed, including seeking outside counsel if necessary, to prepare to take immediate action on a referendum election ballot initiative resolution in order to meet January election transmittal deadlines for the Spring Election.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.10 - Communications, Petitions, Resolutions for Referral

Recommendation

That the Milwaukee Board of School Directors
1. Waive Board Rule 1.10 in order to receive public comment and to take immediate action
2. Determine how it wishes to proceed relative to the resolution

Director Zombor moved to waive Board Rule 1.10 in order to receive public comment and to take immediate action. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Gokalgandhi, Jackson, O'Halloran, Zombor, and President Herndon – 6.
Noes – None – 0.

The Board having given public hearing, Director O'Halloran moved to adopt Resolution 2324R-009. The motion passed, the vote being as follows:

Ayes – Directors Garcia, Gokalgandhi, Jackson, O'Halloran, Zombor, and President Herndon – 6.
Noes – None – 0.

* * * * *

(Item 2) Introduction and Referral of Resolutions

Resolution 2324R-006
Menstrual Equity in Schools

By Directors Zombor and Gokalgandhi

WHEREAS, Administrative Policy 1.01 states that Milwaukee Public Schools will be safe, welcoming, well-maintained, and accessible community centers that meet the needs of all; and

WHEREAS, Seventy-five percent of MPS students are economically disadvantaged and menstrual health products are not covered by public health or nutrition benefits programs; and

WHEREAS, Access to menstrual products is a dignity and equity issue for Milwaukee Public School students; and

WHEREAS, Individuals living in poverty disproportionally suffer preventable infections or medical conditions as a result of reusing period products, using them longer than is recommended, or not use them at all; and

WHEREAS, Students who lack consistent access to menstrual health products may choose not to attend school to avoid wearing stained clothing or appear unhygienic; and

WHEREAS, Studies have found a correlation between a lack of menstrual health products being provided in school and students missing school or leaving school early; and

WHEREAS, A survey of high school students by Cotropia (2019) found that nearly 74 percent of respondents who reported needing a menstrual product at school were embarrassed to ask a staff member for the products; and

WHEREAS, Students should be able to access menstrual products without the stress or stigma associated with asking an adult for products; now, therefore, be it

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.

Referred to the Committee on Student Achievement and School Innovation

* * *

Resolution 2324R-007
Audit Review of Expulsion Process

By Director Zombor

WHEREAS, The Board has maintained a long-standing practice of annually adopting a resolution under Section 119.25 of the Wisconsin Statutes, to delegate the Board's expulsion authority to Independent Hearing Officers; and

WHEREAS, Expulsions orders may be reversed by the Department of Public Instruction if procedural requirements outlined in Wisconsin State Statues are not met; and

WHEREAS, Students and Parents/Guardians are not able to adequately exercise their due process rights if expulsion procedures are not followed; now, therefore be it

RESOLVED, That the Office of Board Governance – Audit Services, conduct a review of the MPS expulsion process; and, be it

FURTHER RESOLVED, That the scope of the review include consideration of:

- the extent to which the MPS expulsion process meets Wisconsin statutory requirements; and
- the extent to which appropriate processes are in place to ensure that:
    - o adequate notice requirements are being met in the expulsion hearing notification letter sent to pupils and guardians;
    - o the expellable offenses are valid and indicated in both the hearing notice and referenced in the written findings; due process hearing requirements are met;
    - o student rights to testify or waive that right are upheld;

o that law enforcement records will not constitute the sole basis for expulsion;
o that proper minutes and/or recordings are kept of hearings; and
o that expulsion orders include required findings; and, be it

FURTHER RESOLVED, That the review shall also consider the extent to which Administrative Policy and Procedure 8.32, Student Expulsions align to the Wisconsin statutory requirements.

Referred to the Committee on Accountability, Finance and Personnel

* * *

Resolution 2324R-010

By Director Gokalgandhi

WHEREAS, The powers and duties of the Board are defined in law, and these definitions state or imply that the Board has full power to operate the local public schools as it deems fit in compliance with state and federal mandates; and

WHEREAS, The Board adheres to the "division of labor" principles implicit in the organization of public education that assigns legislative, policy-making, and judicial functions to the Board; and

WHEREAS, The Board's determination of policy includes the delegation of authority to proper personnel to ensure that others follow the District's policies; and

WHEREAS, The Board recognizes the importance of an independent audit function in monitoring policy compliance in the District and codifies its commitment to an independent audit function in Board Governance Policy 2.12; and

WHEREAS, Other large urban districts have further ensured the independence of its audit function by organizing it as separate from any other District operation; and

WHEREAS, The Board's delegation of authority through its Office of Accountability and Efficiency most closely satisfies this independence from any other District operation; now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency (OAE) to lead the development a plan for the reorganization of the audit function under the OAE, with input from the Office of Board Governance and Audit Services; and, be it

FURTHER RESOLVED, That this plan include, but not be limited to, addressing the following considerations:
District policies and procedures; and
Administrative functions; and
Best practices; and, be it

FURTHER RESOLVED, That this plan be brought back to the Board no later than the February 2024 Board cycle.

Referred to the Committee on Strategic Planning and Budget

The Board adjourned at 6:30 p.m.

JILL M. KAWALA

Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 11, 2024

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

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

The Secretary read the following call of the meeting:

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.

SPECIAL BOARD MEETING
5:30 P.M., Thursday, January 11, 2024

1. Action on a Request to Approve a Resolution Providing for a Referendum Election on the Question of the Approval of a Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes

2. Action on a Request to Approve a Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes

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., Thursday, January 11, 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; or By Fax: (414) 475-8071.

Written comments received before 3:00 P.M., Thursday, January 11, 2024, will be forwarded to the Board for its consideration.

JILL M. KAWALA
Interim Director/Board Clerk

(Item 1) Action on a Request to Approve a Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes

Background

At its meeting of December 21, 2023, the Board adopted Resolution 2324R-009 by Directors Zombor and Herndon. The resolution directed the Administration to bring a recommendation for a referendum/ballot question during the January Board cycle and to take any preliminary steps necessary to prepare to take immediate action on a referendum election ballot initiative resolution in order to meet January election transmittal deadlines for the Spring Election.

Options to exceed the revenue limit were presented 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

Admin Policy 3.01 - Annual Operating Budget

Recommendation

The Administration recommends that the Board approve the resolution authorizing the school District budget to exceed revenue limit for recurring purposes Option III as included in the attachment.

The gavel was passed to Vice-President Gokalgandhi at 6:31 p.m. and returned to President Herndon at 6:39 p.m.

Director Zombor moved to adopt Resolution Option 3, which reads:

> BE IT RESOLVED by the Milwaukee Board of School Directors of the Milwaukee Public Schools, Milwaukee and Washington Counties, Wisconsin that the revenues included in the School District budget be authorized to exceed the revenue limit specified in Section 121.91, Wisconsin Statutes, by $132 million for the 2024-2025 school year; by an additional $51 million for the 2025-2026 school year; by an additional $47 million for the 2026-2027 school year; and by an additional $14 million (for a total of $244 million) for the 2027-2028 school year and thereafter, for the recurring purposes of sustaining educational programming, including offering career and technical education programs, attracting and retaining certified educators, and further improving art, music, physical education and language programs.

Director Gokalgandhi moved a substitute, to adopt Resolution Option 2, which reads:

> BE IT RESOLVED by the Milwaukee Board of School Directors of the Milwaukee Public Schools, Milwaukee and Washington Counties, Wisconsin that the revenues included in the School District budget be authorized to exceed the revenue limit specified in Section 121.91, Wisconsin Statutes, by $140 million for the 2024-2025 school year; by an additional $51 million for the 2025-2026 school year; by an additional $47 million for the 2026-2027 school year; and by an additional $14 million (for a total of $252 million) for the 2027-2028 school year and thereafter, for the recurring purposes of sustaining educational programming, including offering career and technical education programs, attracting and retaining certified educators, and further improving art, music, physical education and language programs.

The substitute motion was approved, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – Director Jackson – 1.

Abstentions – Director Carr – 1.

(Item 2) Action on a Request to Approve a Resolution Providing for a Referendum Election on the Question of the Approval of a Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes

Background

At its meeting of December 21, 2023, the Board adopted Resolution 2324R-009 by Directors Zombor and Herndon. The resolution directed the Administration to bring a recommendation for a referendum/ballot question during the January Board cycle and to take any preliminary steps necessary to prepare to take immediate action on a referendum election ballot initiative resolution in order to meet January election transmittal deadlines for the Spring Election.

Options for authorizing a referendum election on the question of exceeding the revenue limit 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, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Recommendation

The administration recommends that the Board approve a resolution providing for a referendum election on the question of the resolution authorizing the school District budget to exceed the revenue limit for recurring purposes that corresponds to the option previously determined in Item 1.

Director Gokalgandhi moved approval of a resolution providing for a referendum election on the question of the approval of a resolution authorizing the school District budget to exceed the revenue limit for recurring purposes, worded as follows:

WHEREAS, the Milwaukee Board of School Directors of the Milwaukee Public Schools, Milwaukee and Washington Counties, Wisconsin (the "District"), has heretofore duly adopted a resolution entitled: "Resolution Authorizing the School District Budget to Exceed Revenue Limit for Recurring Purposes" (the "Revenue Limit Resolution"); and

WHEREAS, the Milwaukee Board of School Directors deems it to be desirable and in the best interest of the District to direct the Board Clerk to submit the Revenue Limit Resolution to the electors for approval or rejection at the regularly scheduled election to be held on April 2, 2024.

NOW, THEREFORE, BE IT RESOLVED by the Milwaukee Board of School Directors of the District as follows:

Section 1. Referendum Election Date. The Board Clerk is hereby directed to call a referendum election to be held in the District at the regularly scheduled election to be held on April 2, 2024 for the purpose of submitting to the qualified electors of the District the proposition of whether the Revenue Limit Resolution shall be approved.

Section 2. Notice to Electors. The Board Clerk is directed to give notice by:

a. causing a Notice of Election in substantially the form attached hereto as Exhibit A to be published in the Milwaukee Journal Sentinel in the issue published on the fourth Tuesday before the referendum election.
b. causing a Notice of Referendum (which includes the facsimile of the sample ballot) in substantially the form attached hereto as Exhibit B to be published in the Milwaukee Journal Sentinel in the issue published immediately preceding

the referendum election. This Notice shall also be posted in each polling place on election day.

If any of the polling places within the District use an electronic voting system employing a ballot label and ballot card, the Notice of Referendum set forth in Exhibit B shall also include a true, actual-size copy of the ballot label and ballot card in the form in which they will appear on election day.

Section 3. Polling Places and Hours. The District electors must vote at the referendum election at the times and polling places at which they cast their ballots in regularly scheduled elections.

Section 4. Referendum Election Officials. The election officials appointed in each of the municipalities within the District shall conduct the election.

Section 5. Official Referendum Ballot Form. The ballot to be used at the referendum election shall be prepared in accordance with the provisions of Sections 5.64(2) and 7.08(1)(a), Wisconsin Statutes. The ballot shall be substantially in the form attached hereto as Exhibit C.

The Board Clerk shall cause to be printed sufficient ballots for use at said referendum election, both as actual ballots in those polling places which do not use voting machines and as absentee ballots where voting machines are used and as specimen ballots (the latter to be of a different and easily identifiable color from the actual ballot). The form of the ballot shall be filed with the official or agency responsible for providing the ballots for the election, and the Board Clerk shall file a copy of the ballot with the clerk of each county having territory within the District, as soon as possible after the date hereof but in no event later than 70 days prior to the election, as provided in Section 8.37, Wisconsin Statutes. If the District prepares the ballots, they should be delivered to the municipal clerks running the election at least 25 days prior to the election, to allow the municipal clerks to comply with their obligation to provide absentee ballots under Section 7.15, Wisconsin Statutes.

The municipal clerks of the municipalities within the District shall receive applications for absentee ballots and initial the same when issued to qualified absentee voters.

Section 6. Canvass. The municipal board of canvassers or election commissioners shall determine the results of the referendum and shall file a written statement and detelinination of the results of the referendum in the office of the City Clerk or board of election commissioners.

Section 7. DPI Notice. Pursuant to the provisions of Section 121.91(3), Wisconsin Statutes, the Board Clerk shall notify the Department of Public Instruction of the date of the referendum election and shall provide the Department with copies of the Revenue Limit Resolution within 10 days after the adoption of the Revenue Limit Resolution and shall further notify the Department of the results of the referendum within 10 days following the election using the method prescribed by the Department.

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.
Abstentions – Director Carr – 1.

The Board adjourned at 8:13 p.m.

JILL M. KAWALA
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 25, 2024

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

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

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

- Jeffery Bolle, a School Counselor from Milwaukee High School of the Arts
- Janice Gaffney, a retired Food Service Assistant from Audubon Middle School
- D'yahi Garner, a student from Thurston Woods
- Darren Hatchett, a student from Madison
- Eileen Hersh, a retired School Secretary
- Austin Orlowski, a student from Hamilton

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of December 2023 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

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities under way 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.

MPS Celebrates the Birthday of Dr. Martin Luther King, Jr.

January 15, 2024, was Dr. Martin Luther King, Jr's. birthday. This national holiday was observed throughout the country with a variety of celebrations including speech contests, arts programs, and community outreach. Dr. King would have been 95 years old this year.

MPS students and families observed this important holiday by participating in honorary services, attending celebrations, reading books, watching documentaries, and engaging in conversations about Dr. King's legacy.

On January 15, Dr. King's birthday was highlighted with the 40th Annual Dr. Martin Luther King, Jr. celebration, sponsored by the Marcus Center for the Performing Arts. This annual event included recognition of the 40th Annual Dr. Martin Luther King, Jr. Art, Speech, and Writing Contest participants. Milwaukee Public Schools students participated and engaged in this magnificent opportunity. This year's contest theme was "What Affects One...Affects All."

The following are the MPS students who placed in the contest:

Art Contest Winners

Category	Student	Place	School
K-2	Akeela Walker	1st	Milwaukee. German Immersion
	Faith Skreland	2nd	Milwaukee. German Immersion
3-5	Amya Ramos	1st	Burbank Elementary
	Rana Arlwais	2nd	I.D.E.A.L. School
	Emma Vang	3rd	Kluge Elementary
6-8	Rinlanee Xiong	1st	Wedgewood Park International
	Claire Cruz	2nd	Wedgewood Park International
9-12	Geraldine Muldonado	1st	Obama SCTE
	Paw Wah Ker Boh	3rd	Milwaukee High School of the Arts

Speech Contest

Category	Student	Place	School
K-2	Cameron Barki	1st	Lowell Elementary
	Haniah Cross	3rd	Craig Montessori
3-4	Eddie Smith	1st	Craig Montessori
	Zebdee Larfeeva	2nd	Golda Meir School
	Ashe Henry	3rd	Lowell Elementary
5-6	Zaida Smith	1st	Clemens Elementary
	Renad Kabashi	2nd	Golda Meir School
	Priscilla Nsau	3rd	Lowell Elementary
7-8	Victoria Gagliano	1st	Alcott Elementary
	Dahlia Santiago	2nd	Golda Meir School
	Bibi Mohamed Yunus	3rd	Victory Elementary
9-10	Dadria Veal	3rd	Golda Meir School
11-12	Nevaeha Tarver	1st	Golda Meir School
	Jonah Denae	2nd	Milwaukee High School of the Arts

Writing Contest

Category	Student	Place	School
2-3	Khalise Warren	1st	Kluge Elementary
	Lore'al Douglas	2nd	Kluge Elementary
	Gianna Rivera	3rd	Honey Creek Elementary
4-5	Journee Grandberry	1st	Clemens Elementary
	Amere Brewer	2nd	Clemens Elementary
	Renad Kabashi	3rd	Golda Meir School
6	Meadow Mertes	1st	Fernwood Montessori
	June Rickman	2nd	Fernwood Montessori
	Layla Parker	3rd	Fernwood Montessori
7-8	Mylah Monk	1st	Congress Elementary
	Gu Za Nar	2nd	Victory Elementary
	Michael Tempesta	3rd	Burdick Elementary
9-10	Isaiah Washington	1st	Riverside University High School
	Abdul Sarip	2nd	Riverside University High School
	Bruce Harris	3rd	Riverside University High School
11-12	Kimberly Martinez-Sierra		Golda Meir School

Hats Off to Milwaukee Public Schools Winter Graduates!

On January 20, 2024, MPS hosted the winter graduation ceremony, recognizing more than 120 graduates.

We remind students that graduation is a time of celebration and planning next steps. To continue supporting our graduates during this time, graduates will continue to have access to the College and Career Centers, where they can receive assistance with completing the Free Application for Federal Student Aid (FAFSA) application; applying for college admissions, grants, and scholarships; and exploring opportunities such as building trades, military service, and youth apprenticeships.

We encourage all students and graduates to complete the 2024–25 FAFSA to take full advantage of the process and to get their forms in as soon as possible to help maximize the offers they receive.

MPS congratulates these graduates and wishes them a bright and successful future!

The City Review – Milwaukee City Conference

The Milwaukee City Conference hosted the ninth edition of The City Review on January 20 at Marquette University's Al McGuire Center.

Participating in The City Review is one of the highlights of the season for everyone involved, including student-athletes, coaches, parents, referees, fans, and sponsors. The atmosphere was electrifying as the crowd cheered and music resonated throughout the gymnasium. Energy was high, and the audience let it be known who they came to see.

This year's competing teams:

· Golda Meir Owls vs. Hamilton Wildcats (girls)
· Audubon Cardinals vs. Golda Meir Owls (boys)
· Washington Purgolders vs. Milwaukee School of Languages Hawks (girls)
· Rufus King Generals vs. North Division Blue Devils (boys)
· Marshall Eagles vs. Carmen Northwest Eagles (boys)

The teams fought valiantly for a win! Congratulations to this year's City Review winners. We commend all of our teams for their sportsmanship and determination for a win.

We are already looking forward to next year's City Review and double the number of fans.

MPS Kindergarten Enrollment Fair Coming February 3, 2024

MPS will host its annual Kindergarten Enrollment Fair at South Division High School, where families will learn about individual schools and meet the school's administrators and educators. Families will also be able to make a school selection and enroll their children at the fair.

Mark your calendar to attend on Saturday, February 3, 2024, from 9:00 a.m. to noon.

Head Start

Preschool is available through the federal Head Start program for families that meet income limits. Head Start prepares children for school and teaches important early skills.

Kindergarten

Three-year-old kindergarten: Programs are available at some schools. Children must turn three by September 1, 2024, to be eligible.

Four-year-old kindergarten: Programs are available at most schools across the District. Children must turn four by September 1, 2024, to be eligible.

Five-year-old kindergarten: Programs are available at most schools across the District. Children must turn five by September 1, 2024, to be eligible.

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).

This item was deferred to the end of the meeting.

* * * * *

(Item 2) Monthly Report, with Possible Action on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

The State is now sitting on an overall balance of $6.7 billion as it continues to underfund its own recommendations to support English learners, students with disabilities and students challenged by poverty. We anticipate an additional fiscal update in January of 2024.

Updates regarding legislative maps, WASB presentations, District referenda and issues at the legislative level 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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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 December 9, 2023 and January 13, 2024, Accountability and Efficiency Services fulfilled three requests for special projects. Accountability and Efficiency Services also completed one constituent inquiries and satisfied three impartial hearing officer (IHO) 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 the reporting period, Contract Compliance Services (CCS) staff members focused on our Student Engagement Programming.

Since the last month's report, six students were referred out for interviews. Four were hired in the following career industries: administrative services, construction, culinary arts, and library management.

CCS continues to partner with departmental and internal sponsors to create additional internships and work-based learning opportunities for our high school students. For example, CCS staff are collaborating with Career and Technical Education staff in their Strategic Planning Committee meetings to discuss best practices and resource alignment in support of providing even more employment opportunities to high school students.

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

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 ten 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 the following dates and times:

January 3, 2024, @ 10:00 a.m., 11:00 a.m.
January 5, 2024, @ 10:00 a.m., 11:00 a.m., 12:00 p.m.
January 8, 2024, @ 9:00 a.m., 10:00 a.m., 11:00 a.m., 12:00 p.m.
January 19, 2024, @ 12:00 p.m.

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

Ayes — Directors Carr, 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 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.

Item Six, Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, Equipment Purchase and Contract Modification Recommendation has been set aside at the request of the Administration.

President Herndon recused herself from the following items:

Item One, 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

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.

Separate consideration was requested of the following items from the Report of the Committee on Strategic Planning and Budget:

Item Six, Action on Resolution 2324R-010 by Director Gokalgandhi on Audit Reorganization, was set aside at the request of the Office of Accountability and Efficiency.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
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 Resignations and Retirements, Affirmative Action

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Martin Elliot	Building Service Helper I	12/18/2023	$17.17/hr.
1 John Fair	Building Service Helper I	12/04/2023	$21.75/hr.
2 Shadell Foster	Building Service Helper I	12/11/2023	$19.46/hr.
5 Reese Maynard	Building Service Helper I	12/11/2023	$17.74/hr.
2 Jasmine Mcknight	Building Service Helper I	12/11/2023	$17.17/hr.
2 Kenneth Perry	Building Service Helper I	12/18/2023	$17.17/hr.
2 Shalawn Tillis	Building Service Helper I	12/11/2023	$18.32/hr.
2 April Underwood-Moore	Building Service Helper I	12/11/2023	$19.46/hr.
2 Bria Bridges-Whitlow	Children's Health Assistant	12/20/2023	$21,831.58
2 Anastasia Jones	Children's Health Assistant	11/27/2023	$20,510.86
2 Pamela Robinson	Children's Health Assistant	11/27/2023	$22,493.08
2 Brandon Teague	Children's Health Assistant	12/18/2023	$22,493.08
2 Kayla Brookshire	Food Service Assistant	12/04/2023	$19.23/hr.
2 Moet Guy	Food Service Assistant	12/05/2023	$18.72/hr.
2 Betty Howard	Food Service Assistant	12/04/2023	$17.17/hr.
2 Diamond Jackson	Food Service Assistant	12/11/2023	$19.75/hr.
4 Maria Martinez	Food Service Assistant	11/30/2023	$17.17/hr.
2 Chaniya Nation	Food Service Assistant	12/04/2023	$18.20/hr.
5 Justize Nesbitt	Food Service Assistant	12/04/2023	$17.17/hr.
5 Tina Rehak	Food Service Assistant	12/11/2023	$17.69/hr.
2 Charlene Washington	Food Service Assistant	12/04/2023	$18.20/hr.
2 Louis Burrell	Paraprofessional	12/11/2023	$26,574.00
2 Welisha Frelow	Paraprofessional	12/04/2023	$21,339.00
2 Theresa Jones	Paraprofessional	12/11/2023	$23,435.00
2 Jasmine Porter	Paraprofessional	12/11/2023	$28,452.00
4 Noel Ray Ortega	Paraprofessional	12/04/2023	$24,211.00
2 Brandun Robinson	Paraprofessional	12/04/2023	$21,339.00
2 Kalita Smith	Paraprofessional	12/04/2023	$24,211.00
2 Raven Stevens	Paraprofessional	12/18/2023	$22,648.00
2 Myeisha Woodley	Paraprofessional	12/18/2023	$22,648.00
2 Tatyana Baker	School Safety Assistant	12/07/2023	$26,594.00
2 De'Andre Hannah	School Safety Assistant	12/07/2023	$26,594.00
2 Janay Ivory	School Safety Assistant	12/07/2023	$26,594.00
2 Lynasia Lee	School Safety Assistant	12/07/2023	$27,257.00
2 Rasheedah Mabry	School Safety Assistant	12/07/2023	$26,594.00

Name	Position and Salary	Date	Salary
2 Agil Malone	School Safety Assistant	12/07/2023	$26,594.00
2 Jovanna Marshall	School Safety Assistant	12/07/2023	$26,594.00
2 Ohajhee Moore	School Safety Assistant	12/07/2023	$26,594.00
2 Shernita Sanders	School Safety Assistant	12/07/2023	$26,594.00
2 Amir Segura	School Safety Assistant	12/07/2023	$26,594.00
2 Shaomi Smith	School Safety Assistant	12/07/2023	$27,257.00
2 Cordeliah Vales	School Safety Assistant	12/08/2023	$27,257.00
2 Matha Woods	School Safety Assistant	12/07/2023	$26,594.00
4 Jessica Esparza	School Secretary I – 10 Month	12/11/2023	$30,598.00
5 Kristin Johanneck	School Secretary I – 10 Month	12/11/2023	$39,250.00
2 Krisisma Robinson	School Secretary I – 10 Month	12/05/2023	$33,843.00
2 LiTayia Hightower	School Secretary I – 12 Month	12/11/2023	$38,548.22

PROMOTIONS

2 Phillip Martin	Boiler Attendant	11/13/2023	$51,596.58
5 Johnathan Ailant	School Engineer I	12/11/2023	$54,901.79
2 Lisa Batemon	School Engineer I	12/11/2023	$58,783.69
2 Dashaun Brister	School Engineer I	12/11/2023	$58,783.69
2 Howard Crook	School Engineer I	12/11/2023	$60,078.41
2 Christopher Gandy	School Engineer I	12/11/2023	$56,196.51
2 Francine Griffin	School Engineer I	12/11/2023	$57,490.10
2 Willie Harrison	School Engineer I	12/11/2023	$66,548.62
2 Demetrius Johnson	School Engineer I	12/11/2023	$57,490.10
5 Todd Mabbett	School Engineer I	12/11/2023	$62,666.72
2 Malcolm Rushing	School Engineer I	12/11/2023	$60,078.41
4 Maritzabel Saunders	School Engineer I	12/11/2023	$57,490.10
2 Charles Stevens	School Engineer I	12/11/2023	$60,078.41
2 Matthew Thomas	School Engineer I	12/11/2023	$57,490.10
2 Bennie Young	School Engineer I	12/11/2023	$56,196.51
2 Ora Collins	School Kitchen Manager Trainee	12/13/2023	$19.63/hr.
2 Keyana Jackson	Secretary II	12/11/2023	$46,012.89

REHIRES

2 Essie Bell	Food Service Assistant	12/04/2023	$21.29/hr.
2 Gregory Hill	Food Service Assistant	12/11/2023	$17.17/hr.
2 Nashena White	Food Service Assistant	12/04/2023	$19.75/hr.
4 Teresa Llamosa	Paraprofessional	12/11/2023	$23,435.00
2 Shafona Overton	Paraprofessional	12/05/2023	$31,003.00
4 Narcisa Valdez Reyes	Paraprofessional	12/11/2023	$27,349.00
2 Kreesha Doss	School Safety Assistant	12/07/2023	$26,594.00

Certified Appointments

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

5,nr	La Tona,Alan	01/BA	$49.836.00	1/8/2024	SPEC ED MULTICATEG.
5,nr	Matteson,Patricia	01/MA	$95,023.00	12/4/2023	GEN ELEM & K8 - ALL GRADES

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER EARLY START

4,r	Suarez,Hendrick	01/MA	$95,023.00	11/30/2023	FOREIGN LANGUAGE

ACTION ON CERTIFICATED APPOINTMENTS -EMPLOYMENT TRAINING SPECIALIST

5,nr	Hipenbecker,Robert J	1C/BA	$86,775.00	12/12/2023	STW- C.D.- MILD/MODERATE

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER

2,nr	Bransdorf,Philip	XX/4W2	$49,836.00	12/4/2023	DAY TO DAY TEACHER
2,r	Chiazor,Chuchu	XX/4W2	$49,860.00	12/11/2023	DAY TO DAY TEACHER
2,r	Florey,Isiah	XX/4W2	$49,836.00	12/11/2023	DAY TO DAY TEACHER
2,r	Goodluck,Yusuf K	XX/4W2	$49,860.00	11/13/2023	GEN ELEM & K8 - ALL GRADES
2,r	Jacob,David	XX/4W2	$49,860.00	12/11/2023	MUSIC
4,r	Navarro,Tatiana	XX/4W2	$49,860.00	11/30/2023	BILINGUAL EDUCATION
4,r	Ramos,Laura Marie	XX/4W2	$49,836.00	1/8/2024	GEN ELEM & K8 - ALL GRADES

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER EARLY START

4,r	Maruri,Constanza	XX/4W2	$49,860.00	11/30/2023	SCIENCE

Counts	*Male*	*Female*	Native American (1) *1*	African American (2) *2*	Asian/ Pacific Islander (3) *3*	Hispanic (4) *4*	White (5) *5*	Other (6) *6*	Two or More Ethnic Codes (8) *7*
Teachers	8	4	0	5	0	4	3	0	0
SSW's	0	1	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	8	5	0	5	0	4	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 December 2023:		
Gina DacQuisto	Maryland Ave Montessori	December 1, 2023
Omotola Afolabi	Marshall High School	December 8, 2023
Amanda Ratkovitch	Central Service Building	December 11, 2023
Padyn O'Keefe	Obama School	December 15, 2023
Amber Mahaffy	Neeskara School	December 19, 2023

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	7.3	5	Micaela Brand	Teacher	Hartford	12/04/2023
Personal	4.4	5	Pablo Bras	Teacher	Pulaski	12/22/2023
Other Work	2.3	5	Sophie Gay	Teacher	Kluge	12/21/2023
Retire	21.3	4	Lisbeth Glumm	Teacher	AAL	06/13/2024
Other Dist	1.0	5	Rachel Gremminger	OT	Central Svcs	01/10/2024
Personal	11.3	2	Jocelyn Lenoir	Spec Ed Sup	Central Svcs	01/01/2024
Personal	0.4	4	Dillon Menzies	Teacher	Roosevelt	12/18/2023
Other Dist	0.8	5	Todd Osterman	Teacher	Siefert	12/20/2023
Retire	31.2	4	Carmen Reyes	Teacher	Fratney	12/31/2023
Other Work	8.3	5	Meghan Sawdy	Teacher	Vincent	12/29/2023
Personal	0.2	2	Latasha Wilson	SST	Hartford	12/21/2023

Classified Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.1	2	Skiya Batton	Safety Asst	School Safety	12/15/2023
Personal	0.2	2	Theresa Buck	BSH I	Central Svcs	12/15/2023
Personal	2.4	2	Dekendria Edwards	Secretary I	Rufus King HS	01/05/2024
Personal	1.0	5	Samantha Garza Nagel	Para	Gaenslen	01/01/2024
Personal	7.3	2	Yvonne Goodgame	Para	Hartford	12/01/2023
Personal	5.4	2	Sylvester Hughes	Safety Asst	School Safety	12/28/2023
Retire	25.1	5	Pamela Kacala	Para	Bay View Mont	01/31/2024
Personal	0.4	2	Tyvion Kendrick LeSueur	Para	Congress	12/15/2023
Retire	37.6	5	Jerome Lange	Engineer II	Mitchell	12/19/2023
Personal	0.3	2	Quanita Madison	CHA	Gaenslen	12/29/2023
Other Dist	0.2	2	Kenniya Martin	CHA	Bethune	12/18/2023
Personal	1.2	2	Calvina Metcalfe	Payroll Asst	Central Svcs	12/18/2023
Retire	32.2	2	Justine Moss	FSA	Clarke	12/20/2023
Personal	1.1	2	Danisha Murrell Buie	Para	Longfellow	01/03/2024
Personal	0.3	4	Angelica Nazario Roman	FSA	Morgandale	12/20/2023
Personal	1.4	2	Erica Ramsey	BSH I	German Imm	12/08/2023
Personal	8.7	2	Denise Roscoe	Payroll Asst	Central Svcs	12/15/2023
Personal	1.0	2	Adia Simpson	Safety Asst	School Safety	12/08/2023
Retire	47.7	5	Priscilla Struck	Secretary I	Recreation	01/19/2024
Personal	0.2	1	Angelica Wacker	Para	Hartford	12/14/2023
Other Work	2.9	2	Ebony Whitmore	Para	Early Childhood	10/09/2023

Reasons

Other District – 3	(Classified – 1 Certificated – 2)
Other Work – 3	(Classified – 1 Certificated – 2)
Personal – 20	(Classified – 15 Certificated – 5)
Retirement – 6	(Classified – 4 Certificated – 2)

Monthly Personnel Report

The Affirmative Action monthly personnel transaction report for December 2023 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 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 Committees' reports, with President Herndon recusing herself.

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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

Background

Recommended for the Board's Approval are individuals to be promoted, appointed, or reassigned to the classifications indicated.

Administrative Appointments

(2)(r)	Shannon Jones	Director I, School Safety	Sch 03, Range 14A
		Office of the Chief of School Administration	$140,000
(2)(r)	Danita Tyler	Principal I, Lincoln Center of the Arts	Sch 03, Range 14T
		Office of the Chief of School Administration	$118,000
(5)(nr)	Kent Ritchie	Manager I, Grant Accounting	Sch 03, Range 11A
		Office of the Chief of Finance	$111,998
(2)(r)	Bernadette N Kiper	Assistant Principal III – Pulaski High School	Sch 03, Range 12C
		Office of the Chief of School Administration	$107,500
(2)(nr)	Randy Nichols	Assistant Principal I - King Elementary	Sch 03, Range 10C
		Office of the Chief of School Administration	$105,109
(5)(r)	Molly Mollet	Assistant Principal III –Vincent High School	Sch 03, Range 12C
		Office of the Chief of School Administration	$93,829
(2)(r)	Nathaniel Ramey	Assistant Principal III – Bay View High School	Sch 03, Range 12C
		Office of the Chief of School Administration	$84,443
(3)(r)	Yia Vang	Benefits Associate I	Sch 03, Range 03A
		Office of the Chief of Human Resources	$80,376
(2)(nr)	Sariah Merryfield	Assistant Principal, K-8 – Townsend	Sch 03, Range 10C
		Office of the Chief of School Administration	$75,448
(2)(r)	Vanessa Claypool	Analyst I, Milwaukee Public Schools Foundation	Sch 03, Range 05A
		Office of the Superintendent	$75,000
(2)(r)	Tamara Martinsek	Associate I, Volunteer Services	Sch 03, Range 03A
		Office of the Chief of Communications & School Performance	$55,993
(2)(r)	Brittany Hughes	Assistant II, Loss Prevention	Sch 03, Range 02A
		Office of the Chief of School Administration	$53,898

Recommended LTE Contracts

(2)(r)	Ann Marie Marshall	Milwaukee Partnership Grant: Coaching Cohort Facilitator	$50.00
		Office of the Chief of Academics	12/01/23 - 05/31/24
(5)(nr)	Liza Zalewski	School Psychologist	$50.00
		Office of the Chief of Academics	01/02/24 - 06/18/24
(5)(nr)	Christopher Stancato	School Psychologist	$50.00
		Office of the Chief of Academics	01/02/24 - 06/18/24
(2)(r)	Lolita Harden	Effectiveness Implementation Coach (EEIC) Mentor	$40.00
		Office of the Chief of School Administration	01/01/24 - 06/01/24
(4)(r)	Dr. Evelyn Resto	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	$40.00
		Office of the Chief of Academics	01/01/24 - 06/01/24

(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	$40.00
		Office of the Chief of Academics	01/01/24 - 06/30/24
(5)(r)	Karen Romantini	Refugee Student Service Provider	$35.00
		Office of the Chief of Academics	12/31/23 - 05/31/24
(6)(r)	Richard Faraj	Refugee Student Service Provider	$35.00
		Office of the Chief of Academics	12/31/23 - 05/31/24
(5)(r)	Stephen Sanders	IT Service Technician	$34.83
		Office of the Chief of Academics	02/01/24 - 08/30/24
(2)(nr)	Lawrence Ambrose	Band Instructor	$30.00
		Office of the Chief of School Administration	01/01/24 - 04/23/24
(5)(r)	Clara Tracy	Band Instructor	$30.00
		Office of the Chief of School Administration	10/23/23 - 04/23/24
(5)(r)	Alexandra Zach	Band Instructor/GEN	$30.00
		Office of the Chief of School Administration	01/02/24 - 05/23/24
(5)(r)	Paul Westfahl	Percussion Specialist, Ronald Regan	$30.00
		Office of the Chief of School Administration	01/01/24 - 05/24/24
(5)(nr)	Michelle Wielebski	Teals Support	$30.00
		Office of the Chief of School Administration	01/01/24 - 06/30/24
(5)(r)	Julie Kenny	Climate Assistant	$25.00
		Office of the Chief of School Administration	01/01/24 - 06/30/24
(5)(nr)	Amelia Ferrante	Dance Instruction Support	$20.00
		Office of the Chief of School Administration	10/23/23 - 04/23/24

Codes

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 FY24 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.

Having previously recused herself, President Herndon passed the gavel to Vice-President Gokalgandhi.

Director O'Halloran moved to approve the "second revised" appointment list, presented under separate cover. The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, and Zombor — 8.
Noes — None.
Recused - President Herndon – 1.

The gavel was returned to President Herndon.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Reports on Change Orders In Excess Of $25,000; Acceptance of the 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

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 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 to the minutes of your Committees meeting. 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
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 Reverend * Dee M. Anderson	100.00	Support the Holiday party
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
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
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!
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 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 4) 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 1120 Authorization to Enter into a Blanket Contract with Goodwill TalentBridge, LLC for Contingent Staffing Services

The Administration is requesting authorization to enter into a blanket contract with Goodwill TalentBridge, LLC ("Goodwill") for contingent staffing services. This contractor will be used to deliver contingent staffing services for nonexecutive personnel (classified positions). Positions include, but are not limited to secretarial/clerical, food services, paraprofessionals, and children's health assistants to Milwaukee Public Schools.

As a result of the high volume of hiring the District is issuing a contract for contingent staffing, for classified positions, it is necessary to fill these positions temporarily while the recruitment and hiring process is completed.

Contractor was chosen pursuant to RFP 1120, which closed on November 21, 2023. The Contract will run from February 1, 2024, through January 31, 2027, and will not exceed $15,000,000.00.

Budget Code: 000-0-0-000-BL-ECTS..... $15,000,000.00

Goodwill TalentBridge, LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 4,504

Total # of Minorities 2,248

Total # of Women 2,667

HUB PARTICIPATION

Required 5%

Proposed..... 5%

$ Value $750,000

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 600 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 5) Action on Request to Waive Administrative Policy 3.09(9)(e) and Issue a Contract with Loomis Armored US, LLC d/b/a Loomis for Armored Car Services

Background

Exception Authorization to Enter into a Contract with Loomis Armored US, LLC dba Loomis for Armored Car Services for All MPS Schools

The Administration is requesting authorization to enter into a contract with Loomis Armored US, LLC dba Loomis to provide armored car services for all MPS Schools.

Loomis Armored US, LLC dba Loomis will be required to pick up sealed deposits of money, checks or other securities, sign the receipt at each school and deliver the deposits to local MPS-designated banks.

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 required pursuant to delivery date (Administrative Policy 3.09(7)(E)(1)(b)(vii).

The request to waive Administrative Policy 3.09 with respect to term limit is for services being more cost effective to MPS at a longer term.

This contract will run from March 1, 2024, through June 30, 2027 ("Initial Term") with the possibility of two one-year extensions based upon a review of various performance metrics to be rated by MPS personnel.

The total cost of the contract in the Initial Term will not exceed $770,000.00.

Budget Code: FSC-0-0-BSF-DW-EGSV (Banking – General Services) $770,000.00

Loomis Armored US, LLC dba Loomis

HUB PARTICIPATION

Required .....NA

Proposed.....NA

$ Value NA STUDENT ENGAGEMENT (hours per 12-month period)

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

Budget Code: FSC-0-0-BSF-DW-EGSV =$770,000.00

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 6) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, Equipment Purchase and Contract Modification Recommendation

Background

Listed below are the contracts recommended for the Board's approval at this meeting:

CONSTRUCTION CONTRACTS

FIRE ALARM REPLACEMENT

Rufus King High School

Prime Contractor

Wil-Surge Electric, Inc.

13201 West Silver Spring Road

Butler, WI 53007

Low Bidder, Base Bid of.....$1,972,258.00

HUB

Certified HUB Vendor?.....No

Total # of Employees 70

Total # of Minorities 7

Total # of Women 4

Required 0%

Submitted 0%

$ Value $0.00

COIN Required 0%

Student Engagement

Paid Employment (Required Hours) .....300 Hours

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

Funds are available for the Fire Alarm Replacement project from account code MBM 0A 9J4 FM ECNC (Project No 8158). The project contract start date is scheduled for January 26, 2024, and completion date is July 26, 2024.

FIRE ALARM REPLACEMENT

Milwaukee Sign Language School

Morse Middle School

Prime Contractor

Wil-Surge Electric, Inc.

13201 West Silver Spring Road

Butler, WI 53007

Low Bidder, Base Bid of.....$1,986,410.00

HUB

Certified HUB Vendor?.....No

Total # of Employees 70

Total # of Minorities 7

Total # of Women 4

Required 0%

Submitted 0%

$ Value $0.00

COIN Required 0%

Student Engagement

Paid Employment (Required Hours) .....300 Hours

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

Funds are available for the Fire Alarm Replacement project from account code MBM 0A 9J4 FM ECNC (Project No 8160). The project contract start date is scheduled for January 26, 2024, and completion date is July 26, 2024.

Total construction contract dollars awarded.....$3,958,668.00

Total dollars HUB participation $0.00

% of HUB participation..... 0%

% Minority employees within company..... 10%

% Women employees within company 5%

PROFESSIONAL SERVICES CONTRACTS

The Administration requests that the Board approve the following professional services contracts:

RFP #24-002 Tree Removal and Pruning Services – Various Sites

A Request for Quote (RFQ) was issued by Facilities and Maintenance Services to obtain a firm to provide Tree Removal and Pruning Services at Various Sites.

Selected Firms: CutNGo Trees, LLC

ESI Ltd.

Requested Expenditure Authority: Not to exceed $340,000.00

Contract Period: February 5, 2024 – February 7, 2025

Budget Code: Various

EQUIPMENT PURCHASE

JOHN DEERE TRACTORS

Building Operations - DFMS

Prime Contractor

Deere & Company

2000 John Deere Run

Cary, NC 27513

Base Bid of $118,311.70

Funds are available for the John Deere Tractors project under account code MTN 00 VRP 11 ERVH (Project No. 8832). Pricing provided by the Sourcewell Grounds Maintenance Contract 031121-DAC (PG NB CG 70).

CONTRACT MODIFICATION

Authorization to Increase a Contract with Hogan Environmental Cleaning, LLC, Integrity Environmental Services, Inc., KPH Environmental Corporation and Safe Abatement For Everyone, Inc. for Asbestos Abatement and Disposal Services.

The Administration is requesting approval to increase the expenditure authority with Hogan Environmental Cleaning, LLC, Integrity Environmental Services, Inc., KPH Environmental Corporation and Safe Abatement For Everyone, Inc. by an additional $1,000,000.00 per year for the second year of the contract for a total expenditure authority not to exceed $3,000,000.00 for each remaining year of the contract.

The vendors were chosen pursuant to RFP #374899-2 with a contract term of March 25, 2022, through March 24, 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 expenditures for:
Construction Contracts: Total Construction Contracts Requested = $3,958,668.00
Professional Services Contracts:
Total Professional Services Contracts Requested = Not to Exceed $340,000.000
Equipment Purchase: Total Equipment Purchase Requested = $118,311.70
Contract Modification:
Total Contract Modification Requested = $1,000,000.00 per year, not to exceed $3,000,000.00

Implementation and Assessment Plan

Upon Board Approval, the attached construction and professional services contracts, equipment purchase, and contract modification shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction and professional services contracts, equipment purchase, and contract modification.

Director Siemsen moved to approve the recommendation of the Administration, inclusive of the revised documents, presented under separate cover. 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.

* * * * *

(Item 7) Action on Approval of a Grant Application with the Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs

Background

The Administration is requesting authorization to encumber funds for fiscal years 2027 and 2028 on the contract with the Bicycle Federation of Wisconsin in furtherance of a grant obtained from the State of Wisconsin Department of Transportation, Contract coordinator and staff will teach MPS children at MPS sites how to walk and bike safely within the school community. The coordinator 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. This will supply the Safe Routes To School program with inventory for on-bike skills teaching. The High School Active Transportation Academy program will also be included in this scope of work. The MPS SRTS ATA will support high school students with training modules and mentorship in learning various aspects of alternative transportation. Students at MPS High Schools will participate in training, become peer mentors, and train fellow students in bike safety, leading rides, map routes, host events, and learn about infrastructure that supports safer alternative transportation.

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 15,000 students and has shown a 17% increase in safety knowledge. We have also already seen an increase in walking and biking by as much as 22% in some neighborhoods.

We have had the Safe Routes to School Program since 2004. MPS has been able to implement this program through the "Transportation Alternatives Program" from the Wisconsin Department of Transportation. CuiTent grant funding has been secured through Fiscal Year 2026. The grant that MPS submitted in October is for Fiscal Years 27 and 28. Therefore, the Administration requests authorization for funds for Year 1 which will run from July 1, 2026, through June 30, 2027, and Year 2 which will run from July 1, 2027 through June 30, 2028. The total cost of the contract in Year 1 will not exceed $303,650. The total cost of the contract in Year 2 will not exceed $303,650.
Budget Code (Year 1):

CSV-0-S-SA6-0W-ECTS - (Contracted Services) $242,920

HPE-O-I-LAM-DW-ECTS - (Contracted Services) $60,730

Budget Code (Year 2):

CSV-0-S-SA4-0W-ECTS (Contracted Services) $242,920

HPE-O-I-LAM-DW-ECTS , .. (Contracted Services) $60,730

Bicycle Federation of Wisconsin

HUB PARTICIPATION

Required 0%

Proposed 0%

$ Value N/A

STUDENT ENGAGEMENT

Paid Student Employment Hour Commitment: 0 HOURS/12-mo contract

Student Career Awareness Commitment: 0 HOURS /12-mo contract

SRTS MPS TAP Application Budget 2027-2028

Staff	Hours	Rate	Year 2027	Year 2028	Total
School Coordinator -MPS	250	45	$ 11,250.00	$ 11,250.00	$ 22,500.00
Program Manager -WBF	2800	64	$ 179,200.00	$ 179,200.00	$ 358,400.00
Instructors (BWI and Valid)- WBF	2400	38	$ 91,200.00	$ 91,200.00	$ 182,400 00
Total Staff			$ 281,650.00	$ 281,650.00	$ 563,300.00
Expenses			2027	2028	Total
Helmets, U-Haul rentals, encouragement supplies,			$ 22,000.00	$ 22,000.00	$ 44,000.00
Total Expenses			$ 22,000.00	$ 22,000.00	$ 44,000.00
Total Staff and Expenses			$ 303,650.00	$ 303,650.00	$ 607,300.00
Description			2027	2028	TOTAL
Requested total			$ 303,650.00	$ 303,650.00	$ 607,300.00
80% DOT			$ 242,920.00	$ 242,920.00	$ 485,840.00
20% MPS			$ 60,730.00	$ 60,730.00	$ 121,460.00

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

If the application is approved, MPS will receive a grant amount of $607,300.00. The required match is 20 percent ($60,730.00) in year one, ($60,730.00) in year two, for a total of $121,460.00. The grant application is attached to the minutes of your Committee's meeting.

Implementation and Assessment Plan

Upon approval by the Board, the application will be submitted.

Committee's Recommendation

Your Committee recommends the Board approve the grant application from the Wisconsin Department of Transportation supporting the Safe Routes to School grant application.

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

* * * * *

(Item 8) Action on a Request to Amend the MPS Retirement Plan Committee Charter

Background

In December 2022, the Milwaukee Board of School Directors approved the establishment of the Retirement Plan Committee, 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").

In order to remove ambiguity and establish clearer lines of responsibilities related to the committee's work, the Retirement Plan Committee, with the assistance of the Office of the City Attorney, took action on October 18, 2023 to authorize amending the committee charter.

The proposed amendments would add a part "B" to Appendix A, Section III – Plan Administration Responsibility, to read:

B. The Senior Director of the Milwaukee Public Schools Office of Human Resources Benefits, Pension, and Compensation or their equivalent and such staff as are provided and available shall carry out the duties as delegated from the Committee. Such delegation is made on a continuous basis to the Senior Director or their equivalent unless the Committee assigns, contracts, delegates otherwise, or reassign duties. The Committee shall continue oversight of such duties and the Senior Director or their equivalent shall report to Committee on a regular basis to assure continued compliance. The duties delegated include:

1. Analyzing and processing cases.
2. Responding to participant correspondence and vendor concerns.
3. Reconciling, remitting, and rebalancing pensionable funds and contributions.
4. Performing and assisting in audits and preparing financial statements.
5. Leading projects, system testing, and procedure and guide development.
6. Assisting Committee Chairman and preparing documents for Retirement Plan Committee meetings.

Other minor edits were made for readability and formatting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon approval by the Board, the Retirement Plan Committee will operate as set forth in the attachments.

Committee's Recommendation

Your Committee recommends the Board approve the charter amendments as indicated in the attachments.

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

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Herndon 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) Public Hearing and Possible Action on Communication 2324C-03, From Lieutenant Colonel Oliver Karp on a Request to Modify Administrative Policies Concerning Information Provided to Military Recruiters

Background

On December 6, 2023, the Office of Board Governance received the attached communication from Lieutenant Colonel Oliver Karp, Commander of the Milwaukee Army Recruiting Battalion.

Lieutenant Colonel Karp has requested that the Board give public hearing regarding the level of student information that is provided to military recruiters.

Dear School Board,

I am the commander for the Milwaukee Army Recruiting Battalion.

I would like to petition the school board to hear our request to modify the board's policy of not releasing all the data that we need to make our recruiting efforts more streamlined, cost effective, and less intrusive on students and family members.

The current policy, as I understand it, is that when the school District provides this military high school lists at the District level, the military recruiters only receive student name, address, and phone number, which does not include what school they are currently attending, since that would violate board policy.

From our perspective, we spend more time calling students from the list, randomly, to ascertain what school they attend than is strictly necessary from a recruiting perspective. Having all the names attached to the schools attended would result in fewer phone calls.

I can tell you from experience that making these calls isn't easy, nor is it something we enjoy doing. We know that most families would prefer that we not call at all. I have made these calls personally. I have experienced the hang-ups, the blocked calls, and frankly sometimes unfortunate comments from those that do not want to hear from us.

I can also say that we would prefer to only call those that are inclined to serve their country in the Armed Forces. Fewer calls are better for both parties. After 20 years serving worldwide, in peace and war, I only ask that you invite me to a board meeting to hear from me why I hope that you modify this policy.

Thank you for your kind consideration.

Sincerely,
Lieutenant Colonel Oliver Karp
Commander, Milwaukee Recruiting Battalion

Pursuant to Board Rule 1.10, this item has been forwarded to the Committee on Legislation, Rules and Policies for its consideration and report to the Board.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.42 - Student Records

Committee's Recommendation

Your Committee reports having given public hearing on this matter.
Your Committee recommends that the Board direct the Administration to:
1. Notify parents and guardians of their right to withhold student information from military recruiters at least one week before the school year begins by mailing the opt-out form and also sending a link to the form via email, text message, and social media.
2. Bring forward a recommendation to revise Administrative Policy 8.42, Student Records, no later than the March Board cycle, to ensure all directory information requests from military recruiters and/or institutions of higher education go through the Department of Student Services.

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

* * * * *

(Item 2) Action on Approval of Resolution 2324R-003 by Directors Herndon and Zombor, on Building Leases

Background

On September 28, 2023, Resolution 2324R-003 on Building Leases was introduced by Directors Herndon and Zombor.

The Resolved portion of Resolution 2324R-003 reads:

RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, to develop an Administrative Policy and Procedure for lease activities of existing District facilities; and, be it

FURTHER RESOLVED, That the activities addressed by the Policy and Procedure include, but not be limited to:

- how lease terms are developed;
- how lease rates are determined;
- how lease rates may be adjusted to account for inflation or increased market values;
- a lease template;
- how, and by whom, capital improvement credits are assigned, inspected, reviewed, and approved for rent credits by the Board;
- a closing checklist in the event a lease is terminated;
- how the Department of Facilities and Maintenance Services will monitor compliance with all terms of lease agreements; and, be it

FURTHER RESOLVED, That the Administration's lease policy and procedure reflect the current wishes of the Board, as set forth in Administrative Policy 5.01, to execute leases with the intent to eliminate all costs to the Board of School Directors; and, be it

FURTHER RESOLVED, That the Administration is to present these updated policies and procedures to the Board for approval no later than the February 2024 Board cycle.

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 is no fiscal impact at this time.

Implementation and Assessment Plan

Upon Board approval, The Administration will begin the process to bring back updated policies and procedures to the Board for approval no later than the May 2024 Board Cycle.

Committee's Recommendation

Your Committee recommends the Board approve Resolution 2324R-003 by Directors Herndon and Zombor on Building Leases with the recommended revisions as follows:

RESOLVED, That the Board direct the Administration, in consultation with the Office of Board Governance, ~~to develop an Administrative Policy and Procedure~~ to review Administrative Policy 5.01: Facilities and Administrative Procedure 5.01(3): Rentals and Services (Leases) for lease activities of existing District facilities; and, be it

FURTHER RESOLVED, That the ~~activities addressed by the Policy and Procedure include, but not be limited to~~ Administration bring back recommended revisions to the policy and procedure to address, at a minimum:

- how lease terms are developed;
- how lease rates are determined;
- how lease rates may be adjusted to account for inflation or increased market values;
- a lease template;
- how, and by whom, capital improvement credits are assigned, inspected, reviewed, and approved for rent credits by the Board;
- a closing checklist in the event a lease is terminated;

• how the Department of Facilities and Maintenance Services will monitor compliance with all terms of lease agreements; and, be it

FURTHER RESOLVED, That the Administration's lease policy and procedure reflect the current wishes of the Board, as set forth in Administrative Policy 5.01, to execute leases with the intent to eliminate all costs to the Board of School Directors; and, be it

FURTHER RESOLVED, That the Administration is to present these updated policies and procedures to the Board for approval no later than the ~~February~~ May 2024 Board cycle.

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 Reaffirm Administrative Policies 1.01: Vision, Mission, Core Beliefs and Goals and 2.11: School District Annual Report

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 Office of Board Governance, in consultation with the Administration have reviewed the following policies:
Administrative Policy 1.01: Vision, Mission, Core Beliefs, and Goals
Administrative Policy 2.11: School District Annual Report
Furthermore, it is recommended that the Board reaffirm this policy.

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 2.11 - School District Annual Report

Fiscal Impact Statement

No fiscal impact for this item.

Implementation and Assessment Plan

Administrative Policy 1.01: Vision, Mission, Core Beliefs, and Goals and
Administrative Policy 2.11: School District Annual Report will continue as written.

Committee's Recommendation

Your Committee recommends that the committee reaffirm Administrative Policy 1.01: Vision, Mission, Core Beliefs, and Goals and Administrative Policy 2.11: School District Annual Report as attached.

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 Carr 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 Family and Community Engagement: Special Education Training and Services for Families

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

Background

Milwaukee Public Schools and Wisconsin Statewide Parent–Educator Initiative (WSPEI) are working together to increase collaboration between families and schools to improve educational opportunities and increase resources for children with disabilities. WSPEI is a Department of Public Instruction initiative supporting the MPS Special Education Liaison for Families (SELF) program. This initiative works to create partnerships between families and educators for students with disabilities. MPS and WSPEI are collaborating to provide resource awareness, training, and information to families who have a child receiving Special Education services in the District. The Special Education Liaison for Families Program trains parents/guardians who want to volunteer their time to support and mentor other parents who have children with special needs to ensure families throughout the District are adequately prepared to help their children achieve long-term academic success.

SELF Program Training Content

- Special Education Topics
- Strategies to Engage Families
- Communication & Partnerships
- Navigating District Resources

Collaborative Community Partners

- Wisconsin Statewide Parent Educator Initiative (WSPEI)
- Cooperative Educational Service Agency (CESA#1)
- MPS Partnership Since 2015-16
- Initial Focus on Training Families of Children with Special Needs
- Professional Development for Parent Coordinators

Support and Mentoring

Support & Sustainability

- Funding for Parent Stipend
- Leveraging Parent Coordinators
- Training Sessions

SELF Monthly Check-Ins

- Department of Strategic Partnerships & Customer Service
- MPS Specialized Services Department
- WSPEI

Impact of the SELF Program

- Empowering Families
- Parents and Students Become Equal Individualized Education Plan (IEP) Team Members
- Growing Trust
- SELFs Assist Families Creating Trust at The School Level
- Share Knowledge with Families About:
    - Individualized Education Programs Problem-Solving
    - Resources
    - Unique Programming in MPS

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

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

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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

This work is aligned with the Five Priorities for Success with the vision of creating a positive school climate for all students. Schools utilize proactive strategies and interventions within a multi-tiered system of support to support all students and create an educational community and equitable school climate. School teams and administration use data to best practice strategies within Tier 1 supports and focusing on those demonstrating a need for additional intervention.

Enhancing Educational Communities and School Climate January 2024

A primary goal of the Milwaukee Public Schools is to reduce the discipline disproportionality during the 2023-2024 school year. The following is an update on the activities that support creating a positive and inclusive educational community and equitable school climate. The bi-monthly reporting for the 20232024 school year will focus on the following proactive pathways:

PBIS Tiered Interventions
Mental Wellness
Antiracism and Antibias
Restorative Practices

The Department of Student Services has created three self-paced modules for all school-based staff members to complete on disciplinary best practices. The first module focused on accurate documentation of discipline within Infinite Campus, the second module focused on accurately defining behaviors of chronic disruption, substantial disruption, and disorderly conduct, the third module will focus on a range of corrective measures to be utilized while handling discipline.

PBIS Tiered Interventions

Positive Behavioral Interventions and Supports (PBIS) is aligned to the MPS Strategic Plan Initiatives of Student Achievement and Graduation and Postsecondary Readiness.

During the months of November and December 2023, PBIS offered the following District professional development sessions:

Date	Audience	Session
November 2, 2023	Classroom teachers	PBIS Strategies that Increase Engagement
November 4, 2023	Milwaukee Recreation	A Multi-tiered System of Support

November 14, 2023	Parent Coordinators	PBIS: Connecting Families
December 4, 2023	PBIS Team Members	PBIS Refresher
December 6, 2023	Principals	PBIS Walkthrough Rubric
December 12, 2023	Parent Coordinators	PBIS in the School Improvement Plan
December 13, 2023	Assistant Principals	PBIS Walkthrough Rubric

All schools have a PBIS team and building intervention team that are required to meet monthly. PBIS coaches continue to support this work and coach teams to ensure that students are receiving the support they need to be successful. Coaches are currently using the District's Tier 2 flowchart to support teams with matching students with the appropriate interventions.

December marked the start of the PBIS classroom walkthrough rubric. The PBIS classroom walkthrough rubric was created due to the high number of requests by administrators for classroom coaching around behavior and the need to have consistent expectations for classroom behavior. This data can be used as evidence in the Continuous School Improvement Plan. Implementation of the walkthrough rubric will occur throughout the school year.

Mental Wellness

Mental wellness activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement and Staff-Morale & Professional Learning.

The Violence Prevention (VP) team continues to focus 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 and respectful learning environments.

Two full three-day Classroom Organization and Management Program (COMP) sessions have been completed, training approximately 40 teachers in research-based practices for room arrangement, rules and procedures, student accountability systems, and managing a variety of instructional formats. The third session of COMP began in December with 25 additional participants attending. All COMP follow-up days have also concluded for those who attended COMP training over the summer, resulting in 101 participants earning COMP certification. These participants represented 52 schools and impacted a total of 9,046 students.

The VP team has been training schools and departments on a variety of topics related to social and emotional learning (SEL) and trauma sensitive strategies. The staff at Milwaukee French Immersion participated in a three-part series on explicitly connecting SEL and academic instruction. The staff at Milwaukee Spanish Immersion have participated in two sessions of a four-part series on responsive classroom management strategies. Our school psychology practicum students have received training in trauma sensitive schools, the staff at Honey Creek received training on bullying prevention, the City Year staff who serve our students received training on Youth Mental Health First Aid, and several schools received Second Step training to ensure they have what is needed to implement the curriculum. Finally, the second session of Compassion Resilience for school administrators occurred at the November PLI, that focused on the cycle of compassion fatigue and compassion satisfaction.

The implementation phase of the MPS RISE grant is well underway at each of the six grant schools: Clemens, Fifty-Third, Forest Home, Milwaukee High School of the Arts, Milwaukee School of Languages, and Riverwest. At Fifty-Third Street School, staff have engaged in two sessions of a six-part series on relationship building strategies. Staff at Riverwest have begun to implement regulation spaces in their classrooms and plans are being developed for an additional focus on staff wellness. Throughout their grade level planning meetings, teachers at Milwaukee High School of the Arts are participating in ongoing trauma sensitive schools training. Riverwest and Forest Home have been hosting family events which prioritize mental wellness and how families can support the wellness of their children.

Antiracism & Antibias

Antiracism & antibias activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement, Staff-Morale, and Professional Learning.

Each month the Climate Equity Liaisons at every school receive best practice for interrupting bias and addressing discipline disproportionality. In December additional best practices regarding creating authentic relationships with students of color were shared. Some strategies included pronouncing names correctly, getting to know students individually, presenting history and culture in ways that are affirming, among other strategies. The Climate Equity Liaisons have also received additional examples of the classroom strategy of creating a recovery area of cool down space in the classroom. These spaces can be used for students to stay within the educational classroom but momentarily cool down or recover their emotions away from other students or the stimulus causing concerns.

Student Discipline Committees (SDC) continue to meet monthly at the 30 middle and high schools across the District. In November, all SDC's identified an area of focus that they will be researching further throughout the year. These committees are organized as a Professional Learning Community (PLC) that will be researching this area of concern further and gathering additional insight from other students at the school. This work is culminating at our Student Leadership Summit in April 2024 where each committee will present their findings and recommendation.

Throughout the 2023-2024 school year, there will be continued facilitation of the Courageous Conversations about Race Exploration seminars for all MPS staff members. We are continuing with the three-year plan for all MPS staff members to attend the one-day seminar prior to March 1, 2024. In November a team of Courageous Conversations about Race Facilitators attended the National Summit for Courageous Conversations. At this summit, Milwaukee Public Schools was awarded the Grace Lee Boggs Courageous Conversations Certification Partnership Award for our continued efforts with integrating the protocols systemically with all MPS staff members.

In addition, the District Equity Leadership Team (DELT) has been meeting monthly to utilize Courageous Conversations protocols to have conversations regarding District policy, practices, and systems through a lens of race and equity. The DELT has created subcommittees working towards building racial equity including a student-centered equity walk through at pilot schools, integration into School Improvement Plans, integration of Courageous Conversations protocols within District institutes, meetings and professional development, and quantitative and qualitative data triangulation. We will be hosting our second Beyond Diversity two-day seminar in February 2024. Beyond Diversity is the nationally presented seminar from Courageous Conversations about Race. Participants engage in deep rooted conversations with the Courageous Conversations Compass, Four Agreements and Six Conditions towards addressing racial equity throughout an organization. There will be additional sessions hosted over the summer.

Below you will find updates on the implementation of Courageous Conversations about Race and the progress.

Timeline	Number of Sessions Held
March 2021-July 2021	17
August 2021-July 2022	31
August 2022-June 2023	46
August 2023-February 2024	36
Total for Three-Year Plan	130
Total Staff who have attended	9,200

Restorative Practices

Restorative Practices Department activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement, Staff Moral and Professional Learning.

During the month of December 2023, the Restorative Practices (RP) Department continued to meet with and completed all partnership school meetings. In these meetings, department administration reviewed with principals, restorative practices implementation team members and our restorative practices coaches the exploration cohort expectations as well as the coaching site agreements once a coach is assigned to a building. Additionally, twice a month evening cohort session have been held for the Restorative Practices Implementation Team (RPIT) members after school. Each month there is a themed session facilitated for elementary schools and a session for middle and high schools. In December 2023, the department is hosted a celebratory event where all partnership schools came together to share stories of success from the first semester. Along with the monthly cohort sessions, RP coaches conduct twice a month site visits to schools in the exploration cohort. One meeting is meant to expand on the training received during the evening session. The second meeting is focused on school specific needs and practices.

The Restorative Practices Department has developed a new day-long training course for RP partnership schools. This is day one of a five-day training series for school and District staff. Day one is entitled Racial Justice and Equity: A Deep Dive into Restorative Practices. This training takes several critical elements from Courageous Conversations about Race and uses restorative processes to deepen the learning. This first day is meant to be a critical self-reflection on oneself as an educator and on how to show up for students. Throughout the month of December, the Restorative Practices Department hosted four sessions with staff from RP partnership schools, the Department of Student Services, the Office of Chief of Staff, PBIS and the Violence Prevention Program. There will be additional training dates offered in January.

Next Steps

Looking forward, we are planning the following activities:

Monthly cohorts of Courageous Conversations about Race

Completion of Phase 1 of three-year plan for all MPS staff members to attend Courageous Conversations about Race

Facilitating Historical Trauma professional development sessions

Sessions on trauma sensitive practices and compassion resilience

Monthly Data Review

The use of specific strategies for classroom managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies through December 20, 2023, can be found below.

Strategy	Total
BB: Brain Breaks	565
BC: Behavior Contract	506
BR: Rewind/Broken Record	801
BT: Buddy Classroom	2426
C: Community Service	92
CP: Collect Property	1141
EO: Engagement opportunities	655
GO: Go Guardian	251
IW: Independent work	309
M: Mindfulness	432
MS: Move their seat	2622
OO: One on one conversation	25545
P: Proximity Control	4200
P5: Praise 5:1	151
PC: Parent Contact	15801
PI: Planned ignoring	3895
Redirection	15010
RA: Recovery area (within room)	1456
RB: Referral to BIT	307
RC: Restorative conversation	1225
RE: Restorative Circle	74
Secret Signal	77
SC: Support staff consultation	6799
SM: Self-monitoring	399
Tangible Acknowledgement System	553
TS: Reflection sheet	603
V: VABB	27

All schools have a Building Intervention Team (BIT) whose team members ensure students in need of additional support are offered within the PBIS framework of Tier 2 and Tier 3 interventions. Below are the number of Tier 2 and Tier 3 interventions provided throughout the 2023-2024 school year.

The following table shows total suspension events by race for year-to-date through December 20, 2023.Tier 2/Tier 3

Intervention	Students
Check-In/Check-Out (CICO)	1363
Individualized CICO	439
Social Academic Instructional Group (SAIG)	910
Behavior Assessment/ Intervention Plan (BAIP)	126
FBA/BIP	193
Educational Wraparound	31
RENEW	46

Behavior	Hispanic	Am. Indian	Asian	Black	Pac. Islander	White	Multiple	Grand Total

Total Suspensions	1,519	44	97	8272	3	235	415	1,0585

The following table shows total suspension events by grade level through October 24, 2023.

K4-K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
61	110	162	266	378	545	1052
7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	
1358	1452	2839	1359	718	285	

The following alternatives to suspension were utilized by administrators from year-to-date through December 20, 2023.

Alternatives to Suspension Utilized	Total
Conference	805
Counsel	6595
Detention	625
Mediation	354
Referral to Building Intervention Team	125
Referral to Support Staff	164
Repairing Harm Circle	104
Restorative Conference	259

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

N/A

Implementation and Assessment Plan

N/A

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

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(Item 3) Report with Possible Action on the Nita M. Lowey 21st Century Community Learning Center Evaluation Report

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

Background

In collaboration with eight community-based organizations, the Milwaukee Public Schools (MPS) serves as the Lead Education Agency (LEA) for the District's forty (40) Nita M. Lowey 21st Century Community Learning Centers (21CCLCs). These federally funded before/after-school programs are specifically designed to address the academic and social-emotional needs of students during out-of-school time.

The 21CCLCs operate with a focus on aligning their activities with the educational goals of the regular school day. As a recipient of 21CCLC funding, MPS has a responsibility to monitor and assess progress toward established objectives for program performance. Moreover, the LEA is obligated to produce and publish an annual evaluation that not only demonstrates advancements toward these objectives but also provides a summary of the efforts made to enhance the program.

During the 2022-2023 school year, MPS partnered with the Wisconsin Center for Education Research to complete the required annual evaluation. This full 2020-21 Evaluation Report is attached to the minutes of your Committee's meeting.

21st Century Community Learning Center Local Evaluation

21st Century Community Learning Centers are required to track and measure progress toward established objectives in order to inform the following practices:

- Assess program impact on students and families
- Improve practices and services
- Adapt targets as needed
- Inform the implementation of high-quality programming
- Ensure accountability towards grant program goals and purpose

Programs must produce and publish an annual evaluation that demonstrates progress toward the objectives and summarizes the program improvement efforts.

MPS CCLC Evaluation Distribution

- Milwaukee Recreation Website (mkerec.net)
- Community-based organizations share evaluation reports via their stakeholder networks
- Presentation to Milwaukee Board of School Directors

Evaluation Process - Methodology

Evaluation examines:

- Number of students served
- How often students attended CLC
- Selected student demographics
- Progress on four state CLC goals

Four State CLC Goals

1. Provide a stable, safe, and supportive environment to meet the needs of the target population – 56% of goal met
2. Challenge youth as learners – 43% of goal met
3. Support the development of other skills necessary for student success – 8% of goal met
4. Engage families in support of student learning (goal not applicable).

Evaluation Process – Data Sources

- CLC site-level goals
- CLC attendance and participation in select activities
- Student and family surveys
- Student demographics
- School attendance
- Disciplinary records (from day school)
- Assessment results

Evaluation Findings – Students Served

7,798 students served
42 average student days attended
30 average number served per site

Evaluation Findings – Progress Towards Objectives

Improve local goal-setting:

- Have a better process for reviewing site-level goals.
- Ensure that goals are rigorous yet attainable.
- Have clearly identified and available data sources that can be collected easily.

More goals with data = more reliable evaluation results.
Continue to work with MPS on more robust evaluation.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.02 - Public's Right to Know

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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 was noticed for possible action, no action is required.

Background

The purpose of this report will be to provide final highlights of ESSER II expenditures 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 II allocations are budgeted based on the following identified priority funding areas:

- Accelerating learning
- Health and wellness
- Facilities

ESSER III allocations are budgeted based on the following identified 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.

Social Studies Curriculum Evaluation

Evaluation Questions

1. To what extent are teachers across the District prepared to implement the new social studies curriculum?
2. To what extent have teachers implemented the new social studies curriculum?
3. What are teachers' perceptions of the usability, feasibility, and acceptability of the new social studies curriculum?

4. To what extent is the implementation of the social studies curriculum associated with student achievement in social studies?

• Created a focus group protocol and survey focused on five evaluation domains related to the implementation of a new social studies curriculum: preparedness, implementation, usability, feasibility, and acceptability
• Conducted six focus groups o 21 total participants, 7 at each band (i.e., elementary, middle, high)
• Collected teacher survey responses from 387 of the 1,462 K-12 teachers who teach social studies (27%)
A majority of teachers had positive perceptions of each evaluation domain except for feasibility.

Domain 1: Preparedness

• Teachers varied in their experience on how prepared they were to use the new curriculum
• Multiple resources such as professional development and sample lessons were available to teachers
• Teachers felt like they did not always have sufficient time to learn and use the multiple District-provided resources available to them

Domain 2: Implementation

• High school teachers reported the lowest levels of implementation
• Middle school teachers reported the highest levels of implementation
• Many teachers reported implementing the curriculum but may have adapted the curriculum or did not regularly use the curriculum or curricular materials

Domain 3: Usability

• High school teachers were most likely to agree that the curriculum was well designed, and they could effectively use the curriculum
• Elementary teachers reported challenges with the online format, challenges with the reading level, and insufficient supports for English learners
• Despite these challenges, teachers noted that the online components were an improvement compared to the previous curriculum

Domain 4: Feasibility

• Teachers expressed the need for:
    o Professional development, particularly in literacy instruction
    o Planning time for collaboration
• High school teachers were most likely to report agreement that the curriculum was feasible to implement
• Elementary teachers expressed challenges with the feasibility of implementing the new curriculum, due to less familiarity with the content and instructional time for social studies

Domain 5: Acceptability

• Overall, teachers preferred this curriculum to the previous curriculum
    o Curriculum materials were more up-to-date and inclusive
    o Teachers shared how students could relate to the curriculum or more easily apply it to their lives
    o Teachers expressed confidence that the new curriculum encouraged higher order thinking and a growing emphasis on skills and inquiry
• High school teachers were most likely to agree that the curriculum was acceptable

GIS Dashboard 1: Research Questions

• A Geographic Information System (GIS) mapping tool was created to produce a visualization of participation in ESSER-funded supports

• Research questions for Dashboard 1:

o Which schools, regions, and school board Districts have students accessing these ESSER funded supports?

• Tutoring (in-person, virtual, and after school tutoring)

• Health and wellness (school-based mental health expansion)

Maps that presented various data points were provided in the attachments to your Committee's meeting, along with the ESSER II Budget detail.

The next presentation concerned Post ESSER Recommendations relative to programs and the estimated amounts needed for FY25

Accelerated Learning

Program	Estimated Amount Needed for FY25
Direct Services to Students	
Textbook Adoption	$ 14,350,000
Dual Enrollment	$ 1,600,000
Tutoring (in person/virtual)	$ 1,100,000
Pre-college Experiences	$ 507,300
Work-Based Learning	$ 900,000
Music Experiences	$ 51,500
High Quality Materials	
Seesaw	$ 180,000
Science Kits	$ 100,000
Professional Development	
Curriculum Professional Development	$ 950,000
Teacher Preparation	$ 755,000
Family Engagement	
Milwaukee Parent Institute	$ 225,000
Family Engagement Day (Discovery World)	$ 125,000
Personal Finance	$ 200,000
Personnel	
School Based Staff	$ 3,100,000
District Support Staff	$ 6,800,000
School Support Teacher	$ 11,300,000
AMP Teachers (Art, Music, Phy Ed)	$ 15,000,000
Extra Hours for Staff	$ 2,800,000
Percentage of paraprofessional salary (increase, up to 40)	$ 3,700,000
Projects	
New and International Teacher Support	$ 350,000
Milwaukee Virtual Program (Edgenuity contract)	$ 4,600,000
Montessori Expansion	$ 650,000
Continuous School Improvement	$ 277,068

Health and Wellness

ESSER spending in the area of Health & Wellness has been comprised of four priorities: Mental Health, Social Emotional Learning, Physical Health, and Physical Education & Experiential Learning.

- Ropes course building and elements
- Fitness rooms in middle and high schools
- Playground equipment, exercise stations, and traffic gardens in elementary schools
- COVID testing, hazard pay, and Employee Paid Sick Leave (EPSL)
- Assessments for special education
- Training for support staff (with trainer-of-trainer model) in several evidence-based modalities
- Nutrition costs that primarily supplemented operational expenses
- Success Center funding that is board-budgeted going forward
- Funds supplementing SCPMH have been shifted to RISE grant
- Most staff positions have already been shifted from ESSER

Program	Estimated Amount Needed for FY25
Teletherapy	$ 250,000
Summer CLC supports (mental health service)	$ 75,000
EAP continuation with current provider	$ 179,000
Black and Latino Male Achievement	$ 1,580,000
Gender Identity and Inclusion	$ 1,110,000
Restorative Practices	$ 1,000,000

Facilities Highlights

- Contracted Integrated Project Delivery Contractors & Owner's Representative
  - Performing testing and balancing of building mechanical systems
  - Addressing deficient mechanical systems
  - Replacing existing drinking fountains with new water bottle stations
  - Construction of outdoor classroom features and structures
  - Installing missing bug screens and replacing older window systems
  - Removal of outdated carpeting and replaced with new flooring
- Continued work with ESSER needs
  - Hired Limited Term Employees to assist Facilities team efforts
  - Implemented Health & Safety MPS protocols during the pandemic
  - Procured air purifiers for occupied spaces in all buildings
  - Distributed Personal Protective Equipment to mitigate the spread of COVID
  - Purchased cleaning equipment for sanitation and air quality purposes

Items	Estimated Amount Needed for FY25
Replacement filters	$1,500,000
Relocation of Concrete Bollards	$100,000
Utility cost due to additions	$250,000
Personnel	
Youth Apprenticeship Trades (16)	$300,000
Youth Apprenticeship Building Engineers (10)	$300,000
Project Manager (1 FTE)	$150,000
Youth Apprenticeship Trade Mentors (OT pay)	$100,000
Additional tradespersons due to additions (plumber, electrician, carpenter, etc.)	$800,000
Building Service Helpers (5) due to additions	$500,000

Technology

Technology - ESSER II Accomplishments

- Purchased and delivered over 80,000 headsets for student use to all schools.

● Purchased and delivered 61,060 Chromebooks to schools for student use.
● Purchased and delivered Chromebook accessories to schools. 47,870 USB-C power adapters and 70,000 Chromebook cases.
● Purchased, set up, delivered and installed 2,000 Interactive Flat Panels to schools to replace all Smartboards in the District.
● Purchased, set up and installed 5,000 document cameras for instructional use in classrooms.
● Purchased, installed and set up 2,750 desktops in classrooms to meet upcoming Windows 11 requirements.

Technology - Post ESSER Recommendations

Program	Estimated Amount Needed for FY25
Staff desktop computer replacement (5-year cycle)	$859,700
Chromebook replacement (5-year cycle)	$4,000,000
eSports supplies	$8,500
IT service technician (6 positions)	$619,080
eSport staffing	$128,000
Digital Learning Coaches (2 positions)	$246,400
Fee	**Estimated Amount Needed for FY25**
eSport league fees	$4,200

Extracurricular Engagement Highlights

- New synthetic turf field at Bradley Tech
- Renovation of South Division fieldhouse
- 23 buses transporting students home from after school activities
- Tennis court upgrades at four facilities completed
- 1800+ students completed driver education
- Sent 163 students to overnight camps

Extracurriculars On the Horizon for Spring

- Completion of five poon renovations
- Renovation of North and Vincent fieldhouses
- Installation of turf baseball and softball diamonds at Wick Fieldhouse
- Completion of tennis court upgrades at three facilities
- Enhancements to Vincent and Pulaski stadiums
- New bleachers for 19 high school gyms

Extracurricular Post ESSER Recommendations

Program	Estimated Amount Needed for FY25
Sports Physicals	$30,000
Athletic training for HS athletes	$75,000
Pregame study for HS athletes	$50,000
Credentialing for after school staff	$50,000
Overnight camping for MPS students	$500,000
Expansion of MPS Drive program	$126,250
After school transportation services	$1,242,000
Out of school time clubs (school operated)	$2,500,000

Total Post ESSER Recommendations

Program	Estimated Amount Needed for FY25
Accelerating Learning	$69,620,868

Health and Wellness	$4,015,000
Facilities	$4,000,000
Technology	$5,865,800
Extracurricular Engagement	$4,573,250
Grand total	$88,074,998

Total ESSER II and ESSER III Amounts to MPS

Stimulus Bill	Total award
ESSER II	$224,896,314
ESSER III	$505,523,567
Grand total	$730,419,881

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

This item does not request additional funds.

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(Item 2) Update with Possible Action on the 2023–2028 Strategic Plan Quarter Two Review Highlights and Big Wins

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

Background

The implementation of the 2023-2028 Strategic Plan began July 1 2023. This presentation will review the highlights and big wins from quarter two. Next steps or adjustments to the plans will be posted to the strategic plan dashboard on the District website by January 31.

Working Across Offices

Rightsizing: School Administration, Academics, Human Resources, Finance
Student Achievement and Graduation: Academics, School Administration, Chief of Staff
Staff: Academics, Chief of Staff, Human Resources, School Administration
Special Projects: Communications, Human Resources, Academics, Nutrition, Finance, All Departments
We win by working together and involving multiple offices. That is how we have been operating since the beginning of strategic planning.

Budget Conversations

- Hosted budget action sessions
- Presented to parents at the District Advisory Council
- Conducting a budget survey
- Contracting with Balancing Act

Communications

Refreshing School Logos
School Websites
- Six are live
- Two are 80% complete

• Fourteen are in progress

Space Utilization

Long-range facilities master plan RFP
Space utilization database tool
Enrollment and building capacity analysis data

Recruitment and Retention Work

- Robust incentives:
  - Paid 85 FY24 staff referral bonuses
  - Paid 41 staff sign-on bonuses for Comprehensive Support and Improvement
  - Paid 11 speech/nurse and 3 psychologist bonuses
  - Paid 7 stay incentives for 53206
- Held 15 unique recruitment events since October 1, 2023, including 3 in-house job fairs
- Board approved the substitute teacher incentive program
- Paid additional $700 salary increase to qualified Administrators and Supervisors Council staff
- Meetings of subcommittee on rightsizing moving toward recommendations in early 2024

Recruitment and Retention Work – Surveys

Two-day Human Resources Survey	30-Day Retention Survey	60-Day Retention Survey
Application • 22% overall completion •76% favorable impression of process • 85% technology easy to use *Interview* • 87% positive impression of MPS • 96% felt treated with respect *Room for Improvement* •33% felt process could be improved •36% felt communication could be timelier	*Completion Rates* • 27% overall completion • 16% classified • 43% certificated • 55% ASC *Teachers* • 90% felt basic needs were addressed • 95% felt part of their school community *Room for Improvement* •Increase participation among classified staff • 15% of teachers did not understand academic goals	*Completion Rate* • 21% overall completion • 14% classified • 35% certificated 63% ASC *Teachers* •90% felt basic needs were addressed •95% felt part of their school community *Room for Improvement* •Increase participation among classified staff •23% of classified staff do not feel part of MPS community

Graduation and Postsecondary Readiness

• Increased four-year graduation rate to 65.6% (Class of 2023)

• Our District-wide attendance is up 1.7% comparing the end of semester one attendance this year to the same time in 2022

• Partnered with businesses and institutions of higher education to bring real-world experiences to students and to expand opportunities for students

Quarter Two Closeout

All teams have:

- Reviewed quarter two progress
- Analyzed data
- Updated action plans for quarter three

Details will be posted by January 31

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 3) Action on a Request to Approve the Proposed Timetable for the Fiscal Year 2024–2025 Budget Development and Approval Process

Background

This item is being presented in accordance with State Statute 119.16 (8) 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 2024-2025 Proposed Budget Timetable		
Date(s)	*Action*	*Responsibility*
June 2023 - March 2024	Collection of a variety of inputs, ideas, and costs with analysis of their impact for fiscal year (FY25) budget planning.	Administration
September 2023 - April 2024	MPS engages the community on broad topics to identify District priorities at various venues.	Administration
January 2024	School level allocation estimates are drafted by departments and provided to Financial Planning & Budget Services.	Administration
November 15 - December 28, 2023	Third Friday of September 2024 school enrollments are projected.	Administration
December 2023 - March 2024	Board and Administration continue to solicit stakeholder input into the development of the FY25 Proposed Budget.	Board and Administration
January 2024	Present preliminary budget preparation information to School Leaders.	Administration
January - February 2024	Superintendent holds school budget conversations with identified school leaders.	Administration
January 22 - February 2, 2024	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
January 23, 2024	Strategic Planning and Budget Committee meets to discuss and possibly adopt a FY25 Proposed Budget timetable & FY25 parameters.	Board and Administration
February 7 - 12, 2024	Administrative teams review each school budget for FY25 budget/staffing resolutions.	Administration
February 14, 2024	Superintendent resolution meetings on FY25 school budget/staffing needs.	Administration
February 16, 2024	All school staffing data submitted to Human Resources.	Administration
February 19 – March 1, 2024	Offices prepare budgets, organizational charts and narratives.	Administration
February 22, 2024	School staff must be given notice by the end of the school day of any increases or decreases in their FTE. This information must be consistent with the submitted budget by school/department.	School & Department Administration
February 23 – May 31, 2024	Staff exchange process.	Administration
March 8, 2024	Office budget reviews completed, and staffing changes submitted to Human Resources.	Administration

March 11 – 15, 2024	District budget is entered into the financial system and balanced.	Administration
April 2024	Superintendent's proposed budget is finalized and assembled for publication.	Administration
April 23, 2024	Board organizational meeting held.	Board and Administration
April 26, 2024	Superintendent's FY25 Proposed Budget released.	Administration
May 1, 2024*	Proposed budget and public hearing notice published in newspaper, parent companion guide and budget overview presentation released.	Administration and Board Governance
May 7, 2024*	Strategic Planning and Budget Committee meets on the Superintendent's FY25 Proposed Budget and hears public testimony.	Board and Administration
May 10, 2024*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.	Board and Board Governance
May 14, 2024*	Administration submits proposed amendment analysis to the Office of Board Governance by the end of the day.	Administration
May 14, 2024*	Statutory public hearing on the Superintendent's FY25 Proposed Biennial Budget.	Board and Administration
May 16, 2024*	Strategic Planning and Budget Committee reviews the FY25 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.	Board
May 20, 2024*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.	Board and Board Governance
May 24, 2024*	Administration submits proposed amendment analysis to the Office of Board Governance by noon.	Administration
May 28, 2024*	Strategic Planning and Budget Committee reviews the FY25 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.	Board
May 30, 2024*	Board meeting to consider and to take possible action on the Superintendent's FY25 Proposed Budget.	Board Administration
No later than June 28, 2024	Board Clerk transmits FY25 Adopted Budget to the Milwaukee Common Council.	Board Governance
October 29, 2024*	Board meeting to consider and take action on the amended adopted budget recommendations for FY25.	Board and Administration
No later than October 31, 2024	Board Clerk sends FY25 Amended Adopted Budget to the Milwaukee Common Council.	Board Governance
*Date subject to change by the Milwaukee Board of School Directors		

Statute, Administrative Policy, or Board Rule Statement

Administrative 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 Board and Administration will follow the Budget Timetable.

Committee's Recommendation

Your Committee recommends that the Board adopt the Fiscal Year 2024–2025 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 4) Action on a Request to Approve the Proposed Fiscal Year 2024-25 Budget Parameters and Priorities

Background

Budget parameters and priorities will be used in the planning and developing of the fiscal year 2024-25 budget. The parameters and priorities help to guide the decisions made during the budget preparation process. The parameters and priorities may be necessarily modified based on the resources available.

The budget is driven by the District's vision, mission, and three goals of academic achievement; student, family, and community engagement; and effective and efficient operations. MPS is dedicated to developing an equitable budget that reflects a commitment to the strategic plan and the District'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 parameters and 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:

1. Allocate equitable educational resources and well-prepared staff to improve students' access to high-quality instruction.
2. Allocate resources to improve academic achievement in all areas, including fine arts, music, physical education, career and technical education, and world languages.
3. Reallocate resources to boost academic achievement, particularly through small group instruction in literacy/English language arts and literacy/mathematics.
4. Address staffing needs to ensure adequate resources are in place for school-based programs.
5. Prioritize school budgets by adjusting and repurposing educational programming and departmental budgets.
6. Allocate resources to support school library, art, music, and physical education.
7. Foster a positive school environment that promotes a sense of belonging, cultural responsiveness, and access to social-emotional learning and mental health support.
8. Develop a professional development schedule that is aligned with the needs of administrators, teachers, paraprofessionals, and other staff.
9. Implement strategies for staff recruitment and retention, addressing findings from the compensation study.
10. Implement salary schedules with a potential cost-of-living increase.
11. Consider modifications to employee benefits for eligible staff to identify cost savings and increase efficiencies.
12. Explore operational efficiencies related to District functions, including payroll, professional development, hiring processes, and temporary housing for international teachers.
13. Expand the number of site-based production kitchens.
14. Continue implementation of a kitchen equipment replacement schedule based on an inventory aging report.
15. Expand internship and apprenticeship options for students by increasing business partnerships, retaining current partnerships, and leveraging internal opportunities within MPS.
16. Address deferred maintenance and future construction needs by restoring revenue to the Construction Fund and the Long-Term Capital Improvement Trust.
17. Ensure school membership adequately reflects building capacity and staff needs.
18. Increase the fund balance to promote long-term stability and flexibility in the School Operation Fund, practicing sound financial management.
19. Develop a balanced budget compliant with state law while maximizing the revenue limit.

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 expenditures. 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 2024–2025 budget parameters as listed in the item.

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

* * * * *

(Item 5) Report with Possible Action on Fiscal Year 2024–25 Estimated Enrollment and Financial Forecasts

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 expenditures along with underlying assumptions such as estimated enrollment. The forecast will support fiscal decision-making to maintain or improve essential school operations services.

FY24-29 Draft Five-Year Forecast Pro-Forma Summary

(In Millions)	FY24 Adopted	FY25 est	FY26 est	FY27 est	FY28 est	FY29 est	Change FY29 vs FY24
Revenues	$1047.3	$1038.3	$1034.3	$1030.3	$1026.3	$1022.3	($25.0)
Expenditures							
Salaries/Other Wages	$454.7	$551.0	$568.8	$584.3	$595.2	$606.8	$152.1
Benefits							
Medical/Vision Insurance-Active	$135.7	$164.0	$170.5	$177.3	$184.4	$191.8	$56.1
Employee Contribution-Active	($13.9)	($16.1)	($16.7)	($17.4)	($18.0)	($18.8)	($4.9)
Medical-Retiree (no Vision)	$54.9	$55.9	$57.8	$58.8	$60.2	$60.6	$5.7
Employee Contribution-Retiree	($1.0)	($1.1)	($1.5)	($1.8)	($2.1)	($2.6)	($1.6)
Net Medical/Vision	$175.8	$202.6	$210.1	$217.0	$224.4	$231.0	$55.2
Other Benefits	$71.8	$83.7	$85.6	$87.4	$89.3	$91.3	$19.5
Total Benefits	$247.6	$286.4	$295.7	$304.4	$313.7	$322.3	$74.8
Purchased Services							
Contracted Schools Charters	$91.8	$91.1	$91.5	$91.9	$92.3	$92.8	$1.1
Open Enrollment -Outbound	$42.9	$43.3	$44.3	$45.4	$46.5	$47.7	$4.8

		Pupil Transportation	$68.1	$69.4	$70.8	$72.3	$73.7	$75.2	$7.1
		Other Purchased Scvc.-Includes Utilities	$55.4	$68.6	$64.1	$65.7	$66.9	$68.2	$12.8
		Total Purchased Services	$258.2	$272.4	$270.7	$275.2	$279.4	$283.9	$25.7
	Supplies/Materials		$46.9	$80.0	$57.8	$59.0	$51.4	$54.3	$7.3
	Capital Purchases		$4.1	$4.2	$4.3	$4.5	$4.5	$4.6	$0.5
	Debt Service		$29.7	$37.3	$27.8	$27.7	$29.2	$28.0	($1.8)
	Insurances		$8.0	$8.8	$9.2	$9.6	$10.0	$10.4	$2.4
	Other		($1.9)	($1.8)	($1.8)	($1.8)	($1.9)	($1.9)	($0.0)
	Total Expenditures		$1047.3	$1238.5	$1232.5	$1262.7	$1281.5	$1308.4	$261.0
	Balance Before Internal Adjustments		$0.0	($200.2)	($198.2)	($232.3)	($255.2)	($286.0)	
	Internal Adjustments		$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	
Cumulative Surplus (Deficit)			$0.0	($200.2)	($398.4)	($630.7)	($885.9)	($1171.9)	

Assumptions

	Change from Prior Year	Amount (in Millions)
Revenue	Decreased Enrollment	$4.0
	Increase Construction Levy	$5.0
Salaries/Other Wages	COLA (4.12%)	$18.7
	Fewer District Vacancies	$45.1
	ESSER Funded Staff to be Supported in School Ops	$32.2
Benefits	Actuarial Projection (3% Med, 8% Rx)	$38.8
	Increased ERS (City Pension)	
Supplies/Materials	Textbook Adoption(s)	$29.0
	Chromebook Replenishment	$4.0
Purchased Services	Increase Utilities	$2.0
	Special Education Voucher	$6.0
	Milwaukee Virtual Program	$5.0
Debt Service	2017 Construction Bond Payment	$7.6
Other Miscellaneous	Other Miscellaneous	$2.8
		$200.2

NOTE: The above is intended to present the most significant assumed changes, not all.

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 expenditures.

Committee's Recommendation

Your Committee recommends that the Board approve the Estimated Enrollment and Financial Forecasts

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

* * * * *

(Item 6) Action on Resolution 2324R-010 by Director Gokalgandhi on Audit Reorganization

Background

On December 21, 2023, Resolution 2324R-010 on audit reorganization was introduced by Director Gokalgandhi.

The Resolved portion of Resolution 2324R-010 reads:

RESOLVED, That the Board direct the Office of Accountability and Efficiency (OAE) to lead the development a plan for the reorganization of the audit function under the OAE, with input from the Office of Board Governance and Audit Services; and, be it

FURTHER RESOLVED, That this plan include, but not be limited to, addressing the following considerations:

• District policies and procedures; and
• Administrative functions; and
• Best practices; and, be it

FURTHER RESOLVED, That this plan be brought back to the Board no later than the February 2024 Board cycle.

Proposed revisions to certain Administrative Procedures, Board Rules, and Board Governance Policies were attached to the minutes of your Committee's meeting. Specifically, reference to the office and/or leadership of the Office of Board Governance is proposed to be replaced with that of the Office of Accountability and Efficiency in the following:

- Administrative Procedure 6.38, Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior
- Board Governance Policy 2.12, Board Audits, Annual Plan and Coordination
- Board Governance Policy 3.01, Board-appointed Officials
- Board Governance Policy 3.05, Role of the Board Clerk/Chief Officer, Office of Board Governance
- Board Governance Policy 3.08, Role of the Senior Director, Office of Accountability and Efficiency
- Board Rule 2.06, Committee on Accountability, Finance and Personnel – Powers and Duties

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

N/A

Implementation and Assessment Plan

Upon Board approval, the Office of Accountability and Efficiency will implement the resolution.

Committee's Recommendation

Your Committee recommends the Board adopt resolution 2324R-010.

Director O'Halloran moved to

1. approve the Committees' recommendation to adopt resolution 2324R-010 and

2. approve the proposed revisions to the Board Rules and Administrative Polices, as presented in the attachments

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.

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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 MPS 2024 Summer Academy Plan

Background

Milwaukee Public Schools is pleased to offer summer extended learning opportunities that enhance students' academic skills and provide exploration experiences to the youth residents of the city. In the summer of 2024, MPS will offer Summer Academy Session I for high school students, which will run June 13–July 2; Summer Academy Session II for grades 7–12 students, which will run June 24–July 25; and Summer Academy for K5–grade 8 students, which will run June 24–July 26. High school students will attend Monday through Friday from 8:00 a.m. to 1:00 p.m. (June 19 will be a non-attendance day), and K5–grade 8 students will attend Monday through Friday from 8:00 a.m. to noon (July 4 and July 5 are non-attendance days). 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, and skill development.

Elementary Summer Academy curriculum is designed to prepare students in K5–grade 8 for the rigor of the next grade level. Students will participate in five one-week themed camps focused on different content areas.

Elementary Exploration Camps are held to give students exposure to new subjects, identify new areas of interests and abilities, encourage curiosity, and promote learning. Camps may take place over a half day, a full day, a full week, or overnight at school locations 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 the Freshman Bridge program. Eight schools will offer Middle School Bridge.

The full proposal 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 7.17 - Summer Academy

Fiscal Impact Statement

Expenditures of $5.7 million are projected, with $3.2 million from extension funds for elementary and $2.5 million from board funds for both high school and extended school year. The cost is split between FY23 and FY24 budgets.

Implementation and Assessment Plan

Upon approval, Administration will begin preparing for implementation in the summer of 2024. 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 2024 MPS Summer Academy Plan.

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

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(Item 2) 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.

Strategic Plan Driving Our Mission

Explicit Instruction and Formative Practices

Students will complete rigorous coursework
- Thoughtful work in Tier 1
- High-level questioning
- Academic discussions
- Engagement

Students will feel emotionally and physically safe at school
- Supportive environments
- Respect differences
- Classroom management
- Formative Practices and Explicit Instruction

Students will experience inclusive classrooms
- Supportive entry points for learning
- Support for diverse academic, social, and emotional needs of students

Montessori Strategic Plan Process

Completed Work

- Opened new Montessori model classrooms at Grant Gordon
- Hosted Wisconsin Montessori Association conference
- Updated Infinite Campus scoring calculations
- Conducted Montessori teacher sponsorship process
- Facilitated Montessori Advisory Committee meeting January 8, 2024

Current Work

- Holding monthly Montessori principal meetings
- Planning for 50 years of Montessori in MPS event
- Conducting teacher retention survey
- Preparing for Montessori secondary teacher credentialing courses
- Facilitating teacher work sessions for consistency in grading and secondary phase III development

Montessori Sponsorship Process

Elementary

- Montessori Training Center Northeast (MTCNE)
- Begins January 9, 2024
- 20 adult learners

Secondary

- Cincinnati Montessori Secondary Teacher Education Program (CMSTEP)
- Begins January 29, 2024
- 12 adult learners

MPS Montessori: 50 Years and Growing

Saturday, February 10, 2024, 1–4 p.m. at MacDowell Montessori. The entire Milwaukee community is invited!

- See student demonstrations and performances
- Learn about the past, present, and future of Montessori
- Find out why Montessori offers a great education

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

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(Item 3) 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.

Personal Finance Implementation

- Every high school offers personal finance
- Personal finance teachers: 26
- Professional development: 405 hours
- Sections of personal finance offered: 121

Personal Finance Events

- Reality Check Day
- Stock Market Game
- Financial Literacy Month
- Finance & Investment Bowl
- Family Financial Literacy Night

Next Steps

- Middle School Pilot
- Summer School Offerings
- Family Engagement

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.37 - Graduation Requirements

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(Item 4) 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 and in 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.

Strategic Plan Driving Our Mission

Explicit Instruction & Formative Practices

Students will complete rigorous coursework
Thoughtful work in Tier 1
High Level Questioning
Academic Discussions

Engagement

Students will feel emotionally and physically safe at school
Supportive Environments
Respect Differences
Classroom Management

Formative Practices and Explicit Instruction

Students will experience inclusive classrooms
Supportive Entry Points for Learning
Support for Diverse Academics, Social, and Emotional,
Needs of Students

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 Served on the planning committee and attended the Pathways to Quality Conference

Equitable Resources Continued partnership work on the Bridges to School MKE Project

Family Support and Transition Updated MPS Portal to include early childhood resources

Instruction Provided Conscious Discipline training series for District

Social and Emotional Learning & Cultural and Linguistic Needs Offered a session on teaching multilingual learners

Current Work

Early Childhood Staff Development Planning for the Promoting Early Childhood Conference

Equitable Resources Continuing to update the MPS Portal with resources and sharing with internal and external community

Family Support and Transition Planning for a wellness and resource opportunity

Instruction Participating in ongoing Conscious Discipline.

Social and Emotional Learning & Cultural and Linguistic Needs Planning on social emotional learning opportunities

Future Work

- Continue to plan for professional development sessions that support MPS/MKE Early Childhood 1,825 Initiative
- Participate in the Kindergarten Enrollment Fair on Saturday, February 3, 2024
- Plan for workshop opportunities that support health and wellness
- Attend learning opportunities that focus on early childhood education

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 5) 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 2023-2024 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 is comprised of 27 schools and serves approximately 10,189 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, Craig Montessori, Eighty-First Street, Emerson, Engleburg, Goodrich, Grantosa, Hampton, Hawthorne, Kilbourn, Kluge, Lancaster, Maple Tree, Milwaukee Sign Language, German Immersion, Morse, 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 growing and thriving due to the committed staff members and dedicated community partnerships, a vital component to the success of students.

Regional Growth and Opportunity

Attendance is trending upward, from 83.3% in 2022-23 to 86.8% in the 2023-24 school year.
Suspensions are trending downward, from 11.3% in 2022-23 to 7.4% in 2023-24.

School Report Cards

Schools Exceeding Expectations: Craig, Hampton, and Milwaukee German Immersion

Schools Meeting Expectations: Bruce, Emerson, Engleburg, Goodrich, Maple Tree, Milwaukee Sign Language, Ninety-Fifth Street

Schools Meeting Few Expectations: There are 12 schools who meet few expectations.

Schools Failing to Meet Expectations: There are five schools currently failing to meet expectations.

Featured School – Milwaukee German Immersion

Demographics and Data

549 Students
- Asian - 1.1%
- African American - 26.6%
- White - 51.2%
- Hispanic - 8.9%
- Multiple - 12.2%
- Students with Disabilities - 9.8%
- Economically Disadvantaged - 26.8%
- English Learners - 0.2%

Points of Pride

Attendance Rate-96.5%
- School Climate / Culture
- Tier 2 Intervention
- Attendance Log

Alternatives to Suspensions
- PBIS
- Restorative Practices
- Climate / Culture

Math Growth
- Advanced from 7.1% to 18.5%
- Proficient & Above from 44% to 51.2%

ELA Growth
- Advanced from 6% to 16%
- Proficient & Above from 42% to 50.6%

Unique Opportunities - Green and Healthy Schools Playground

- Green Spaces (Grass, Trees)
- Wood Structure
- Gaga Ball Pit
- Tot Lot
- Musical Instruments
- City Center
- Outdoor Classroom
- Outdoor Stage for Events
- Loose Parts Play
- Funnel Ball
- Soccer Field
- Basketball Court
- Art Walk

Extracurriculars

After School Activities
- Chess Club
- Choir
- Dance
- Lego Club
- Soccer
- Volleyball
- PTA

School Events
- Grillfest
- Laternennacht
- Spring Concert
- Kinderfest
- Movie Night
- Camp Upham Woods
- Multicultural Night
- STEM
- Fun Run
- Nikolaus
- Fasching
- Art Gallery Walk

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

The Board received the reports of its delegates to the Milwaukee Library Board, the District Advisory Council (DAC), the Head Start Policy Council, and the Wisconsin Association of School Boards (WASB).

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

President Marva Herndon has submitted the following report for her activities of January 2024.

Academic Achievement

Meeting with Forward Scholars – Reading Mentors
NAF (JMAC) Board Meeting
Parkside School for the ARTS (WASB School Tour)
Lowell Elementary (IB Program Reauthorization)
Morris Middle School (unveiling of new Verizon Innovative Learning Lab)

Effective and Efficient Operations

Budget Meeting with Administration (4)
Special Board Meeting
Legislation, Rules & Policies Meeting
Strategic Planning & Budget Meeting
Accountability, Finance and Personnel Meeting
Policy Review with Administration

Student, Parent, and Community Engagement

Call to Action Meeting (North Division)

NAACP Meeting (SRO Legislation – ACT 12)

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ITEMS DEFERRED

Having been previously deferred, the Board returned to Item One, of the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance, 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 Zombor moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(g). 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.

The Board retired to closed session at 7:06 p.m.

Director Gokalgandhi was temporarily absent from 7:55 to 7:59 p.m.

The Board adjourned from the closed session at 8:05 p.m.

JILL M. KAWALA
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 8, 2024

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

Present — Directors Carr, Gokalgandhi, Jackson, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused— Directors Garcia and Leonard.

The Board Clerk read the following call of the meeting:

February 1, 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., Thursday, February 8, 2024

1. Consideration of and Possible Action Regarding the Upcoming Vacancy in the Position of Board Clerk/Chief Officer, Office of Board Governance

EXECUTIVE SESSION NOTICE

In regard to this item, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to closed session 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 will adjourn from executive session.

JILL M. KAWALA

Interim Director/Board Clerk

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

Ayes — Directors Carr, Gokalgandhi, Jackson, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes— None- 0.

The Board went into closed session at 5:41 p.m. and adjourned from the closed session at 6:25 p.m., having taken no action.

JILL M. KAWALA

Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 29, 2024

Regular meeting of the Board of School Directors called to order by President Herndon at 5:33 p.m.

Present — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused — Directors Carr and Garcia – 2.

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

Tonyalisa Howse, a School Secretary from Vincent High School

Jeffrey Hogan, a Substitute Teacher

Annie Henry, a retired Educational Assistant from Starms School

Mildred Hoffmann, a retired Curriculum Specialist from

Jeffrey Hogan, a retired Teacher from Hamilton High School

Donald Moser, a retired Teacher from Pulaski High School

Julie Nichols, a retired Teacher from Grant School

Karol Schwaiger, a retired School Secretary from Burdick School

Antarion Hassel, a student from Vincent High School

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of January 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

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:

- Increasing academic achievement and accountability
- Improving district and school culture
- Developing our staff

- Ensuring fiscal responsibility and transparency
- Strengthening communication and collaboration

Activities from late January through mid-February are also included in the attached report.

MPS Celebrates Black History Month

The spirit of Black History Month is thriving within the MPS community. Students and educators throughout the district have been effectively planning, preparing, and engaging in a myriad of activities, projects, and performances. The primary focus is to pay homage to the invaluable contributions of Black Americans who have not only played a crucial role in building our nation but also have contributed significantly to enhancing everyday lives and advocating for peace and equality.

The commitment to honoring the diverse narratives and achievements of Black Americans is evident in the various initiatives undertaken by both staff and students. Schools within the district have orchestrated programs that provide a platform for presentations highlighting the historical contributions of Black Americans. In a cornerstone of our Black History Month, celebrations, speeches, posters, essays, and performances continue to be powerful ways that students express their appreciation for the rich history and enduring legacies of Black Americans.

We take immense pride in the collective effort that our schools are making to bring Black History Month to life. The celebrations honor the past and foster a deep understanding of the ongoing efforts for equity and justice, ensuring that the legacy of Black Americans is acknowledged and celebrated throughout MPS.

MPS's "Black Lives Matter at School" Week of Action

The Black Lives Matter at School Week of Action took place the week of February 5 and marked a compelling commencement to the celebration of Black History Month. This meaningful week, organized by the Black Lives Matter committee, featured a series of events aimed at promoting community engagement, amplifying student voice, and encouraging creative expressions of unity. Schools embraced a variety of activities and resources that assisted teachers with embedded lesson plans. This innovative approach created a deeper understanding and provided students with significant learning opportunities.

The after-school events were a particularly enlightening aspect of the Week of Action, where community leaders engaged with students, offering diverse perspectives to broaden awareness. These interactions were the preamble to thought-provoking discussions and inspired students to participate in creating positive change within their communities.

A special highlight of the week's events was the announcement of the Black Lives Matter logo contest student winner for the 2023–24 school year. D'Zariah Walker was congratulated by the Black Lives Matter committee for an exceptional design (pictured above). This recognition underscores the commitment of individuals such as the student logo winner to creatively contribute to the movement, highlighting the power of collective expression.

Celebrating 50 Years of Montessori

On February 10, MPS held an event to celebrate 50 years of Montessori education within the district. The event was attended by 1,700 current and prospective families, alumni, staff, board members, state representatives, and the Association Montessori International. Attendees enjoyed student performances, engaged with student demonstrations, mingled with staff from neighboring Montessori schools, and more. MPS has been a leader in delivering Montessori to the Milwaukee community for 50 years. Starting with four classrooms and growing to the now eight schools across the city, including a comprehensive K3–grade 12 school, MPS makes it possible for children to have a complete Montessori experience. Thank you to everyone who helped us celebrate this important milestone!

National School Counseling Week

During National School Counseling Week, observed February 5–9, 2024, we celebrated the invaluable contributions of school counselors in guiding students toward success in their academic endeavors. Sponsored by the American School Counselor Association, this week emphasizes the theme "School Counselors: Standards-Based, Student-Focused," which highlights the profound impact that these professionals have on students' achievements in their future aspirations.

The overarching goal of school counselors is to foster success by recognizing and addressing the unique needs of each child. Throughout the school year, counselors engage with students, encouraging them to explore their abilities and supporting their personal growth and development. This is achieved through collaboration with the student, educators, and parents to understand the student's strengths, interests, and talents.

MPS recognizes and appreciates that the tireless efforts of school counselors and their dedication, commitment, and influence on the lives of students are commendable. We extend our heartfelt gratitude to all school counselors for their daily efforts in supporting student achievement in school and nurturing their overall well-being. Thank you, counselors, for your unwavering commitment to the success and growth of our students.

"We Are the Drum" February 23–March 3

We are getting ready for an electrifying performance! MPS's talented singers, dancers, actors, and choreographers are gearing up for "We Are the Drum," a high-energy musical revue set to captivate audiences from February 23 to March 3, 2024, at Milwaukee Marshall High School, 4141 North 64th Street, Milwaukee.

Students of all ages from several MPS schools will be performing in this year's show. "We Are the Drum" is a community program offered by City at Peace in the Arts (CAPITA) Productions, a nonprofit organization with the mission of bridging cultural gaps, uniting Milwaukee-area youth, and offering a constructive outlet for creative expression.

Talented staff members and volunteers bring their energy to developing the talents of children who participate. A fee is not charged for children who take part in the show.

For more information, showtimes, and tickets, visit the CAPITA Productions website or visit the Facebook page for CAPITA productions.

Youth Apprenticeships and Internships

We are pleased to announce that 56 students have engaged in youth apprenticeships while another 299 students have participated in internships during the first semester of the 2023– 24 school year. These exceptional learning opportunities covered a wide range of fields, reflecting the varied interests and aspirations of our students.

The fields covered by these apprenticeships and internships were extensive, showing MPS's commitment to providing a well-rounded and comprehensive learning experience for students. The fields that students supported during first semester were hospitality and tourism, health sciences, transportation, distribution and logistics, agriculture, food and nutrition resources, arts, audio visual technology and communications, manufacturing, information technology, education and training, finance, STEM (science, technology, engineering, and mathematics), and law, public safety, corrections, and security.

The success of these initiatives underscores the importance of providing students with hands-on real-world experiences that align with their academic pursuits and career interests. The practical exposure gained through these apprenticeships and internships not only enhances their understanding of their chosen fields but also equips them with the skills and insights that will be instrumental in their future endeavors.

MPS Kindergarten Enrollment

MPS hosted its annual Kindergarten Enrollment Fair at South Division High School on February 3, where families learned about individual schools, met school administrators, and made their school selections.

This year's kindergarten enrollment fair had a record number of attendees with more than three times the number of participants from last year. For families that were unable to visit the fair, there is still time to enroll. Families have until March 4 to go online and apply for the school(s) of their choice.

Head Start

Preschool is available through the federal Head Start program for families that meet income limits. Head Start prepares children for school and teaches important early skills.

Kindergarten

Three-year-old kindergarten: Programs are available at some schools. Children must turn three by September 1, 2024, to be eligible.

Four-year-old kindergarten: Programs are available at most schools across the district. Children must turn four by September 1, 2024, to be eligible.

Five-year-old kindergarten: Programs are available at most schools across the district. Children must turn five by September 1, 2024, to be eligible.

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 2) Update on and Possible Action on the Implementation of School Resource Officers (SROs) as a Result of ACT 12

Background

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 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.

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 9.04 - Community Involvement in Decision Making

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

N/A

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

(Item 1) Consideration of and Possible Action Regarding the Upcoming Vacancy in the Position of Board Clerk/Chief Officer, Office of Board Governance

Background

In regard to this item, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(c), which allows a governmental body to retire to closed session 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 will adjourn from executive session.

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

Recommendation

That the Board retire to a closed session to consider this item.

Item deferred to the end of the meeting.

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(Item 2) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

The State is now sitting on an overall balance of nearly $6 billion as it continues to underfund its own Committee's Recommendations to support English learners, students with disabilities and students challenged by poverty.

The State Assembly wrapped up session on February 22, 2024. The next session, with elections based on the new legislative maps, will begin in January of 2025. Statewide context for Wisconsin schooling funding from the Wisconsin Association of School Business Officials is attached. Additional updates will be provided.

Selected slides from the Assembly school finance presentation 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

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.

6:07 p.m., gavel passed to Vice President Gokalgandhi

6:09 p.m., gavel returned to President Herndon

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(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).

Item deferred to the end of the meeting.

* * * * *

(Item 2) 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

The attached report includes activities from late January through mid-February.

Accountability and Efficiency Services

Between January 13, 2024 and February 17, 2024, Accountability and Efficiency Services fulfilled one request for a special project and seven requests for information. Accountability and Efficiency Services also completed four constituent inquiries and satisfied one impartial hearing officer (IHO) request.

The OAE has worked with Office of Board Governance to ensure the reorganization of the audit function is implemented as directed by the Board. Complete implementation is expected to be completed by the end of February.

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 COIN and Student Engagement Programming.

CCS continues to collaborate with one of our Mission Aligned Partners to develop and pilot a skilled trades training program to be launched in the summer of 2024. The program is designed to provide construction training to MPS juniors and seniors that have a career interest in carpentry and painting.

Additionally, CCS continues to maximize our partnerships with MPS staff in our high schools. Collaborating with these individuals has provided an influx of students interested in our internship opportunities. Fourteen students were sent for interviews in various industries. Five were hired in the following career industries: construction, culinary arts, and library management.

CCS continues to partner with departmental and internal sponsors to create additional 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

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 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 of:

February 6, 2024, @ 9:00 a.m.

February 15, 2024, @ 9:00 a.m.

February 23, 2024, @ 1:30 p.m.

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

Ayes — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
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 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 11, Action on a Request to Approve the Long-Term Capital Improvement Plan and Waive Administrative Policy 3.09(9)(e) and Authorize an Agreement with PFM Asset Management LLC for the Investment of the Long-Term Capital Improvement Trust Fund, has been set aside by Director Leonard

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

Ayes — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, 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		
2 Jeanine Moore	Accounting Assistant II	01/02/2024	$58,037.39
2 Tammy Bates	Building Service Helper I	01/08/2024	$17.17/hr
2 Deontay Forret	Building Service Helper I	01/08/2024	$17.17/hr
2 Sunceray Lee	Building Service Helper I	01/08/2024	$17.17/hr
2 Tinyada Moore	Building Service Helper I	01/08/2024	$17.17/hr
2 William Williams	Building Service Helper I	01/08/2024	$17.17/hr
2 Audriana Winzer	Building Service Helper I	01/08/2024	$17.17/hr
2 Paul Mueller	Building Service Helper II	01/02/2024	$52,610.69
2 Evona Clayton	Children's Health Assistant	01/08/2024	$22,935.21
2 Marquita Hartfield	Children's Health Assistant	01/17/2024	$20,510.86
2 Dorriss Ollie	Children's Health Assistant	01/22/2024	$22,219.43
2 LaTonya Stringer	Children's Health Assistant	01/08/2024	$25,135.66
5 David Cornell	Electrician	01/02/2024	$47.75/hr

Name	Position and Salary	Date	Salary
2 Racquel Anderson	Food Service Assistant	01/18/2024	$18.72/hr
2 Ro'Londa Benson	Food Service Assistant	01/02/2024	$17.69/hr
4 Jorge Falto	Food Service Assistant	01/17/2024	$18.20/hr
2 Monica Harris	Food Service Assistant	01/02/2024	$19.75/hr
2 Dajanique Jackson	Food Service Assistant	01/18/2024	$18.20/hr
2 Tierra Johnson	Food Service Assistant	01/17/2024	$17.17/hr
2 Iayonna Kilpatrick	Food Service Assistant	01/02/2024	$18.20/hr
5 Pamela Krantz	Food Service Assistant	01/02/2024	$21.29/hr
2 LaDonna Myles	Food Service Assistant	01/02/2024	$18.20/hr
2 Kizuwanda Omotayo	Food Service Assistant	01/02/2024	$18.20/hr
2 Brianna Tietz-Holmes	Food Service Assistant	01/02/2024	$18.20/hr
2 Lauryn Young	Food Service Assistant	01/02/2024	$17.17/hr
4 Ximena Zapata Londono	Food Service Assistant	01/02/2024	$18.20/hr
2 Antoinica Armour	Paraprofessional	01/08/2024	$22,648.00
2 Nailah Aurelus	Paraprofessional	01/08/2024	$21,339.00
1 Angella Cathey	Paraprofessional	01/08/2024	$23,435.00
2 Jerry Coleman	Paraprofessional	01/08/2024	$21,339.00
4 Sharyn Dejesus Torres	Paraprofessional	01/22/2024	$23,435.00
2 James Eiland	Paraprofessional	01/08/2024	$21,860.00
4 Brenda Fletes	Paraprofessional	01/08/2024	$22,648.00
4 Yahdiris Garcia Agostini	Paraprofessional	01/22/2024	$22,648.00
4 Jose Gonzalez-Nunez	Paraprofessional	01/22/2024	$23,435.00
2 Ahmad Madison	Paraprofessional	01/08/2024	$21,339.00
5 Karly Mutranowski	Paraprofessional	01/22/2024	$21,339.00
2 Akiya Palmer	Paraprofessional	01/22/2024	$21,860.00
2 Justice Parker	Paraprofessional	01/22/2024	$21,339.00
5 Grace Renderman	Paraprofessional	01/08/2024	$21,339.00
2 Sabrina Rodgers	Paraprofessional	01/08/2024	$22,648.00
4 Diana Rodriguez Vertiz	Paraprofessional	01/22/2024	$21,339.00
2 Jasmine Savage	Paraprofessional	01/08/2024	$23,435.00
2 Damecia Taylor	Paraprofessional	01/23/2024	$21,339.00
4 Paola Virella Vega	Paraprofessional	01/22/2024	$21,860.00
5 Katherine Vogel	Paraprofessional	01/08/2024	$21,339.00
2 Quiana Wilder	Paraprofessional	01/03/2024	$21,339.00
2 Taejah Williams	Paraprofessional	01/18/2024	$21,860.00
6 Snjezana Zecevic	Paraprofessional	01/08/2024	$23,435.00
2 Desiree Barefield	School Safety Assistant	01/18/2024	$26,594.00
2 Carey Burdine	School Safety Assistant	01/18/2024	$26,594.00
2 Selena Dukes	School Safety Assistant	01/18/2024	$26,594.00
2 Ashley Freeman	School Safety Assistant	01/18/2024	$26,594.00
2 Natalie Harvey	School Safety Assistant	01/18/2024	$27,257.00
2 Catera Hubbard	School Safety Assistant	01/18/2024	$26,594.00
2 Jerry Johnson-Bagley	School Safety Assistant	01/18/2024	$28,258.00
2 Leshaun Mcneil	School Safety Assistant	01/18/2024	$26,594.00
2 Tyanna Minter-Wilder	School Safety Assistant	01/18/2024	$26,594.00
2 Donovan Moore	School Safety Assistant	01/18/2024	$28,258.00
6 Brandon Scott	School Safety Assistant	01/18/2024	$26,594.00
3 Mercedes Skonecki	School Safety Assistant	01/18/2024	$28,258.00
2 Carter Smith	School Safety Assistant	01/18/2024	$26,594.00
2 Symone Smith	School Safety Assistant	01/18/2024	$28,258.00
2 Markeya Stewart	School Safety Assistant	01/18/2024	$26,594.00
2 Alexis Stone	School Safety Assistant	01/18/2024	$26,594.00
2 Iyona Woodson	School Safety Assistant	01/18/2024	$26,594.00
3 Isabel Yang	School Secretary I – 10 Month	01/02/2024	$36,006.00

Name	Position and Salary	Date	Salary
4 Marisol Cruz	School Kitchen Manager Trainee	01/02/2024	$23.24/hr
2 Nickhol Ashley	Social Work Aide II	01/25/2024	$23,676.00
2 Kimora Moore	Social Work Aide II	01/09/2024	$20,814.00

PROMOTIONS

2 Tony Bowen	Boiler Attendant Trainee	01/08/2024	$45,867.02
2 Deshandre Brister	Boiler Attendant Trainee	01/08/2024	$44,563.25
2 Eric Goudy	Boiler Attendant Trainee	01/08/2024	$41,953.46
2 Rockell Hurst	Boiler Attendant Trainee	01/08/2024	$53,694.14
2 Brenda Jones	Boiler Attendant Trainee	01/08/2024	$47,171.91
2 Shadmeshabed Kinney	Boiler Attendant Trainee	01/08/2024	$45,867.02
2 Fabian Lenard	Boiler Attendant Trainee	01/08/2024	$43,258.35
2 Kino McKinley	Boiler Attendant Trainee	01/08/2024	$45,867.02
2 John Northern	Boiler Attendant Trainee	01/08/2024	$44,563.25
4 Juan Pacheco-Hernandez	Boiler Attendant Trainee	01/08/2024	$41,953.46
2 Tirrell Pugh	Boiler Attendant Trainee	01/08/2024	$43,258.35
2 Jonas Harris	Boiler Attendant	01/02/2024	$51,596.58
2 Ronald Hill	Boiler Attendant	01/02/2024	$57,954.84
2 Charnell Wells	Boiler Attendant	01/02/2024	$52,867.55
4 Quinteris Harris	Food Service Assistant	01/17/2024	$17.17/hr
5 Sarah Antinucci	Paraprofessional	01/12/2024	$25,786.00
2 Shunita Williams	Paraprofessional	01/08/2024	$29,712.00
2 Zatia Mccreary	School Secretary I – 12 Month	01/08/2024	$41,378.69
2 Michael Hill	School Engineer II	01/02/2024	$64,941.81
2 Jennifer Flannery	School Kitchen Manager III	01/08/2024	$38,216.00
2 Delores Howard	School Kitchen Manager Trainee	01/22/2024	$23.24/hr
2 Corey Morris	Steamfitter Chargeman	01/08/2024	$55.88/hr

REHIRES

2 Sheneil Fears	Food Service Assistant	01/02/2024	$18.72/hr
2 Tazzaleen Rogers	Food Service Assistant	01/02/2024	$20.26/hr
5 Carolyn Atwell	Paraprofessional	01/08/2024	$22,648.00
2 Eboni Boatman-Riley	Paraprofessional	01/10/2024	$21,860.00
5 Ronna Gonzalez	Paraprofessional	01/08/2024	$24,211.00
2 Andrea Hamer	Paraprofessional	01/08/2024	$25,786.00
5 Timothy Pivonka	Paraprofessional	01/10/2024	$28,137.00
2 Kevin Turner	Paraprofessional	01/08/2024	$22,648.00
2 Gwendolyn Washington	Paraprofessional	01/02/2024	$29,712.00
2 Cayla Exum	School Safety Assistant	01/18/2024	$26,594.00

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

5,nr	Adams,Lamyra	AMP ART	01/BA	$50,737.00	1/22/2024
4,r	De La Cruz,Arlenne I	SAGE	01/BA	$80,571.00	1/8/2024
2,r	Mielke,Danielle	AMP ART	01/BA	$50,737.00	1/22/2024
5,r	Scott,Ariel	AMP ART	01/BA	$50,737.00	1/22/2024

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SOCIAL WORKER

5,nr	Viste,Joseph T	IDEA- CENTRAL SERVICE	01/2A	$92,241.00	1/19/2024

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER EARLY START

5,r	Cole,Daniel S	SOCIAL STUDIES	01/BA	$61,925.00	1/29/2024
2,r	Holmes,Rhonda D	MATHEMATICS	01/BA	$50,737.00	1/22/2024
5,nr	Pape,Phil J	SPEC ED MULTICATEG.	01/MA	$70,549.00	1/22/2024

5,r	Schumacher,Katharine Anne	HEARING IMPAIRED	01/MA	$72,588.00	1/22/2024
5,nr	Spieker,Thomas	MULTICATEG. COMP. SEN	01/MA	$70,549.00	1/22/2024
5,nr	Witham,Adelynn	SOCIAL STUDIES	01/BA	$65,654.00	1/22/2024

ACTION ON CERTIFICATED APPOINTMENTS - TEACHER

2,r	Bryant,Anthony R	HEARING IMPAIRED	XX/4W 2	$49,836.00	1/8/2024
2,nr	Maxwell,Grace-Ann	KINDERGARTEN (4 YR OLDS)	XX/4W 2	$49,860.00	12/18/2023
4,r	Navarro Soto,Maria	EARLY CHILDHOOD- SPEC ED	XX/4W 2	$49,860.00	12/18/2023
2,r	Ogboso,Onyinyechi	TITLE I COORDINATION	XX/4W 2	$49,836.00	1/8/2024
4,r	Paba,Luz	SPEC ED MULTICATEG	XX/4W 2	$49,860.00	12/18/2023
4,nr	Polster,Katherine	SAGE	XX/4W 2	$49,836.00	1/8/2024
2,r	Williamson,Laquashia D	GEN ELEM & K8 - ALL GRADES	XX/4W 2	$49,836.00	1/22/2024

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER EARLY START

2,nr	Cunningham,Evelyn	REG (5 YR) KINDERGARTEN	XX/4W 2	$49,836.00	1/8/2024
2,nr	Ekeocha,Patrick	CAT MATH HIGH	XX/4W 2	$49,860.00	12/18/2023
2,r	Parks,Patricia	SCIENCE	XX/4W 2	$49,836.00	1/22/2024

			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	6	14	0	9	0	4	7	0	0
SSW's	1	1	0	0	0	0	1	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	7	15	0	9	0	4	8	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 2023:		
Princess High	Hampton School	December 5, 2023
Illness Leave January 2024:		
Caree Thomas	Starms Discover Center	January 2, 2024
Sara French	Hartford University School	January 19, 2024
Sierra Grubor	Mitchell School	January 23, 2024
Personal Leave January 2024:		
Zoia Sventa	Bay View High School	January 10, 2024
Darlene Williams	Burbank School	January 29, 2024
Lynsey Branstrom	Morse Middle School	January 31, 2024

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	16.0	2	Uthman Ali	Teacher	HS of the Arts	01/11/2024
Personal	1.4	6	Nagham Aljalous	Teacher	Meir	01/05/2024
Personal	0.3	5	Najesda Amorocho	Teacher	Wedgewood Park	12/21/2023
Other Work	15.0	5	Natalie Bishop	Teacher	Emerson	01/27/2024
Personal	15.0	5	Darci Bowden	Teacher	Humboldt Park	01/19/2024
Personal	16.9	2	Donald Chapman	Teacher	MSOL	02/09/2024
Personal	6.2	2	Sheila Conley Patterson	Teacher	Obama SCTE	02/02/2024
Retire	34.0	4	Iris Escobar	Teacher	Lincoln Ave	06/14/2024
Personal	0.4	5	Alexys Foreman	Teacher	Hartford	01/01/2024
Retire	23.5	5	Jennifer Freckmann	SST	Kluge	03/22/2024
Retire	21.5	5	Angela Gawel	Teacher	IDEAL	06/13/2024
Retire	0.5	5	Peggy Hamby	SLP	Victory	06/13/2024
Personal	6.5	5	Jeffrey Kepner	Teacher	Rufus King HS	01/10/2024
Retire	32.0	2	Patricia Krug	Teacher	Marshall	02/22/2024
Retire	16.5	2	Garry Lawson	Principal	Clemens	06/22/2024
Other Dist	11.0	5	Elise Mickelson	Teacher	Marshall	02/09/2024
Personal	1.5	5	Kaja Montplaisir	Teacher	Rufus King HS	01/11/2024
Personal	2.4	4	Amanda Perez	Teacher	Spanish Imm	01/19/2024
Personal	0.4	4	Miguel Rodriguez	Teacher	MSOL	01/13/2024
Retire	33.4	3	Miriam Santos Amador	SST	Fratney	02/28/2024
Personal	2.5	5	Hannah Schein	Teacher	Garland	06/13/2024
Other Dist	10.4	5	Ashley Starr	Teacher	Cooper	01/19/2024
Personal	1.4	4	Yesenia Villanueva	Teacher	Lincoln Ave	01/02/2024
Retire	33.5	5	Tania Vujasinovic	SST	IDEAL	06/13/2024
Personal	16.1	2	Jonathan Woods	Teacher	Washington	05/23/2024
Classified Resignations						
Retire	7.5	4	Jenny Acevedo	Secretary I	Recreation	03/29/2024
Personal	13.4	4	Marangelie Acevedo	CHA	Greenfield	01/04/2024
Personal	0.5	4	Bladymil Amadeo Castro	Safety Asst	School Safety	01/08/2024
Personal	3.5	2	Shawanda Barksdale	BSH I	Central Svcs	12/13/2023
Personal	5.5	2	Eboni Boatman Riley	Para	MSL	02/01/2024
Personal	1.8	2	Shemmida Brown	Safety Asst	School Safety	12/28/2023
Personal	3.9	2	Tiawwanda Campbell	BSH I	Hawthorne	01/02/2024
Personal	0.3	2	Marysherell Cathey	Safety Asst	School Safety	02/02/2024
Personal	0.1	2	Zennovia Coleman	Safety Asst	School Safety	11/10/2023
Personal	0.1	5	David Cornell	Electrician	Electric Shop	01/25/2024
Personal	0.4	5	Katrina Deveau	Para	Lowell	01/22/2024
Retire	24.3	2	Linda Donelson	CHA	Marshall	01/31/2024
Personal	0.3	2	Laquita Edwards	FSA	Lincoln MS	01/22/2024
Personal	0.8	2	Lester Gillet	Para	Audubon HS	11/21/2023
Personal	1.0	2	Shondee Haralson	Para	MacDowell	01/02/2024
Personal	0.2	2	January Hines	Safety Asst	School Safety	01/12/2024
Personal	21.3	2	Yvonne Humphrey	FSA	Kluge	01/05/2024
Personal	0.5	5	Zachary Jensen	Para	MACL	01/04/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	1.0	4	Mizraim Jurado	Adm Asst I	Governance	01/25/2024
Personal	5.2	2	Jimika Martin	BSH I	Hayes	01/04/2024
Personal	0.5	2	Gwendolyn Mayon	Para	Townsend	01/04/2024
Retire	24.7	2	Kenneth McIntyre	Supervisor I	Facilities & Maint	02/02/2024
Personal	1.0	4	Kaia Morales	Para	Hawley	01/08/2024
Personal	18.0	4	Teresa Munoz Torres	Para	Grant	02/06/2024
Retire	4.4	2	Josephine Obi	Para	95th Street	06/28/2024
Retire	25.7	5	James Ovokaitys	Grndskeepr	Recreation	02/02/2024
Personal	4.1	2	Sheree Perry	Para	Thurston Woods	01/11/2024
Personal	4.4	2	Kizzy Phoenix	CHA	Congress	01/17/2024
Retire	20.0	5	Gregory Popp	Engineer	Spanish Imm	02/23/2024
Personal	0.4	2	Latisha Robinson	Para	Congress	02/06/2024
Personal	0.1	2	Patricia Rodgers	BSH I	Central Svcs	01/23/2024
Personal	7.3	2	Aviance Rogers	CHA	Congress	01/20/2024
Personal	14.0	2	Lakiesha Russell	RP Coach	Central Svcs	12/01/2023
Personal	0.2	2	Eddie Scott	BSH I	Central Svcs	01/11/2024
Personal	1.0	2	Marshia Scott	Para	Gaenslen	01/29/2024
Other Work	1.4	4	Angela Serna	Para	Early Childhood	02/02/2024
Personal	2.7	2	Mariah Shareef	BSH I	Sherman	02/19/2024
Personal	0.3	2	Alicia Sherrod	Safety Asst	School Safety	01/04/2024
Other Work	1.3	5	Katherine Simmons	Para	Riverside	02/02/2024
Personal	0.2	2	Debbie Smith	Safety Asst	School Safety	01/30/2024
Other Work	0.4	2	Christina Spikes	CHA	Westside Acad	01/15/2024
Other Work	0.4	2	Ikia Sprewell	Para	Gaenslen	01/31/2024
Retire	5.9	2	Lorna Stewart	CHA	Spanish Imm	06/13/2024
Personal	17.3	2	Mysonie Taylor	CHA	Burdick	12/20/2023
Personal	0.1	2	Brianna Tietz Holmes	FSA	MacDowell	01/08/2024
Personal	7.9	2	Ashia Turner	Safety Asst	School Safety	10/23/2023
Personal	0.3	2	Aundrea Tyars	BSH I	Sherman	01/31/2024
Personal	10.0	5	Richard Von Drasek	Supvisr III	School Safety	02/15/2024
Retire	28.0	2	Raymond Watson	Engineer I	Neeskara	03/05/2024
Personal	5.2	4	Abel Whitley	Boiler Att	Lincoln MS	01/19/2024
Personal	0.1	5	Kelsey Winter	Para	Garland	01/31/2024
Other Work	0.1	2	Myeisha Woodley	Para	Dr. King Elem	01/29/2024

Other District – 2 (Classified – 0 Certificated – 2)
Other Work – 6 (Classified – 5 Certificated – 1)
Personal – 53 (Classified – 39 Certificated – 14)
Retirement – 16 (Classified – 8 Certificated – 8)

Monthly Personnel Report

The Affirmative Action monthly personnel transaction report for January 2024 is attached. 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 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 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 Administrative Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(r)	Meredith Welch	Head Start Supervisor I	Schedule 03, Range 09A
		Office of the Chief of Academics	$120,395
(2)(nr)	Richard Walker	Principal II K-8 - Gaenslen	Schedule 03, Range 14T
		Office of the Chief of School Administration	$118,047
(2)(r)	Michael Powell	Supervisor I – Building Operations	Schedule 03, Range 09A
		Office of the Chief of Operations	$101,045
(4)(r)	Rena Strzelecki	Supervisor I – Building Operations	Schedule 03, Range 09A
		Office of the Chief of Operations	$96,548
(2)(r)	Monica Epps	Assistant Principal I – 53rd St	Schedule 03, Range 10C
		Office of the Chief of School Administration	$93,829
(2)(r)	Raquel Griffin	Assistant Principal I - Lancaster	Schedule 03, Range 10C
		Office of the Chief of School Administration	$75,448
(3)(r)	Sophia Saito	Associate II – Recreation, Human Resources	Schedule 03, Range 04A
		Office of the Chief of Operations	$66,150
(2)(r)	Mojishola Mason	Associate I - Family & Community Engagement	Schedule 03, Range 03A
		Office of the Chief of Operations	$66,151
(5)(r)	Elyse Heinrich	Associate II - Recreation, Aquatics	Schedule 03, Range 04A
		Office of the Chief of Communications & School Performance	$60,208

Recommended Appointments of the Office of Board Governance

(5)(r)	Susan Patterson	Associate II, Records Management Office of Board Governance	Schedule 03, Range 04A $71,821

Recommended Appointments of the Office of Accountability and Efficiency

(5)(nr)	Jenelle Zito	Manager I, Accountability & Efficiency Office of Accountability & Efficiency	Schedule 03, Range 11A $103,300
(3)(nr)	Laiho Leong Ho	Performance Auditor II Office of Accountability & Efficiency	Schedule 03, Range 06A $93,388

Recommended Reassignment

The Superintendent recommends that the following individuals be reassigned to the classifications indicated, to be effective upon approval by the Board.

(2)(nr)	Trinette Green	Administrator on Special Assignment - South Division Office of the Chief of School Administration	Schedule 03, Range 15A $140,408
(3)(r)	Kelle Williams	Student Assignment Specialist II – Student Services Office of the Chief of School Administration	Schedule 03, Range 09A $100,072

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

(5)(r)	James Gorton Office of the Chief of Human Resources	Employee Rights Administration 02/01/24 to 08/01/24	$67.00
(5)(nr)	Carol Arendt Office of the Chief of Academics	School Nurse 01/02/24 to 05/30/24	$40.00
(2)(r)	Kathy Bonds Office of the Chief of Academics	Professional Development 12/01/23 to 06/01/24	$40.00
(2)(nr)	Bridgette Hood-Leveston Office of the Chief of Academics	Professional Development 12/01/23 to 06/01/24	$40.00
(5)(nr)	Azhar Ali Office of the Chief of Academics	Refugee Student Services Provider 02/01/24 to 06/30/24	$35.00
(5)(nr)	Karen Green Office of the Chief of Academics	Computer Science Instructional Coach 01/02/24 to 06/30/24	$30.00
(5)(r)	Jacqueline Meifert Office of the Chief of Academics	Planning Assistant – Extended Learning Opportunities/CCR/CAO 01/31/24 to 07/31/24	$30.00
(5)(r)	Gary Kowalski Office of the Chief of Academics	Youth Mentor 01/02/24 to 05/21/24	$30.00
(2)(r)	Danny Hamilton Office of the Chief of Academics	Youth Mentor 01/02/24 to 05/21/24	$30.00
(5)(nr)	Devin Lazo Office of the Chief of Academics	Planning Assistant 12/02/23 to 06/01/24	$30.00
(2)(r)	Cassu Green Office of the Chief of Academic	Youth Mentor 01/02/24 to 05/21/24	$30.00
(2)(r)	Erica Cook Office of the Chief of School Administration	Climate Assistance	$25.00 10/01/23 to 04/01/24
(5)(r)	Malin Ehrsam Office of the Chief of Human Resources	Law Clerk 01/19/24 to 06/19/24	$20.00

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 FY24 budget.

Committee's Recommendation

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

Director Siemsen moved to approve the Administration's recommendations on the revised attachment provided under separate cover [captured herein].

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — None – 0.

* * * * *

(Item 3) Action on a Request for Approval of a Job Description for Manager III - Emergency Operations

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job description for the Manager III - Emergency Operations position.

Reporting to the Chief of Staff, the Manager III – Emergency Operations manages all emergency situations related to weather, health, and safety. They monitor all operational security systems including but not limited to the Avigilon Security Camera System, access control and fire and burglar alarm monitoring to ensure efficient services are designed to protect the children, staff and assets of Milwaukee Public Schools. They ensure the continual operation of all safety systems, the monitoring of impeding weather-related issues, and the coordination of efforts to maintain the integrity of the associated security applications and the monitoring of response personnel.

This full-time, exempt position is paid at a grade of 13A in a range of $100,732 - $145,437.

The complete 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

Administrative 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 Manager III - Emergency Operations position.

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

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(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Acceptance of the Report on 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

State Authorization to Issue a Purchase Order to CDW Government LLC for Cisco Nexus Switches

The Administration is requesting authorization to issue a purchase order to CDW Government LLC for Cisco Nexus switches. These items include identical high density network switches and related cabling, memory, and support for each data center in MPS.

This equipment is needed as our current core switches are end-of-support in May 2024. This equipment purchase will provide supported and secure layer 2 switching of all copper and fiber connections in the data center including application servers, network appliances, wireless controllers, and firewall. This equipment switches all network traffic to all MPS locations including schools, departments, and recreation sites.

This purchase is made under the Wisconsin Cisco NVP Data Communications

AR3227 Cooperative Contract (AR3227 .....505ENT-M21-DATACOM).

The total cost of the purchase will not exceed $189,813.14.

Budget Code: TSV-0-0-TLN-DW-EEQ5 (Technology Equipment).....$189,813.14

Cooperative Action on a Request to Issue a Purchase Order to Bogie Enterprises Inc. d/b/a Envirotech Equipment for a Diamondback Rear Loader Refuse Garbage Truck

The Administration is requesting authorization to issue a purchase order to Bogie Enterprises Inc. d/b/a Envirotech Equipment for a one-time purchase of a Diamondback Rear Loader refuse garbage truck for use by Milwaukee Recreation Facilities and Maintenance.

One vehicle is to be purchased. A 2024 Isuzu NRR Cab Chassis fitted with an 8-yard Diamondback Rear Loader. Other specifications of the vehicle: auto-lock tailgate, backup alarm, ICC lights and reflectors, suspension seat side access door, tailgate ajar indicator, Color Vision camera w/audio, Hopper Floor & Back 1/4-inch, shovel/broom rack, LED work lights (2), strobe light package, automatic

transmission, hour meter on PTO, fire extinguisher, and a triangle kit.

This purchase is being made under Sourcewell Contract #091219-NWY, and the total cost shall not exceed $136,964.00

Budget Code: STS-0-0-FGR-RC-ERVH $136,964.00

HUB, COIN, and Student Career Awareness Commitment information may be found in the minutes of your Committee's meeting.

Report on Change Orders

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 C030627

Cooperative Educational Service Agency #1 (CESA #1)

On July 1, 2022, the Milwaukee Board of School Directors and Cooperative Educational Services\ Agency #1 (CESA #1) entered into Professional Services Contract number C030627 (“Contract”), with a term of July 1, 2022, through June 30, 2023, for 165 days of professional development aligned to the current professional learning strategy.

On January 3, 2023, a Request to Change Contract (RCC) was approved for additional funds to cover additional professional development in Central Region CSI schools. On May 25, 2023, the Board approved the first contract extension with a term of July 1, 2023, through June 30, 2024, with compensation not to exceed $246,400. On August 17, 2023, an RCC was approved to add funds of $84,700 for an expansion of services to work with Central Region CSI schools. On December 21, 2023, an RCC was approved to add $30,030 for services for Green Tree where CESA 1 will provide coaching and professional learning to improve educator practices, classroom instruction, and classroom management leading to improved student learning

Original Contract:.....$ 261,800.00

RCC 1/3/23.....$ 39,000.00

2nd Extension 5/25/2023.....$ 246,400.00

RCC 8/17/23.....$ 84,700.00

RCC 12/21/2023.....$ 30,030.00

Ending contract: .....$ 661,930.00

Contract: C030208

Sixteenth Street Community Health Centers

On October 1, 2021, the Milwaukee Board of School Directors and Sixteenth Street Community Health Centers Inc entered into Professional Services Contract number C030208 (“Contract”), with a term of October 1, 2021, through September 30, 2022, for School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual. Services will occur for students at Bay View High, Doerfler, Forest Home, Kagel, Lincoln Avenue, and Zablocki schools.

On August 25, 2022, the Board approved a contract extension with a term of October 1, 2022, through September 24, 2024. On February 1, 2023, a Request to Change Contract (RCC) was approved to decrease the contract by $30,000. On August 22, 2023, an RCC was approved to decrease the contract by $30,000 as the vendor is not able to serve one school. On January 11, 2024, an RCC was approved to add $75,000 for Project AWARE funds for each school.

Original Contract Amount: $ 180,000.00 Contract Extensions 8/25/22 360,000.00

RCC 2/1/2023.....(30,000.00)

RCC 8/22/2023.....(30,000.00)

RCC 1/11/2024.....75,000.00

Ending amount: .....$ 555,000.00

Contract: C030209

Children’s Hospital of Wisconsin

On October 1, 2021, the Milwaukee Board of School Directors and Children’s Hospital of Wisconsin entered into Professional Services Contract number C030209 (“Contract”), with a term of October 1, 2021, through September 30, 2022, for School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual. Services will take place for students at Auer Avenue, James Madison Academic Campus, Martin Luther King Jr Elementary, Milwaukee High School of the Arts, Milwaukee School of Languages, Next Door Foundation, Reagan IB, and Riverwest schools.

On February 24, 2022, a Request to Change Contract (RCC) was approved to increase the contract by $11,250 using DPI grant funds. On August 25, 2022, the Board approved a contract extension with a term of October 1, 2022, through September 24, 2024. On February 1, 2023, an RCC was approved to increase the contract by $5,000 to reflect the addition of funds from the DPI Mental Health grant. On January 8, 2024, an RCC was approved to add $120,000 for Project AWARE funds for each school and to add Rufus King to the list of schools served and to remove Next Door from that list.

Original Contract Amount: $ 240,000.00

RCC 2/24/2022 ..... 11,250.00

Contract Extensions 8/25/22 480,000.00

RCC 1/26/2023 ..... 5,000.00

RCC 1/8/2024 ..... 120,000.00

Ending amount: ..... $ 856,250.00

Contract: C030254

Lutheran Social Services of WI & Upper MI Inc

On October 1, 2021, the Milwaukee Board of School Directors and Lutheran Social Services of WI & Upper MI Inc entered into Professional Services Contract number C030254 ("Contract"), with a term of October 1, 2021, through September 30, 2022, for School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual. Services will occur for students at Andrew Douglas, Gwen T. Jackson, Lafollette, and North Division High School.

On June 22, 2022, a Request to Change Contract (RCC) was approved to add $51,250 to the contract to accommodate services. On August 25, 2022, the Board approved a contract extension with a term of October 1, 2022, through September 24, 2024. On September 6, 2023, an RCC was approved to decrease the contract by $11,250 DPI grant funds. On January 11, 2024, an RCC was approved to add $90,000 for Project AWARE funds for each school.

Original Contract Amount: $ 80,000.00

RCC 6/22/2022 51,250.00

Contract Extensions 8/25/22 360,000.00

RCC 2/1/2023 ..... (11,250.00)

RCC 1/11/2024 ..... 90,000.00

Ending amount: ..... $ 570,000.00

Contract: C030216

Mental Health America of WI

On October 1, 2021, the Milwaukee Board of School Directors and Mental Health America of Wisconsin entered into Professional Services Contract number C030216 ("Contract"), with a term of October 1, 2021, through September 30, 2022, for School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual. Services will occur for students at Burdick, Golda Meir, and Clemens schools.

On February 25, 2022, a Request to Change Contract (RCC) was approved to add $11,250 using DPI grant funds. On June 22, 2022, an RCC was approved to add $1,000 to the contract due to a reallocation of unutilized grant funds. On August 25, 2022, the Board approved a contract extension with a term of October 1, 2022, through September 30, 2024. On February 1, 2023, an RCC was approved to add $20,000 to reflect additional funds from the DPI Mental Health grant. On January 8, 2024, an RCC was approved to add $15,000 from ESSER funds and $60,000 for Project AWARE funds. Grantosa is added to the list of schools served.

Original Contract Amount: ..... $ 90,000.00

RCC 2/25/2022.....11,250.00

RCC 6/22/2022.....1,000.00

Contract Extensions 8/25/22 180,000.00

RCC 2/1/2023.....20,000.00

RCC 1/8/2024.....75,000.00

Ending amount: $377,250.00

Contract: C030207

Sebastian Family Psychology Practice LLC

On October 1, 2021, the Milwaukee Board of School Directors and Sebastian Family Psychology Practice LLC entered into Professional Services Contract number C030207 ("Contract"), with a term of October 1, 2021, through September 30, 2022, to conduct School Community Partnership for Mental Health (SCPMH) activities as outlined in the SCPMH manual.

Services will take place at Audubon, Bethune Academy, Franklin, Hopkins Lloyd, Humboldt Park, Keefe Avenue, OW Holmes, Shalom, Sherman, Milwaukee College Prep Lloyd Street campus, Thoreau, and Westside Academy schools.

On February 24, 2022, a Request to Change Contract (RCC) was approved to increase the contract using Department of Public Instruction (DPI) grant funds. The Contract was subsequently extended for the first and second additional one-year terms, from October 1, 2022, through September 30, 2024 (Years 2 and 3). On February 1, 2023, an RCC was approved to increase funds to reflect the addition of funds from the DPI Mental Health grant and the addition of Zablocki to the list of schools served. On March 3, 2023, an RCC was approved to add $24,154 to adjust clear the negative encumbrance balance from closed grant project. On January 8, 2024, an RCC was approved to add funds of $30,000 to cover needs for additional services. On January 8, 2024, an RCC was approved to add $30,000 ESSER funds and $225,000 for Project AWARE funds. In addition, Engleburg, and Fifty-Third Street schools were added to the list of schools served and Milwaukee College Prep was removed.

Original Contract: $ 330,000.00

RCC 2/24/2022 $ 30,000.00

Contract Extension 8/25/2022 $ 720,000.00

RCC 2/1/2023 $ 50,000.00

RCC 1/8/2024 $ 30,000.00

RCC 1/8/2024 $ 255,000.00

Ending contract: $1,415,000.00

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

Monetary Donations

Location	Donor	Amount	Gift or Purpose
Alliance High School	G/L Community Fund	200.00	LGBTQ Programs
Bay View High School	Gerald Hollander	250.00	Support Gay Straight Alliance

Carver Academy	Anonymous	140.00	General School Supplies
Carver Academy	Historic Brewers Hill Association	1,345.00	General School Supplies
Doerfler School	Ulrich Kristelle	1,000.00	Washington Field Trip
Doerfler School	Sally R Brown	40.00	Washington Field Trip
Doerfler School	Jose Trinidad	100.00	Gift Cards for Math/Literacy Night
Emerson School	Natural Resources Foundation of Wisconsin	450.00	Big on Bugs Project
French Immersion School	Johnson Financial Group	2,000.00	Support Annual 5th Grade Field Trip
Albert E Kagel School	Lions Club International	240.00	Be Volunteer New Berlin Leons State Fair
King High School	Anonymous	155.00	General School Supplies
Lincoln Middle School	Mix Church	500.00	Food For HEP Students for Holidays
Longfellow Elementary	Optimist Club of Milwaukee Charity	200.00	Parranda Parent/Student Activity
Longfellow Elementary	Barbara Gilman	300.00	Parranda Parent/Student Activity
MacDowell Montessori	Duet Resource Group - Dan Mahlik	4,995.00	Flex Farm
MacDowell Montessori	Jeanne Wittman	94.93	Cheese Pizza
Maryland Avenue Montessori School	Anonymous	35.00	General School Supplies
Meir School	Natural Resources Foundation of Wisconsin	2,000.00	Golda Meadows Project
Milwaukee School of Languages	German Immersion Foundation	800.00	German Immersion Foundation
Milwaukee School of Languages	German Immersion Foundation	800.00	Support German Program
Obama School of Career and Technical Education	Kerry Holeman	50.00	Scholarships Fund
Ronald Reagan High School	* Samuel Mitchell	5.00	General School Supplies
Spanish Immersion School	* Dimas Ocampo	250.00	General School Supplies
Trowbridge School	Dennis Cook	100.00	Madison Trip
Trowbridge School	Loretta Senderhauf	200.00	Family in Need
Trowbridge School	Robert Radtke	400.00	Family in Need
Trowbridge School	Grace Presbyterian Church	2,500.00	Mad Hot Ballroom Program
	Total Monetary Donations	19,149.93	
Non-Monetary Donations			
Location	Donor	Amount	Gift or Purpose
Alcott School	DonorsChoose	177.33	Passing a Law
Bethune Academy	DonorsChoose	285.33	Warm and Cozy
Bethune Academy	DonorsChoose	345.52	Flexible Seating
Bethune Academy	DonorsChoose	384.36	Living in Color
Bradley Trade & Tech	DonorsChoose	286.47	Great Kids Need the Basics!
Brown Street School	DonorsChoose	844.14	Art Supplies

Doerfler School	ATW Artistry (Mark & Molly)	30.00	Raffle Prizes for Math/Literacy Night
Doerfler School	Miriam Elizabeth Ramirez Garcia	50.00	Plants and Candy Bags for Raffle Prized for Math/Literacy Night
Doerfler School	Fox River Christian Church Mitten Ministry	200.00	Mittens and Hats
Doerfler School	DonorsChoose	163.27	No More Tummy Aches
Doerfler School	DonorsChoose	516.67	Bugs Be Gone and Sweet Treats
Carver Academy	DonorsChoose	363.62	Literature Circle Reads
Dr. B Carson Academy of Science	DonorsChoose	219.50	Wonderful Mrs. Wishy-Washy
Dr. B Carson Academy of Science	DonorsChoose	265.51	Farwell to 3rd Grade
Dr. B Carson Academy of Science	DonorsChoose	290.17	Rewards Shopping
Dr. B Carson Academy of Science	DonorsChoose	431.09	Food, Clothing & Hygiene
Dr. B Carson Academy of Science	DonorsChoose	490.64	Hygiene Kits for Fresh Kids
Dr. B Carson Academy of Science	DonorsChoose	498.52	New Carpet
Dr. B Carson Academy of Science	DonorsChoose	663.77	School Psychologist in Need!
Engleburg School	DonorsChoose	400.48	Motivational Incentives
Fifty-Third Street School	UWM African Diaspora Council	3,500.00	General School Supplies
Forest Home Avenue School	DonorsChoose	1,397.20	Bookshelf Bonanza
Frances Brock Starms Early Childhood Center	DonorsChoose	193.56	Legos for Little Learners
Fratney Street School	DonorsChoose	524.78	Sensory Exploration!
Gaenslen School	DonorsChoose	505.27	Second Grade Stars
Gaenslen School	DonorsChoose	669.48	Educational Kits & Games
Grant School	DonorsChoose	435.41	Healthy Skin For The Win
Grantosa Drive School	DonorsChoose	135.43	Calming Down Space
Grantosa Drive School	DonorsChoose	202.94	Educational Kits & Games
Grantosa Drive School	DonorsChoose	206.99	Food, Clothing & Hygiene
Gwen T. Jackson School	DonorsChoose	337.24	Flexible Seating
Hamilton High School	DonorsChoose	193.46	Books
Hawthorne School	DonorsChoose	477.24	Flexible Seating
Hayes Bilingual School	DonorsChoose	273.91	Books
Hayes Bilingual School	DonorsChoose	355.69	Socialize Through Play
Hayes Bilingual School	DonorsChoose	469.78	Flexible Seating Carpet
Holmes School	DonorsChoose	232.16	Books
Holmes School	DonorsChoose	256.57	Books
Holmes School	DonorsChoose	269.35	Books
Holmes School	DonorsChoose	271.93	Books
Holmes School	DonorsChoose	279.29	Books
Kilbourn School	DonorsChoose	1,003.37	Comfy Reading Time Please!
King Elementary School	DonorsChoose	625.24	Cool Air Needed
King High School	DonorsChoose	343.06	Books
King High School	DonorsChoose	474.61	Keep Them Reading!
King High School	DonorsChoose	663.46	Lab Equipment
Kluge School	DonorsChoose	456.27	Summer Breeze
Lincoln Avenue School	DonorsChoose	161.89	Promote Writing Skills

Lincoln Middle School	DonorsChoose	320.92	Classroom Basics
Lincoln Middle School	DonorsChoose	475.67	Fun Seats For School
Lincoln Middle School	Pick N Save	54.70	Christmas Presents for HEP
Lincoln Middle School	Fresh Thyme Market	163.00	HEP Thanksgiving Meals
Lloyd Barbee Montessori	DonorsChoose	440.96	YOTO Audio Player
Lloyd Barbee Montessori	DonorsChoose	807.42	Flexible Seating
Lowell School	DonorsChoose	196.39	Educational Kits & Games
Lowell School	DonorsChoose	243.14	Writing in Style!
Lowell School	DonorsChoose	302.51	Supplies for Everyday Learning
Lowell School	DonorsChoose	306.58	Classroom Positivity
Lowell School	DonorsChoose	333.93	Food, Clothing & Hygiene
Lowell School	DonorsChoose	344.65	A Is for Alphabet
Lowell School	DonorsChoose	445.04	Imaginative Play
Lowell School	DonorsChoose	500.00	Headphones Please!
MacDowell Montessori	DonorsChoose	262.44	Magic with Manipulatives!
MacDowell Montessori	DonorsChoose	303.91	Building the Set!
Manitoba School	Office Depot	1,014.78	E-Gift Card for School Supplies
Marvin Pratt	DonorsChoose	649.83	Educational Kits & Games
Morgandale School	DonorsChoose	219.12	Stamp & Punch
Morgandale School	DonorsChoose	273.54	Print Perfection
Morgandale School	DonorsChoose	291.97	The Basics
Morgandale School	DonorsChoose	567.94	Flexible Seating
Ninety-Fifth Street School	DonorsChoose	136.17	Books
Ninety-Fifth Street School	DonorsChoose	176.02	Books for Literacy Night
Ninety-Fifth Street School	DonorsChoose	246.48	Teen Self Care Package
Ninety-Fifth Street School	DonorsChoose	249.57	Educational Kits & Games
Ninety-Fifth Street School	DonorsChoose	269.35	School Store Incentives
Ninety-Fifth Street School	DonorsChoose	326.33	Dry Clothes for Pre-K2
Ninety-Fifth Street School	DonorsChoose	336.87	Books
Ninety-Fifth Street School	DonorsChoose	337.19	Craft Kits for PreK!
Ninety-Fifth Street School	DonorsChoose	471.94	Books
North Division High School	NDHS Staff	148.22	Walking Taco Fundraiser Food & Supply Items
Obama School of Career and Technical Education	DonorsChoose	308.36	Bright Lights
Obama School of Career and Technical Education	DonorsChoose	768.08	Art Supplies
Pulaski High School	DonorsChoose	467.32	The Show Must Go On!
Riley School	* Nicole Wallace	25.00	
Riverwest Elementary	DonorsChoose	318.56	Hygiene Kits & Spare Clothing
Siefert School	DonorsChoose	300.97	Rowdy Readers!
Siefert School	DonorsChoose	413.93	Multicultural Masterpieces!
Siefert School	DonorsChoose	617.33	Books
Siefert School	DonorsChoose	1,477.50	Splendid Storage!
Office of Academics - Specialized Services	Chris Coughlin	200.00	Winter Gloves
Office of Academics - Specialized Services	Jim Coughlin	250.00	Hygiene Products

Office of Academics - Specialized Services	Jim and Chris Coughlin	335.00	Gently Used Sweatshirts
Office of Academics - Specialized Services	* MARTA/Debra Jupka	808.35	Health And Hygiene Products
Office of Academics - Specialized Services	Amber Williams	1,190.00	Gift Cards
Office of Academics - Specialized Services	Soles4Souls	113,550.00	Footwear
Office of Communications and School Performance - Strategic Partnerships and Customer Service	MaryJane Lukas and Noah Pothast	200.00	MPS School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Sherry Steward	400.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Mary Hay	500.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Megan O'Halloran	1,500.00	MPS Mitten Tree
Trowbridge School	DonorsChoose	133.41	Mice...Where Are You?
Trowbridge School	DonorsChoose	138.01	Books
Trowbridge School	DonorsChoose	149.38	We Need New Books
Trowbridge School	DonorsChoose	226.83	Sports & Exercise Equipment
Trowbridge School	DonorsChoose	233.00	STEM Equals TPT
Trowbridge School	DonorsChoose	246.26	Pokémon Book Bonanza!
Trowbridge School	DonorsChoose	274.11	Books
Trowbridge School	DonorsChoose	276.77	Classroom Basics
Vieau School	DonorsChoose	357.16	Sensory Needs
Walt Whitman School	DonorsChoose	271.24	Classroom Basics
Walt Whitman School	School Store	10.00	Gift Card
Walt Whitman School	Caring For Classrooms	30.00	Gift Card
Walt Whitman School	Caring For Classrooms	60.00	Gift Card
Walt Whitman School	Caring For Classrooms	90.00	Gift Card
	Total Non-Monetary Donations	159,165.12	
	Total Value of Donations	178,315.05	
** Donations from MPS Alumni*		*1,088.35*	

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 (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 5) Action on the Award of Professional Services Contracts

Background

RFP 1075 Authorization to Enter into a Contract with Boys and Girls Clubs of Greater Milwaukee Inc. for Safe Places at Three MPS locations

The Administration is requesting authorization to enter into a contract with the Boys and Girls Clubs of Greater Milwaukee Inc. (BGCGM) to operate three after-school Safe Place locations at Bethune Academy, Riverwest Elementary School, and Townsend Street School during the 2023-2024 school year.

The BGCGM provides fiscal administration for its respective Safe Place sites, hires and evaluates Safe Place staff, and assists day schools in developing extended-day academic and recreational programming.

The Safe Place programs provide youth with academic support, engaging recreation enrichment activities, and nutritious meals. Depending on the respective program times, all locations will offer breakfast, lunch, and dinner.

Milwaukee Recreation will monitor the agency's compliance with the contract and will manage the reimbursements of monthly expenditures. Daily attendance and overall performance of the Safe Place Programs will be monitored by the MPS Before/After-School Team through the Cayen web-based data-tracking system, as well as through regular site visits.

The Contractor was chosen pursuant to RFP 1075 (Before and After School Recreational Providers) which closed on August 8, 2022. This contract will have a term of March 1, 2024, through June 30, 2024. The contract will not exceed $120,000 and will be distributed amongst the Safe Place locations as follows:

Bethune Academy $40,000.00

Townsend Street $40,000.00

Riverwest Elementary $40,000.00

Budget Code:

000-0-0-W2C-37-ECTS (Wisconsin Shares) $40,000.00

000-0-0-W2C-TO-ECTS (Wisconsin Shares).....$40,000.00

000-0-0-W2C-PI-ECTS (Wisconsin Shares).....$40,000.00

RFP 1091 Authorization to Contract with Camp for All Kids and Boys & Girls Clubs of Greater Milwaukee Inc. for Overnight Camp

The Administration is requesting authorization to enter into contracts with Camp for All Kids and Boys & Girls Clubs of Greater Milwaukee Inc. for Overnight Camp. These Contractors will be used to provide high-quality, overnight camp experiences for MPS students in grades 4-8 to support students in recovering from the impact of COVID-19 on educational and social-emotional development. All age eligible schools have been invited through Thursday Updates to express interest in overnight camp.

Services will include room, board, and camp activities. Campers will be provided with transportation to and from camp and camp supplies as needed.

Contractor was chosen pursuant to RFP 1091, which closed on January 13, 2023, with an initial term of April 10, 2023, through September 30, 2023.

This Administration recommends that these contracts run from March 1, 2024, through September 30, 2024. The contracts will not exceed $325,204 and will be distributed to the camps as follows:

Camp for All Kids $228,204.00

Boys and Girls Clubs of Greater Milwaukee Inc. $ 97,000.00

Budget Code: EXC-B-S-9V4-RC-ECTS..... $325,204.00

RFP 1128 Authorization to Contract with Girl Scouts of Wisconsin Southeast Inc for Overnight Camp

The Administration is requesting authorization to enter into a contract with Girl Scouts of Wisconsin Southeast Inc for Overnight Camp. This contractor will be used to provide high-quality, overnight camp experiences for MPS students in grades 4-8 to support students in recovering from the impact of COVID-19 on educational and social-emotional development. Services will include room, board, and camp activities. Campers will be provided with transportation to and from camp and camp supplies as needed. All age eligible schools have been invited through Thursday Updates to express interest in overnight camp.

Contractor was chosen pursuant to RFP 1128, which closed on January 19, 2024. The contract will run from March 1, 2024, through September 30, 2024, (the "Initial Term").

The total cost of the contract in the Initial Term will not exceed $60,000. 00

Budget Code: EXC-B-S-9V4-RC-ECTS (Recreation...Contracted Services) $60,000.00

RFP 1122 Authorization to Enter into a Contract with First Student, Inc., North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC, Lakeside Buses of Wisconsin, Inc. Lamers Bus Lines, Inc., MC Transportation Services LLC, and Safeway Transportation Services Corporation for Busing Services for MPS Students (Regular, Suburban, and Special Education)

The Administration is requesting authorization to enter into blanket contracts with First Student, Inc. Illinois Central School Bus, LLC, Lakeside Buses of Wisconsin, Inc. Lamers Bus Lines, Inc., MC Transportation Services LLC, and Safeway Transportation Services Corporation for yellow school bus transportation for students throughout the metro-Milwaukee area, to and from school. This service will provide service for students who may require transportation to MPS schools and/or schools in the surrounding suburban districts.

The vendors were chosen pursuant to RFP 1122 which closed on December 19, 2023. The contracts for First Student, Inc. Illinois Central School Bus, LLC, Lakeside Buses of Wisconsin, Inc. Lamers Bus Lines, Inc., MC Transportation Services LLC, and Safeway Transportation Services Corporation will run from July 1, 2024, through June 30, 2027.

The total cost of these contracts will not exceed $72,896,136.42. The three (3) year total cost of each of the contracts will not exceed:

Vendor	Contract Value
First Student, Inc.	$ 13,808,196.71
Illinois Central School Bus, LLC	$ 17,391,909.60
Lakeside Buses of Wisconsin, Inc.	$ 15,289,445.59
Lamers Bus Lines, Inc.	$ 4,832,774.10
MC Transportation Services LLC	2,034,000.00
Safeway Transportation Services Corporation	$ 19,539,810.43

Budget Codes:

AST-0-0-TRS-DW-EPPT	$476,727.71
HLT-0-0-TRS-DW-EPPT	$1,321,384.23
KMT-0-0-TRS-DW-EPPT	$84,304.39
MDK-0-0-TRS-DW-EPPT	$431,203.34
PMO-0-0-TRS-DW-EPPT	$200,464.27

RTS-0-0-TRS-DW-EPPT $41,175,893.88

RTS-0-0-TRS-DW-EVSPFPUB $663,739.31

RWT-0-0-TRS-DW-EPPT $22,574,294.25

SM1-0-0-TRS-DW-EPPT $3,986,781.61

SMT-0-0-TRS-DW-EPPT $550,154.10

TED-0-0-TRS-DW-EPPT $1,431,189.33

HUB, COIN, and Student Career Awareness Commitment requirements may be found in the attachments 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 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

Background

Exception Authorization to Extend the Contract with 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 27, 2024. This contract will run from March 28, 2024, through March 27, 2025 (Year 2), and will not exceed $70,396.00.

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..... $11,560.00

Cream City Futsal LLC

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 Purchase Order to Discovery Education Inc. for the Spanish Translation of Identified Assets

The Administration is requesting authorization to issue a purchase order to Discovery Education Inc. to translate science and social studies materials for use in grades K5 through 5 and grades K5 through 8 bilingual program classrooms, respectively. These digital resources are not part of the current MPS Board adopted science or social studies instructional resources. These resources provide schools with additional interactive activities for science and social studies in an accessible language.

The number of assets to be translated is 7,792. Pricing is determined per word if spoken (i.e. video) or per page if written. The average cost to translate each asset is $79.57.

The purchase order will have a term of March 1, 2024, through June 30, 2024, and the total cost will not exceed $620,000.00.

Budget Code: ESL-0-I-9Q4-BI-ECTS (Contract Services)..... $620,000.00

Discovery Education 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 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 contract and purchase order will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contract and 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 7) Request to Waive Administrative Policy 3.09(9)(e) and Enter into a Contract with U.S. Bank National Association and Canon Financial Services, Inc.

Background

State Authorization to Issue a Contract with U.S. Bank National Association for Enterprise Banking Services

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and enter into a contract with U.S. Bank National Association to perform the banking services of the District.

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 Wisconsin State Contract 505ENT-M21-ENTBANKING-01, the result of a competitive selection process by the State of Wisconsin.

Given the processes and procedures inherent in a banking relationship, we are requesting a waiver of the three-year term limit. The contract will have a term of March 1, 2024, through June 30, 2027.

The total cost of the contract will not exceed $20,600 annually. This expenditure will be offset by interest earnings and earning credits on the average daily balances on deposit with the bank. The combination of the earnings credits and interest earnings, offset against the cost of banking services, will result in the lowest net cost of services to the District.

Budget Code: FSC-0-0-BSF-DW-EDDU (Contract-Board Funding) $61,800.00

U.S. Bank National Association

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? ..... NA.

Total # of Employees ..... NA

Total # of Minorities ..... NA

Total # of Women ..... NA

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

STATE Authorization to Enter into a Lease Agreement with Canon Financial Services, Inc. for a Multi-Purpose Digital Color Press Bundle and Canon Solutions America, Inc. for the Printing Usage Costs

The Administration is requesting authorization to waive the three-year-term limit of Administrative Policy 3.09(9)(e) and enter into a lease with Canon Financial Services, Inc. ("Canon"), for a multi-purpose digital color press bundle and Canon Solutions America, Inc for the printing usage costs also known as clicks. Canon

will provide a Canon V900 Color Printer and iJet 1175 Color Envelope Printer. This equipment is necessary for the Division of Duplicating Services to continue providing quality services and products needed for district stakeholders. This equipment replaces an existing Canon IPC8000VP printer that was being leased. The lease agreement on the IPC8000VP expires in August 2025. As such, this contract agreement with Canon is the best available option. There will be no equipment sale. Maintenance is included.

This purchase is made under the State of Wisconsin Contract #505ENT-M20-MFDCOPIER-02 and NASPO Wisconsin #140595.

This lease term will run for 63 months from March 1, 2024, through May 1, 2029, and will not exceed $245,070.00.

The printing usage costs will not exceed $270,209.52 and the agreement will run from March 1, 2024, through May 1, 2029.

The total of the two agreements will not exceed $515,279.52 over the course of the term of the agreements.

Budget Code: DUP-0-0-DUP-DU-EMTC ...(Duplicating Services - Contracted Services) $245,070.00
Canon Financial Services, 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

Budget Code: DUP-0-0-DUP-DU-EMTC (Duplicating Services - Contracted Services)
$270,209.52
Canon Solutions America, 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

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 request to waive Administrative Policy 3.09(9)(e) and authorize the 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 Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, Material Purchase and Emergency Contract Committee's Recommendation

Construction Contract

ROOF REPLACEMENT

Pulaski High School

Prime Contractor

Langer Roofing & Sheet Metal, Inc.

345 South Curtis Road

Milwaukee, WI 53214

Low Bidder, Base Bid of $1,696,232.00 plus $82,866.00 for Mandatory Alternate Bid #1 plus $518,937.00 for Mandatory Alternate Bid for a total of $2,298,035.00.

Funds are available for the Roof Replacement project from account code FAR 00 MM2 NL ECNC (Project No 2536). The project contract start date is scheduled for March 1, 2024, and completion date is August 23, 2024.

Professional Services Contract

RFP #24-004 Testing, Repairing and Recharging Fire Extinguishers and Fire Suppression Systems at Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Testing, Repairing and Recharging Fire Extinguishers and Fire Suppression Systems at various MPS sites.

Selected Firm: ACM Fire Protection Inc.

Requested Expenditure Authority: Not to exceed $300,000.00

Contract Period: March 1, 2024 – February 28, 2027

Budget Code: Various

Material Purchase

Uninterruptible Power Supply (UPS) System

Central Services
Prime Contractor
Capital Data, Inc.
1360 S. Moorland Road, Suite 200
Brookfield, WI 53005
Authorization to approve the purchase of the UPS and all of its supporting components for installation at the Administration Building. Purchase is made under the State University of Wisconsin Contract 21-2007 and shall be in accordance with the component pricing on the quote dated January 25, 2024.

One-Time Purchase Amount: $248,326.00

Budget Code: ITS HS 9P4 TC ECTS

Report of Emergency Contract

This emergency contract is being reported as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

An emergency contract for the materials and labor for a full replacement of the storefront entrance system at Browning School, Site #123 was issued to Klein-Dickert Milwaukee, Inc. in the amount of $56,621.00 on December 12, 2023.

On October 19, 2023, the storefront entrance system at Browning School, site #123 was damaged by a car accident. The Department of Facilities and Maintenance Services (DFMS) responded to secure the entrance and make repairs as necessary until the storefront entrance system could be fully restored. DFMS was able to utilize the original construction documents and obtain quotes from three (3) vendors for a complete replacement and restoration of the storefront system to match the existing original construction and issued a contract to the lowest bidder.

Funds are available from account code EQM 00 MMP DW EMTC (Project No. 8852).

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 Contract Requested = $2,298,035.00
Professional Services Contract:
Total Professional Services Contracts Requested = Not to Exceed $300,000.00
Material Purchase:
Total Material Purchase Requested = $248,326.00
Emergency Contract:
Total Emergency Contract = $56,621.00

Implementation and Assessment Plan

Upon the Board's approval, the attached construction, professional services contracts, material purchase and emergency contract will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction, professional services contract, material purchase and emergency contract.

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

* * * * *

(Item 9) Action on Approval of Head Start Carryover Funding for the 2023-24 School Year

Background

The Milwaukee Public Schools is eligible to request for the carryover of unspent funding from the previous program period (6/1/2022-5/30/2023) to be transferred to the current program year (2023-2024) budget. The application for the carryover of $1.2 million in additional funding is subject to approval from the Administration for Children and Families (ACF).

The awarded funds are planned to be applied toward strategies that are of benefit to the program inclusive of additional hours for programmatic staff support and health and educational supplies. All funds are planned to be expended by the end of the budget period ending on 5/30/2024. However; there is a provision for a low-cost extension to ensure that all programming can be completed if the request for extension is needed.

Approval of the application is required from both the Milwaukee Public Schools' Head Start Policy Council and the Board before the transmittal to the Administration for Children and Families (ACF).

The application is attached to the minutes of your Committee's meeting. It will be submitted March 1, 2024.

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

The Head Start carryover is expected to be $1,261,812.77

Implementation and Assessment Plan

Upon Board approval, MPS Head Start office will submit the MPS Head Start Carryover Application requesting approval for the carryover of funding to the Office of Head Start.

Committee's Recommendation

Your Committee recommends that the Board authorize the request to submit an application to the Administration of Children and Families, Office of Head Start approving the carryover of $1,261,812.77 to be transferred to the Milwaukee Public Schools Head Start program for the 2023-2024 school year.

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

* * * * *

(Item 10) Action on Resolution 2324R-007 on an Audit Review of the Expulsion Process

Background

On December 21, 2023, Resolution 2324R-007 on an Audit Review of the Expulsion Process was introduced by Director Zombor and referred to the Committee on Accountability, Finance, and Personnel.

The Resolved portion of the Resolution 2324R-007 reads:

RESOLVED, That the Office of Board Governance – Audit Services, conduct a review of the MPS expulsion process; and, be it

FURTHER RESOLVED, That the scope of the review include consideration of:

• the extent to which the MPS expulsion process meets Wisconsin statutory requirements; and

• the extent to which appropriate processes are in place to ensure that:

- adequate notice requirements are being met in the expulsion hearing notification letter sent to pupils and guardians;

- the expellable offenses are valid and indicated in both the hearing notice and referenced in the written findings; due process hearing requirements are met;

- student rights to testify or waive that right are upheld;

- that law enforcement records will not constitute the sole basis for expulsion;

- that proper minutes and/or recordings are kept of hearings; and

- that expulsion orders include required findings; and, be it

FURTHER RESOLVED, That the review shall also consider the extent to which Administrative Policy and Procedure 8.32, Student Expulsions align to the Wisconsin statutory requirements.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.32 - Student Expulsion

Fiscal Impact Statement

There is no fiscal impact at this time.

Implementation and Assessment Plan

Upon Board approval, the Office of Accountability and Efficiency - Audit Services will begin the review.

Committee's Recommendation

Your Committee recommends the Board adoption of Resolution 2324R-007, but with the Office of Accountability – Audit Services being directed to conduct the review, and with a report due back to the Board no later than August 2024.

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

* * * * *

(Item 11) Action on a Request to Approve the Long-Term Capital Improvement Plan and Waive Administrative Policy 3.09(9)(e) and Authorize an Agreement with PFM Asset Management LLC for the Investment of the Long-Term Capital Improvement Trust Fund

Background

Wisconsin Statute 120.137 has been created to allow school districts to establish a trust fund for the purpose of funding long-term capital improvements. The fund, which the Department of Public Instruction (DPI) has identified as Fund 46, enables school districts to make deposits to the trust on an aid-eligible basis to accumulate funds for future capital projects.

Milwaukee Public Schools established the trust fund in May of 2015. Currently, the Long-Term Capital Improvement Trust has $129 million in funds.

Attached to this item is an agreement with a ten-year term to work with PFM Asset Management LLC as an investment advisor for the trust and an updated ten-year plan for using the long-term capital improvement trust. Investments will be established following Wisconsin State Statutes.

With respect to the agreement with PFM Asset Management LLC, the Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term limit for a ten-year term limit until February 28, 2034, to align with the term of the long-term capital improvement plan attached to this item. A copy of this agreement is attached to the minutes of your Committee's meeting, along with a document showing ten-year projections.

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 fiscal impact is laid out in the long-term capital improvement plan with an initial $50 million use of funds in fiscal year 2024-25.

Implementation and Assessment Plan

Upon approval of the Milwaukee Board of School Directors, the Administration will implement the plan and agreement as attached.

Committee's Recommendation

Your Committee recommends that the Board approve the Long-Term Capital Improvement Plan; waive Administrative Policy 3.09(9)(e) term limit and authorize an agreement with PFM Asset Management LLC for the investment of the Long-Term Capital Improvement Trust Fund.

Director O'Halloran moved to approve the Committee's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — None -0.

* * * * *

(Item 12) Report with Possible Action on MPS School Nutrition Program

Your Committee reports having received the foregoing report. Although this 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 5.5 million meals have been served during the months of August to December of the current school year.

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, 42 schools have been transitioned from a pre-pack to a production model kitchen, and 15 more schools are in consideration for switching to production kitchen model.

School Nutrition Services has contracted with a vendor for equipment replacement in MPS kitchens. The equipment replacement work of approximately 350 pieces of equipment has started and expected to be completed by September 2024 or sooner.

Menu Enhancements and Feedback

Department of Nutrition Services is collaboratively working with student groups like YES Group 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.

Only hot food items are being pre-packed and cold food items are being directly delivered to sites, allowing students to choose what they want to eat

- A lot of clean plates and few leftover meals! – From Meir Lower Campus
- Baked potatoes were a hit for high school students at Obama.
- Bake Potato bar is also a hit with Milwaukee High School of the Arts

• "My kids are at Rufus King and have been sending me pictures about the better options. They have been recognized by students there!" – Rufus King Parent

Staff Vacancies

As of January 31, 2024, there are 122 vacancies (20 Managers and 102 Assistants)

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

N/A

* * * * *

(Item 13) Report with Possible Action on Limited-term Employees, July-December 2023

Your Committee reports having received the foregoing 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.

Attached to the minutes of your Committee's meeting is the current list of LTEs active during July through December 2023.

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

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Herndon 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 to Reaffirm Administrative Policy 2.14 Assessment Ethics, Administrative Policy 2.15 Research and Survey Proposals, Administrative Policy7.03 School Year/School Calendar, and Administrative Policy 7.04 School Day

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 Office of Board Governance, in consultation with the Administration have reviewed the following policies:

Administrative Policy 2.14 Assessment Ethics
Administrative Policy 2.15 Research and Survey Proposals
Administrative Policy7.03 School Year/School Calendar
Administrative and Policy 7.04 School Day

Furthermore, it is recommended that the Board reaffirm these policies.

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 2.14 - Assessment Ethics Policy

Fiscal Impact Statement

No fiscal impact for this item.

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will publish the reaffirmed policies.

Committee's Recommendation

Your Committee recommends that the committee reaffirm Administrative Policy 2.14 Assessment Ethics, Administrative Policy 2.15 Research and Survey Proposals, Administrative Policy7.03 School Year/School Calendar, and Administrative Policy 7.04 School Day

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

* * * * *

(Item 2) Update with Possible Action on the District's Policy Review Process

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

Background

At its meeting of August 31, 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review.

Since that time, the three offices have met to determine which policies are up-to-date and which are in need of review.

MPS has 335 policies, procedures, and rules that make up its policy manual. It should also be noted that some policies don't have a procedure and, instead, have a separate handbook, manual, or guidebook, which will need to be considered in the review process, to ensure consistency.

Considerations

The pace at which we are able to complete this work will depend on the following of factors:

- Staffing – The involvement of in-house experts from all Offices will be key. Some work areas are short-staffed.
- Legal review – Many policies will need to be reviewed by the Office of the City Attorney and we cannot control their workflow.
- Meeting frequency– Per the Board's Rules, all policy changes are required to go through the Committee on Legislation, Rules and Policies, which currently meets at the call of the Chair. The pace of the work will depend on the frequency with which the Committee meets.

To mitigate these factors, we will proceed by:

- Exploring a possible partnership with a provider for assistance (Wisconsin Association of School Boards, NEOLA, Council of Great City Schools, etc.)
- Balancing the review work across all offices so as not to overburden any one team.
- Balancing policies that need extensive review with those that do not.
- Bringing an item in the March cycle for consideration of the Board's committee structure and meeting frequency

Review Criteria

To ensure a thorough examination of policies and procedures, the review will include, but not be limited to:

- Ensuring alignment to current federal, state, and/or local laws and requirements of oversight agencies.
- Ensuring alignment with the Strategic Plan.
- Ensuring alignment to best practices within the corresponding subject matter area.
- Consistency with other rules, policies, and procedures or District guidelines/handbooks as well as elimination of any redundancies.

Confirming whether the policy still meets the current needs or mission/focus of the District or that the policy is no longer necessary and may be rescinded.

Reviewing the extent to which a non-expert would understand the directives or expectations within the policy and ensuring that word choices are up to date.

- Building a monitoring and evaluation function into each policy
- Ensuring that each policy describes who is responsible for its administration.
- Determining if a corresponding procedure needs to be updated or created.

Project Management

The Board is the policy-making body of the district. As the Board's business office, the Office of Board Governance will track the progress of this work and will monitor the five-year review process moving forward.

Future Considerations

- The Board has expressed a desire to make policies more accessible. As we proceed with this work we will:
- Explore the possibility of having policies available in other languages.
- Research web-based platforms that allow the policy manual to be searchable.

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

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

The policy review work will proceed as described in the attachments to this item.

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COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Carr 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 Family and Community Engagement: District Advisory Council

Your Committee reports having received 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 a have an opportunity to share their ideas about the needs of children, assist in the planning and operation of Title I programs and participate in evaluating the success of Title I efforts.

Today, the DAC has grown into a diverse group of families committed to sharing their thoughts on events happening in the district. Each month the District Advisory Council meets to discuss current topics that impact students, schools and the district. Departments throughout MPS utilize the DAC as a means to share information, provide updates and solicit feedback. The District Advisory Council is an important way for MPS families to serve as equal partners with their school community, help improve district and school culture, and strengthen communication and collaboration between families and the district.

Fall 2023 DAC Areas of Focus

- Delegate Orientation
- School Safety
- Bullying- MPS Violence Prevention Program
- Student Discipline Process- Student Services
- MPS Budget and Finance
- Formal and Informal Parent Groups (PTA’s and Family Leadership Organizations)

Spring 2024 DAC Areas of Focus

- MPS Referendum and State Budget
- Public Schools Week
- Special Education- Certificate of Completion
- Multi-Faceted Communication in MPS

DAC Delegate

Jennifer Buchanan, Parent Delegate from 81 Street School spoke about:
- Why Getting Involved with the DAC was Important
- Developing a Stronger Connection with the School Community
- Understanding Milwaukee Public Schools from a Broader Perspective

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) Report with Possible Action on Milwaukee Public Schools Community Partner: Safe and Sound

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

Background

Safe & Sound is a comprehensive community-based organization that is dedicated to building safe and empowered neighborhoods. They use their Theory of Change Model to meet their vision.

This unique approach has helped Safe & Sound build lasting relationships with several students and families from Milwaukee Public Schools to help empower them to enact the change they would like to see in their neighborhoods and in the community.

Some of the ways Safe and Sound engages youth, is through programs and activities they offer:

- Youth Preventing Violence
- Youth Substance Prevention
- Barbershop Monday: Smile & Slay
- Project 943: Drive Wisdom
- Natural High: Drug Prevention

Safe and Sound

Vision: We unite residents, youth, law enforcement and community resources to build safe and empowered
neighborhoods.

Safe and Sound Key Initiatives

- Neighborhood Safety
- Community Outreach
- Youth Leadership
- Community Resources

Safe and Sound Community Impact

Bridget Whitaker, Executive Director spoke about:

- History of Safe & Sound
- Community Approach
- Service Areas
- Neighborhood Partners
- Programs

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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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 Contracts for At-Risk Seats with Assata, Grandview, NOVA, and Shalom

Background

Since 1986, in accordance with Wisconsin Statutes, Sec. 118.153, MPS has been offering alternative school options to students considered at-risk of not graduating high school.

Administration has determined that there is a continued educational programming need for schools that provide services for students that are at risk of not graduating that may not be addressed within a traditional school setting. It is necessary to contract with non-traditional schools and community-based agencies to ensure that the district offers a continuum of services that meets the changing needs of the families and students in the district.

In November and December 2023, the Partnership Review Team (Team) conducted a full-day review for each of the schools. Each review included a presentation by school representatives, classroom visits, and parent, staff, 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 a thorough review of the school application, data, presentation, and site visit, the Team has recommended a three-year renewal of the partnership school contracts with the following programs:

Assata High School, located at 3517 W. Courtland Avenue, established in 1992. The proposed contract is to serve up to a maximum of 120 FTE seats in grades 9 through 12. Assata's educational component is designed to integrate historic contributions and experiences of African-Americans into the daily curriculum as a means to expand both subject and content knowledge needed to overcome credit deficiencies.

Grandview High School, located at 2745 S. 13th St., established in 1988. The proposed contract is to serve up to a maximum of 240 FTE seats in grades 9 through 12. Grandview's mission is to help young adults become academically, emotionally, and socially prepared for productive participation in the 21st Century.

NOVA High School, located at 2320 W. Burleigh St., established in 1993. The proposed contract is to serve up to a maximum of 110 FTE seats in grades 9 through 12. NOVA's mission is to graduate proficient, confident, and respectful young scholars with the educational and social skills necessary to compete in our ever-changing world.

Shalom High School, located at 1749 N. 16th St., established in 1986. The proposed contract is to serve up to a maximum of 100 FTE seats in grades 9 through 12. Shalom's mission is to partner with students to re-envision their obstacles as stepping stones toward their future.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contract for students at-risk of not graduating from high school. The representatives agree with the contract modifications for the Board's approval as outlined in the attachments to this item.

The draft contact 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 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 At-Risk schools is three years and may be renewed based on the outcome of the contract review, availability of funds, and needs of MPS.

Upon Board's approval, the contracts will become effective beginning with the 2024-2025 school year and ending on the last regularly scheduled day of the 2026-2027 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the attached contracts for at-risk seats with Assata, Grandview, NOVA, and Shalom beginning with the 2024-2025 school year and ending with the last regularly scheduled day of the 2026-2027 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 Contracts for Behavioral Reassignment Seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2024-2025 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 March 2023, 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 125 BR seats in grades 9-12. 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.

Southeastern Education Center (Southeastern) is located at 4200 N. Holton Street. The current contract specifies services for 85 BR seats in grades 6 through 8. 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.

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 2024, 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, Southeastern, and Synergy for BR seats for the 2024-2025 school year.

The proposed Committee's Recommendation is for Banner Prep to serve 125 BR seats in grades 9 through 12, Southeastern to serve 85 BR seats in grades 6 through 8, 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, as outlined in the attachments to this item.

The draft contact 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 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 2024-25 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the attached contracts for behavioral reassignment seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2024-2025 school year.

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 Black Lives Matter Week Campaign and Planning for the 2023-2024 School Year

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

Background

At its July 2020 meeting, the Board referred Resolution 2021R-010 to the Committee on Student Achievement and School Innovation. At its August 2020, meeting, the Board took action to adopt Resolution 2021R-010.

The resolution included assembling the Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee and creating sub-groups. The Administration is continuing this important work for the 2023-24 school year.

For the 2023-24 school year, the committee and sub-groups were updated and have been meeting regularly. The Administration will continue to provide reports to the Board on its planning relative to three key areas:

2023-24 BLM Theme and Mission

Theme

"A Lifetime of Practice with Power in Our Voice and Action in Our Steps"

Mission

MPS Black Lives Matter aims to decrease the racial and social disparities by activating our voice, sparking action in our steps, ensuring equitable practices exist, and uniting humanity for a better tomorrow

2024 BLM Logo Winner

D'Zariah Walker, Grade 10, Vincent School of Agricultural Science

Curriculum Committee Updates

• Provided the monthly activity for January to all schools
• Developed Week of Action in-school activity information for all schools; provided curriculum resources, curriculum suggestions, and content connections
• Provided schools with Week of Action in-school activities, field trip experience information, literacy connections, and online toolkit information
• Identified team members to engage with schools/classroom teachers during in-school activity days

Week of Action Committee Updates

• Confirmed the Week of Action events, speakers, and panelists
• Completed the T-shirt contest and selected a winner
• Presented D'Zariah Walker, T-shirt contest winner, with an award from our partner, MTEA
• Hosted the Week of Action, which included two in-school and three after-school activity days
• Distributed all T-shirt order information to all schools and departments
• Collaborated with the Department of Communications regarding advertising strategy and photo and story opportunities

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action on Gifted and Talented Identification and Services

Your Committee reports having received the foregoing 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 CogAT, which is a cognitive-reasoning assessment to grade two students. 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 underrepresented students.

This presentation will review this year's CogAT and TOPS nominations results that includes the expanded identification methods. This includes identifying advanced cognitive and intellectual abilities through CogAT and gifted potential using TOPS in the following nine domains: learns easily, shows advanced skills, displays curiosity and creativity, has strong interests, shows advanced reasoning and problem-solving, displays spatial abilities, social perceptiveness, and leadership. Additionally, programming opportunities and services for identified students will be discussed.

High Ability/High Potential vs. Gifted

• High ability/high potential students are those above the average-ability student in a given domain who require a Tier 2 response to fully develop their talents. This is determined by local norms.

• Gifted students are pupils significantly above the average-ability students in a given domain who need a Tier 2 or Tier 3 level of differentiation. This is determined by national norms.

Demographics: High Ability/High Potential

American Indian/Alaska Native	0.5%
Black or African American	16.8%
Native Hawaiian or Other Pacific Islander	0.5%
Asian	7.7%
Hispanic	31.3%
White	32.0%
Two or More	.10.1%

Students Identified as High Ability/High Potential

	HA/HP	Currently in Gr. 2
Special Education Students	8.4%	19.3%
English Learners	16.6%	19.2%
Economically Disadvantaged	66.5%	82.8%
Female	45.4%	47.9%
Male	54.6%	52.1%

Demographics: Gifted and Talented

American Indian/Alaska Native	0.6%
Black or African American	12.7%
Native Hawaiian or Other Pacific Islander	1.2%
Asian	4.2%
Hispanic	22.3%
White	47.0%
Two or More	.9.6%

Stages of Talent Development

Childhood – Emerging Talent

- Early exposure and exploration of subject
- Acquiring foundational knowledge
- Meeting like-minded
- Early enrichment in school
- Cultivating joy in learning

Early Adolescence – Competency

- Acceleration and enrichment
- Talent focus area
- Collaboration with like-minded peers
- High achievement
- School-based extracurricular programs that develop foundational knowledge

Late Adolescence – Expertise

- Mentorship and apprenticeship
- Advanced-level coursework
- Networking with peers and professionals
- Independent research and projects
- Authentic work within a field
- Career exploration

Gifted and Talented Services and Supports

Javits Grant (24 Schools)

• Saturday STEM camps
• Genius hour clubs
• Summer talent development camps
• Differentiation using cluster grouping
• Inquiry-based learning
• 2e Minds clubs

All MPS Schools

• Subject and grade acceleration
• ALEKS (K–8)
• Curriculum replacement
• College for Kids (grade 6)
• Algebra (grades 7–8)
• Badger State Science and Engineering Fair
• IB program
• AP courses/academies/Summer Bridge
• Dual enrollment
• Milwaukee Virtual Education Program

Parents

• Family STEM nights and parental support
• GT 101 Parent Institute and Resource Fair
• Virtual parent support meetings
• CESA 1 PAGE (Partners for the Advancement of Gifted Education)

Teachers

• Professional development and GT training
• Javits fall, spring, and summer workshops

- Coaching and classroom materials
- Support with GT identification and differentiation
- Support with ALEKS
- Support with grade and subject acceleration
- Book studies

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 5) 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 2023-2024 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 8,059 students in diverse settings to meet the varied needs of our students. English language learners represent 6.0% of schools in the region. There are 21.2% of students with disabilities and 80.1% who are economically disadvantaged.

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.

Central Region Climate Data

	2021-22	2022-23	2023-24
Attendance Trends	77%	82.2%	84.5%
Suspension Trends	2748	2710	873

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.

Featured School – Starms Learning Center

Two campuses:

Starms Early Childhoold Center (ECC) – 2616 W. Garfield Avenue offers half-day K3 and full day K4 and K5

Starms Discovery Learning Center (DLC) – 2035 N. 25th Street, serves grades1-8

Starms Demographics

526 Students
- 294 Starms Early Childhood
- 232 Starms Discovery Learning Center

Students with Disabilities
- 26.5% Starms Early Childhood
- 25.9% Starms Discovery Learning Center

Economically Disadvantaged
- 83.3% Starms Early Childhood
- 89.7% Starms Discovery Learning Center

Student Race
- 89.9 % Black or African American
- 5.5% Hispanic
- 2.9% Multiple
- 1.0% White
- .08% Asian

Starms Learning Centers: Student Achievement

Early Literacy: 21-22 Compared to 23-24

- Decreased Sig. Below from 76.5% to 39.1% (-37.4%)
- Increased On Target to Sig. Above Target from 2.9% to 15.2% (+12.3%

Math: 21-22 Compared to 23-24

- Decreased Sig. Below from 62.7% to 48.6% (-14.1%)
- Increased On Target to Sig. Above Target from 2.0% to 3.7% (+1.7%)

Starms Learning Centers Educating the Whole Child

Maslow's Hierarch of Needs for Learning

Self-actualization; Esteem; Love and belonging; Safety needs; Physiological Needs

What the Data Tells Us

- Behavior Referrals Decreased: 1,241 in 2021-22 to 401 in 2023-24 (-840 fewer referrals)
- Suspensions Decreased from 19.8% 2021-22 to 3.8% in 2023-24 (-16%)
- Attendance Increased: 71.6% in 2020-21 to 86.4% (+14.8%)
- Increase in Early Literacy and Math Scores

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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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the Head Start Policy Council, CESA #1, the DAC, and the WASB.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

Background

President Herndon has submitted the below report of her activities for February 2024.

Academic Achievement

- George Koonce Scholars Lunch & Learn – MHSA
- JMAC NAF Advisory Board

Effective and Efficient Operations

- Budget Meeting with Administration (4)
- Special Board Meeting (2)
- Full Board Meeting
- Board Executive Session
- Rightsizing the District Meeting
- Communications Plan – Academics
- Legislation, Rules & Policies Meeting
- Accountability, Finance and Personnel Meeting

Student, Parent, and Community Engagement

- NAACP Meeting (SRO Legislation – ACT 12) – With Dr. Posley
- KUUMBA Showcase - MHSA
- Book Tasting Event – Rooted MKE Bookstore (State Rep. Meyers)
- Press Conference
- Student Poetry Showcase – Central Office

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

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UNFINISHED BUSINESS

(Item 1) Action on Adoption of Proposed Revisions to Board Rule 2.06, Committee on Accountability, Finance and Personnel – Powers and Duties

Background

At its January 25, 2024, meeting, the Board adopted Resolution 2324R-010 and related revisions to certain Administrative Policies and Board Governance Policies.

Recommended changes were also proposed for Board Rule 2.06, Committee on Accountability, Finance and Personnel – Powers and Duties.

The proposed amendments to Board Rule 2.06 have been held, as required under Board Rule 1.11, and may now be acted upon.

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

N/A

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will publish the revised rule.

Committee's Recommendation

The recommendation is that the Board approve the recommended amendments to this rule, in alignment with the Board's action of January 25, 2024.

Director Zombor moved to approve the proposed revisions to Board Rule 2.06. The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — None -0.

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ITEMS DEFERRED

The Board returned to consideration of the two items previously deferred:

From the Reports and Communications from the Office of Board Governance, Item 1, Consideration of and Possible Action Regarding the Upcoming Vacancy in the Position of Board Clerk/Chief Officer, Office of Board Governance

And, from the Reports and Communications from the Office of Accountability and Efficiency, 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

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

Ayes — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — None -0.

The Board retired to closed session at 6:38 p.m.

The Board adjourned from closed session at 7:31 p.m., having taken no action.

JILL M. KAWALA.
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 14, 2024

Special meeting of the Board of School Directors called to order by President Herndon at 7:41 p.m.

Present — Directors Carr, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused— Directors Garcia and Jackson – 2.

The Interim Director/Board Clerk read the following call of the meeting:

March 12, 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 will be held in the Central Services Auditorium at 5225 W. Vliet Street, Milwaukee, for the purpose of conducting a hearing regarding the employment, performance evaluation, and discipline data of an employee over which the governmental body has jurisdiction or exercises responsibility. The meeting will start at 6:30 (or immediately following the meeting of the Committee on Student Achievement and School Innovation), on Thursday, March 14, 2024.

President Herndon will entertain a motion to convene in closed session pursuant to section 19.85(1)(b) (c) (f) and (g) for this purpose. The Board may reconvene in open session to take action on matters discussed in closed session.

As is customary at Special Board Meetings, no public hearing will be given on matters discussed at this meeting; however, pursuant to section 19.85(1)(b) the employee has the right to demand that the meeting be held in open session.

JILL M. KAWALA
Interim Director/Board Clerk

(Item 1) Action on a Request to Retire to Executive Session For the Purpose of Conducting a Hearing Regarding Specific MPS Personnel Matters

Background

The purpose of this item is to conduct a hearing regarding the employment, performance evaluation, and discipline data of an employee over which the governmental body has jurisdiction or exercises responsibility.

President Herndon will entertain a motion to convene in closed session pursuant to section 19.85(1)(b) (c) (f) and (g) for this purpose.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.03 - Special Board Meetings

Recommendation

The recommendation is that the Board retire to closed session.

Director O'Halloran moved to retire to closed session, pursuant to Wisconsin Statutes 19.85 (1)(b)(c),(f), and (g) for the purpose of considering an employment matter. The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes—None – 0.

The Board retired to closed session at 7:45 p.m. Upon returning to open session, Director Zombor moved to accept the resignation agreement with Dr. Jacqueline M. Mann. The motion passed, the vote being as follows:

Ayes —Directors Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 6.
Noes—Director Carr – 1.

The Board adjourned at 8:17 p.m.

JILL M. KAWALA
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 21, 2024

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

Present — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Absent and Excused — Directors Carr and Garcia - 2.

Before commencing with the agenda, President Herndon asked for a moment of silence to commemorate the passing of two members of the MPS community:

- Ashton Porter, a 5th grader from Hawthorne
- A'Day Pyles, a K-5 student from Gaenslen

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of February 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

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities under way 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 February through mid-March are also included in the following report.

MPS Celebrates Black History Month

The spirit of Black History Month is thriving within the MPS community. Students and educators throughout the district have been effectively planning, preparing, and engaging in a myriad of activities, projects, and performances. The primary focus is to pay homage to the invaluable contributions of Black Americans who have not only played a crucial role in building our nation but also have contributed significantly to enhancing everyday lives and advocating for peace and equality.

The commitment to honoring the diverse narratives and achievements of Black Americans is evident in the various initiatives undertaken by both staff and students. Schools within the district have orchestrated programs that provide a platform for presentations highlighting the historical contributions of Black Americans. In a cornerstone of our Black History Month, celebrations, speeches, posters, essays, and performances continue to be powerful ways that students express their appreciation for the rich history and enduring legacies of Black Americans.

We take immense pride in the collective effort that our schools are making to bring Black History Month to life. The celebrations honor the past and foster a deep understanding of the ongoing efforts for equity and justice, ensuring that the legacy of Black Americans is acknowledged and celebrated throughout MPS.

"Black Lives Matter at School" Week of Action

The Black Lives Matter at School Week of Action took place the week of February 5 and marked a compelling commencement to the celebration of Black History Month. This meaningful week, organized by the Black Lives Matter committee, featured a series of events aimed at promoting community engagement, amplifying student voice, and encouraging creative expressions of unity. Schools embraced a variety of activities and resources that assisted teachers with embedded lesson plans. This innovative approach created a deeper understanding and provided students with significant learning opportunities.

The after-school events were a particularly enlightening aspect of the Week of Action, where community leaders engaged with students, offering diverse perspectives to broaden awareness. These interactions were the preamble to thought-provoking discussions and inspired students to participate in creating positive change within their communities.

A special highlight of the week's events was the announcement of the Black Lives Matter logo contest student winner for the 2023–24 school year. D'Zariah Walker was congratulated by the Black Lives Matter committee for an exceptional design (pictured above). This recognition underscores the commitment of individuals such as the student logo winner to creatively contribute to the movement, highlighting the power of collective expression.

Celebrating 50 Years of Montessori

On February 10, MPS held an event to celebrate 50 years of Montessori education within the district. The event was attended by 1,700 current and prospective families, alumni, staff, board members, state representatives, and the Association Montessori International. Attendees enjoyed student performances, engaged with student demonstrations, mingled with staff from neighboring Montessori schools, and more. MPS has been a leader in delivering Montessori to the Milwaukee community for 50 years. Starting with four classrooms and growing to the now eight schools across the city, including a comprehensive K3–grade 12 school, MPS makes it possible for children to have a complete Montessori experience. Thank you to everyone who helped us celebrate this important milestone!

National School Counseling Week

During National School Counseling Week, observed February 5–9, 2024, we celebrated the invaluable contributions of school counselors in guiding students toward success in their academic endeavors. Sponsored by the American School Counselor Association, this week emphasizes the theme "School Counselors: Standards-Based, Student-Focused," which highlights the profound impact that these professionals have on students' achievements in their future aspirations.

The overarching goal of school counselors is to foster success by recognizing and addressing the unique needs of each child. Throughout the school year, counselors engage with students, encouraging them to explore their abilities and supporting their personal growth and development. This is achieved through collaboration with the student, educators, and parents to understand the student's strengths, interests, and talents.

MPS recognizes and appreciates that the tireless efforts of school counselors and their dedication, commitment, and influence on the lives of students are commendable. We extend our heartfelt gratitude to all school counselors for their daily efforts in supporting student achievement in school and nurturing their overall well-being. Thank you, counselors, for your unwavering commitment to the success and growth of our students.

"We Are the Drum" February 23–March 3

We are getting ready for an electrifying performance! MPS's talented singers, dancers, actors, and choreographers are gearing up for "We Are the Drum," a high-energy musical revue set to captivate audiences from February 23 to March 3, 2024, at Milwaukee Marshall High School, 4141 North 64th Street, Milwaukee.

Students of all ages from several MPS schools will be performing in this year's show. "We Are the Drum" is a community program offered by City at Peace in the Arts (CAPITA) Productions, a nonprofit organization with the mission of bridging cultural gaps, uniting Milwaukee-area youth, and offering a constructive outlet for creative expression.

Talented staff members and volunteers bring their energy to developing the talents of children who participate. A fee is not charged for children who take part in the show.

For more information, showtimes, and tickets, visit the CAPITA Productions website or visit the Facebook page for CAPITA productions.

Youth Apprenticeships and Internships

We are pleased to announce that 56 students have engaged in youth apprenticeships while another 299 students have participated in internships during the first semester of the 2023– 24 school year. These exceptional learning opportunities covered a wide range of fields, reflecting the varied interests and aspirations of our students.

The fields covered by these apprenticeships and internships were extensive, showing MPS's commitment to providing a well-rounded and comprehensive learning experience for students. The fields that students supported during first semester were hospitality and tourism, health sciences, transportation, distribution and logistics, agriculture, food and nutrition resources, arts, audio visual technology and communications, manufacturing, information technology, education and training, finance, STEM (science, technology, engineering, and mathematics), and law, public safety, corrections, and security.

The success of these initiatives underscores the importance of providing students with hands-on real-world experiences that align with their academic pursuits and career interests. The practical exposure gained through these apprenticeships and internships not only enhances their understanding of their chosen fields but also equips them with the skills and insights that will be instrumental in their future endeavors.

MPS Kindergarten Enrollment

MPS hosted its annual Kindergarten Enrollment Fair at South Division High School on February 3, where families learned about individual schools, met school administrators, and made their school selections.

This year's kindergarten enrollment fair had a record number of attendees with more than three times the number of participants from last year. For families that were unable to visit the fair, there is still time to enroll. Families have until March 4 to go online and apply for the school(s) of their choice.

Head Start

Preschool is available through the federal Head Start program for families that meet income limits. Head Start prepares children for school and teaches important early skills.

Kindergarten

Three-year-old kindergarten: Programs are available at some schools. Children must turn three by September 1, 2024, to be eligible.

Four-year-old kindergarten: Programs are available at most schools across the district. Children must turn four by September 1, 2024, to be eligible.

Five-year-old kindergarten: Programs are available at most schools across the district. Children must turn five by September 1, 2024, to be eligible.

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

(Item 1) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

The Wisconsin State Legislature has adjourned and unless called into special session we will not see any activity on legislation until January of 2025.

President Biden has introduced his Executive Budget which includes significant increases to support students, the budget proposed by the House would dramatically decrease funding for schools and cut Title I funds that support student in poverty by 80%.

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 1.02 - 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) Consideration of and Possible Action on Employment, Compensation, and Performance Evaluation Data Relative to the Interim Director/Board Clerk

Background

Consideration will be given to employment, compensation, and performance-evaluation data relative to the Interim Director/Board Clerk.

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

Administrative Policy 1.04 - Executive Sessions

Committee's Recommendation

The recommendation is that the Board determine how it wishes to proceed.

Director Zombor moved to extend the temporary assignment of Jill Kawala to July 31, 2024, pursuant to the terms outlined in a letter dated March 14, 2024. The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None – 0.

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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 following report includes activities from late February through mid-March.

Accountability and Efficiency Services

Between February 17, 2024 and March 9, 2024, Accountability and Efficiency Services completed one constituent inquiry. The OAE has continued to work with Office of Board Governance to ensure the reorganization of the audit function is implemented as directed by the Board. Nearly all implementation activities are complete with staff, budgets, time reporting, and absence management having been transferred.

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.

On March 13, 2024, CCS staff engaged in a construction-focused event in collaboration with MPS Prime Contractor BEAR Construction and the Department of Facilities and Maintenance Services (DFMS). The purpose of this event was to facilitate a comprehensive understanding for HUB subcontractors regarding effective business dealings with the district. The agenda encompassed an exploration of prevailing general construction prospects within the district's Job Order Contracting framework, alongside an informative session on HUB, Communities In Need (COIN), and Student Engagement programming.

Additionally, six student interns underwent interviews across diverse industries, resulting in the successful recruitment of four interns within the fields of actuarial services, administration, counseling, and library management.

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

- o 1 charter school performance/compliance audit
- o 3 school performance/compliance audits

Audits Underway

- o Expulsion Audit approved at February 29, 2024 Board meeting. Opening meeting to be scheduled in March 2024.
- o Accounts Payable audit opening meeting scheduled for week of March 11, 2024

Investigations

- o Continued monitoring of the Fraud Hotline with several ongoing investigations underway

Operational Updates

- o Technology upgrades for Audit Team
- o Career progression for Auditor I to Auditor II
- o Recruitment process underway to fill Auditor I position.

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 Interim Director/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 14, 2024, @ 9:00 a.m., 10:00 a.m.

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

Ayes — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — None -0.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following item from the Report of the Committee on Student Achievement and School Innovation:

Item 4, Action on a Request to Approve the Instrumentality Charter School Contract with Green Tree Preparatory Academy (GPA) has been set aside, as it was forwarded 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 Gokalgandhi, Jackson, 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 Resignations and Retirements, Affirmative Action Report

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
	NEW HIRES		
2 Dejuan Harris	Building Service Helper I	01/29/2024	$17.17 /hr
2 Jeremy Stewart	Building Service Helper I	01/29/2024	$17.17 /hr
2 Levar Wells	Building Service Helper I	02/05/2024	$18.32 /hr
2 Ta'Shima Bratchett	Children's Health Assistant	02/26/2024	$24,475.30
4 Alyandra Diaz	Children's Health Assistant	02/20/2024	$21,831.58
2 Laticia Jones	Children's Health Assistant	02/12/2024	$21,831.58
2 Sabrina Akhanon	Food Service Assistant	02/08/2024	$18.20 /hr
2 Iyana Armstrong	Food Service Assistant	02/28/2024	$18.20 /hr
2 Shametrice Blackmore	Food Service Assistant	02/15/2024	$18.72 /hr
2 Teana Brown	Food Service Assistant	02/27/2024	$17.17 /hr
4 Noemi De La Cruz Gonzalez	Food Service Assistant	02/12/2024	$18.20 /hr
5 Debby Fluder	Food Service Assistant	02/26/2024	$21.29 /hr
2 Ariel Griffin	Food Service Assistant	02/12/2024	$19.23 /hr
2 Johnna Hills	Food Service Assistant	02/12/2024	$18.72 /hr
2 Lashayla Moore	Food Service Assistant	02/26/2024	$17.17 /hr
4 Grindelia Santos Gonzalez	Food Service Assistant	02/09/2024	$17.17 /hr
4 Jose Soto Muniz	Food Service Assistant	02/08/2024	$17.17 /hr

Name	Position and Salary	Date	Salary
2 Aniyha Thoma	Food Service Assistant	02/26/2024	$19.23 /hr
2 Victor Trussell	Food Service Assistant	02/08/2024	$18.20 /hr
2 Carlica Villines	Food Service Assistant	02/12/2024	$17.17 /hr
2 Precise Whitehead	Food Service Assistant	02/26/2024	$17.17 /hr
1 Tristan Zepeda	Food Service Assistant	02/26/2024	$18.20 /hr
5 Nicholas Johnson	IT Service Technician	02/27/2024	$59,171.54
3 Kutsim Lee	IT Service Technician	02/27/2024	$59,171.54
5 Bess Beuscher	Paraprofessional	02/05/2024	$21,339.00
2 Alicia Brown	Paraprofessional	02/26/2024	$21,860.00
2 Makayla Butler	Paraprofessional	02/12/2024	$21,339.00
2 Theresa Edwards	Paraprofessional	01/29/2024	$24,999.00
5 Kayla Fellows	Paraprofessional	02/01/2024	$24,435.00
4 Usnije Fonseca	Paraprofessional	02/05/2024	$21,339.00
2 Kristopher Goodrum	Paraprofessional	02/26/2024	$21,860.00
1 Mary Huertas	Paraprofessional	02/05/2024	$22,648.00
5 Mary Johnstone	Paraprofessional	02/05/2024	$22,648.00
2 Justen Kidd	Paraprofessional	02/12/2024	$21,339.00
2 Shanice Moore	Paraprofessional	01/23/2024	$21,860.00
5 Jazmyn Palmer	Paraprofessional	01/29/2024	$24,211.00
2 Tonya Payne	Paraprofessional	02/26/2024	$21,339.00
4 Marleny Richiez Valdez	Paraprofessional	02/26/2024	$22,648.00
7 Elizabeth Schlehein	Paraprofessional	01/29/2024	$22,648.00
2 Avrianne Seals	Paraprofessional	01/29/2024	$28,246.00
2 Anteisha Steward	Paraprofessional	02/26/2024	$21,339.00
5 Kimberly Sweet	Paraprofessional	02/26/2024	$22,648.00
2 Shonnie Tucker	Paraprofessional	01/29/2024	$24,211.00
5 Jacquelyn Weatherbee	Paraprofessional	01/29/2024	$21,339.00
2 Tanesha Wesley	Paraprofessional	02/05/2024	$21,860.00
2 Raphael Whalen	Paraprofessional	02/05/2024	$21,339.00
4 Brenan Winkler	Paraprofessional	02/05/2024	$22,648.00
5 Kelsey Winter	Paraprofessional	01/29/2024	$22,648,.00
4 Dyango Zerpa	Paraprofessional	02/05/2024	$22,648.00
2 Rashyla Allen	Paraprofessional – Parent Involvement	02/12/2024	$28,452.00
2 Sequoia Davis	Payroll Assistant I	02/20/2024	$44,892.30
2 Debora Ellis	School Bookkeeper – 10 Month	01/30/2024	$48,263.00
2 Tyler Bradley	School Safety Assistant	01/18/2024	$26,594.00
2 Tyra Hadnot	School Kitchen Manager Trainee	02/01/2024	$18.60 /hr
5 James Corona	Youth Apprentice	02/05/2024	$15.00 /hr
2 Lyedric Fleming	Youth Apprentice	02/05/2024	$15.00 /hr

PROMOTIONS

5 Maria Tonellato	Groundskeeper	02/19/2024	$52,317.00
2 Kenneth Perry	School Safety Assistant	01/18/2024	$26,594.00
2 Nasif Bowie	School Secretary I – 12 Month	02/19/2024	$38,548.22

REHIRES

2 Denise Johnson	Food Service Assistant	02/26/2024	$20.78 /hr
2 Shekeithia Lewis	Food Service Assistant	02/26/2024	$19.23 /hr

Name	Position and Salary	Date	Salary
4 Reggiel Montes	Groundskeeper	02/26/2024	$52,316.87
2 Aiyana Crowley	Paraprofessional	02/26/2024	$23,435.00
2 Tanza Newson	Paraprofessional	01/08/2024	$21,860.00
5 Sarah Weintraub	Paraprofessional	02/26/2024	$24,999.00
2 Jada Williams	Paraprofessional	02/05/2024	$22,648.00
2 Fay Nash-Hazelwood	Paraprofessional - Hourly	02/05/2024	$19.02 /hr
2 Tanethia Benson	Paraprofessional – Parent Involvement	02/15/2024	$33,331.00
4 Amada De Leon	School Secretary I – 10 Month	02/05/2024	$31,679.00

Certified Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER EARLY START

5,nr	Lehr,Isabella AMP ART	01/BA	$50,737.00	2/26/2024
2,nr	Odoabuchi,Justina Iheoma SCIENCE	01/BA	$80,571.00	2/8/2024
5,nr	Weatherbee,Jacquelyn SAGE	01/BA	$50,737.00	2/5/2024

ACTION ON CERTIFICATED APPOINTMENTS-SCHOOL COUNSELOR

2,r	Scanlan,Veronique N GUIDANCE- VARIOUS	01/MA	$66,471.00	1/29/2024

ACTION ON CERTIFICATED APPOINTMENTS - SCHOOL SOCIAL WORKER

2,r	Ward,Racquel SCHOOL SOCIAL WORK	01/MA	$60,353.00	2/26/2024

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER

2,nr	Adong,Rose A EDUCATIONAL OPERATIONS	XX/4W2	$49,836.00	2/26/2024
2,r	Jude Blunt,Queen E SPEC ED MULTICATEG.	XX/4W2	$49,836.00	2/26/2024
2,r	Melton,Thomas E GEN ELEM & K8 - ALL GRADES	XX/4W2	$49,836.00	2/26/2024
5,r.	Spindler,Andrea SPEC ED MULTICATEG	XX/4W2	$50,737.00	1/29/2024
2,r	Wilson,Shaquita GEN ELEM & K8 - ALL GRADES	XX/4W2	$49,836.00	1/22/2024

			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	1	7	0	6	0	0	2	0	0
SSW's	1	1	0	1	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	1	0	0	0	0	0	0	0

TOTAL	2	9	0	7	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 May 2023:		
Elizabeth Baptie	Out of Assignment	May 30, 2023
Illness Leave February 2024:		
Leslie White	Manitoba School	February 7, 2024
Jay Wilkins	Starms Early Childhood	February 8, 2024
Robert Schallock	Greenfield School	February 20, 2024
Personal Leave January 2024:		
Darlene Williams	Burbank School	January 29, 2024
Personal Leave February 2024:		
Rebecca Smith	Riley Dual Language Montessori	February 16, 2024

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	38.5	5	Angela Capstran	Teacher	Hamilton	05/30/2024
Retire	27.6	5	Kristin Cheever	Teacher	Allen Field	03/22/2024
Personal	2.3	2	Kenitra Childress	Teacher	Obama SCTE	02/08/2024
Retire	26.3	4	Nancy Colon	Teacher	Longfellow	06/14/2024
Personal	0.1	2	Evelyn Cunningham	Teacher	Starms	02/22/2024
Retire	34.0	4	Iris Escobar	Teacher	Lincoln Ave	06/14/2024
Personal	1.6	5	Sara French	Counselor	Hartford	02/29/2024
Retire	21.5	5	Angela Gawel	Teacher	IDEAL	06/13/2024
Retire	21.5	4	Anita Higgins	Teacher	Longfellow	06/14/2024
Personal	0.5	2	Justus Korir	Teacher	Carver	03/22/2024
Personal	1.6	5	Alyssa Krogulski	SLP	53rd Street	03/29/2024
Personal	0.1	5	Alan LaTona	Teacher	Greenfield	02/09/2024
Retire	29.1	5	Jennifer Lucas	SST	Lloyd Barbee	06/13/2024
Retire	30.0	2	Gwendolyn Owens	Teacher	LaFollette	06/14/2024
Retire	34.0	5	Jeanine Peterson	Teacher	MSOL	04/01/2024
Other Work	12.0	5	Alexandra Rolfsmeyer Gundrum	Spec Ed Sup	Central Svcs	03/22/2024
Retire	33.4	3	Miriam Santos Amador	SST	Fratney	02/13/2024
Personal	3.6	5	Emelia Schindeldecker	Teacher	Lincoln MS	05/21/2024
Retire	6.5	5	Susan Shalaby	Teacher	Pulaski	05/23/2024
Retire	21.5	5	Rose Silveria	Teacher	Kagel	06/13/2024
Retire	16.5	5	Laura Yanasak	Teacher	French Immersion	06/19/2024

Classified Resignations

Retire	16.5	6	Andrea Armstrong	CHA	Hamilton	05/25/2024
Personal	4.0	2	Eric Beiersdorf	BSH I	Sherman	02/29/2024
Personal	6.5	4	Dorcas Cirino	SWA II	Central Svcs	02/19/2024
Personal	7.0	2	Charmaine Dallas	BSH I	Clement Ave	02/16/2024
Retire	15.9	2	Francesca Fair	Para	HS of the Arts	05/24/2024
Personal	1.2	1	Luisa Fonseca	Para	Lincoln Ave	02/28/2024
Personal	1.3	2	Laxenia Harvey	HR Asst	Human Resources	03/06/2024
Personal	0.4	2	Wanda Hayes	FSA	French Immersion	02/06/2024
Retire	12.5	2	Cynthia Hayman	CHA	Hamilton	05/25/2024
Personal	3.0	2	Savanna Hewings	BSH I	LaFollette	12/15/2023
Personal	0.4	7	Samya Hickman	Para	Vincent	03/20/2024
Personal	1.2	2	Beatrice Holmes	Safety Asst	School Safety	02/23/2024
Personal	5.6	2	Darla Honeycutt	Para	Browning	03/09/2024
Personal	3.9	2	Terril Johnson	Para	Maple Tree	11/28/2023
Retire	25.4	5	Paul Kasten	Para	Fernwood	06/14/2024
Personal	11.1	5	Joan Kelly	Para	Bay View Mont	02/19/2024
Personal	0.1	5	Pamela Krantz	FSA	Ronald Reagan	01/06/2024
Personal	0.1	5	Ethan Magdovitz	Analyst III	Finance	02/20/2024
Personal	7.0	2	Takiea McClenton	CHA	Browning	03/01/2024
Personal	0.3	4	Luis Mejia	Safety Asst	Safety	02/23/2024
Personal	1.0	4	Jenny Montanez	FSA	Spanish Imm	02/09/2024
Retire	8.0	2	David Moore	BSH I	Central Svcs	03/31/2024
Personal	0.1	2	Kizuwanda Omotayo	FSA	Vincent	02/07/2024
Personal	0.3	5	Jason Petersen	Print Design	Media & Comm	02/23/2024
Retire	25.7	5	Jeffrey Pucel	Carpenter	Carpenter Shop	03/28/2024
Personal	1.6	2	Michael Ramsey	BSH I	Hampton	02/15/2024
Personal	0.2	4	Carmen Reyes	SKM I	Neeskara	02/01/2024
Retire	15.1	2	Michael Riley	Para	Clarke	02/09/2024
Personal	6.0	2	Penny Riley	FSA	WCLL	03/01/2024
Retire	11.4	3	Barbara Sayavong	Para	Fernwood	06/14/2024
Retire	8.1	5	John Schneeweis	Painter	Paint Shop	05/31/2024
Personal	1.4	4	Emmanuel Serrano	Para	Fratney	02/08/2024
Other Work	4.3	2	Shakira Thompson	Engineer I	Starms	03/08/2024
Personal	0.5	2	Shadonna Vickers	Para	Bruce	02/23/2024
Personal	1.0	7	Reginald Williams	BSH I	Grantosa	02/02/2024
Personal	1.5	2	Tamellia Williams	Secretary I	MSL	03/08/2024

Other District – 0 (Classified – 0 Certificated – 0)

Other Work – 2 (Classified – 1 Certificated – 1)
Personal – 33 (Classified – 7 Certificated – 26)
Retirement – 22 (Classified – 13 Certificated – 9)

Monthly Personnel Transactions

The Affirmative Action monthly personnel transaction report for February 2024 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

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 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 Administrative Appointments

(5)(r)	Jennifer Conrad	Coordinator III, Pre-Service & Licensing Office of the Chief of Academics	Schedule 03, Range 08A $106,351
(2)(nr)	Phebe Smith	Assistant Principal, Franklin Office of the Chief of School Administration	Schedule 03, Range 10C $99,155
(2)(nr)	Kelley Moore	Administrative Assistant III Office of the Chief of Staff	Schedule 03, Range 03A $77,947
(2)(r)	Lincoln Russell	Assistant Principal, Metcalfe Office of the Chief of School Administration	Schedule 03, Range 10C $75,448
(2)(nr)	Brandon Johnson	Planning Assistant II Office of the Chief of Academics	Schedule 03, Range 02A $65,100
(5)(r)	Whitney Applegate	Associate II-Records Management Office of the Superintendent	Schedule 03, Range 04A $65,000
(2)(nr)	Folafemi Parrett	Associate I, License Compliance	Schedule 03, Range 03A

		Office of the Chief of Human Resources	$57,113
(2)(r)	Bradford Handley	Safety Technician I, School Safety	Schedule 03, Range 03A
		Office of the Chief of School Administration	$55,993
(5)(r)	Brandon Slone	Planning Assistant II, PACC & Twilight	Schedule 03, Range 02A
		Office of the Chief of Operations	$54,976
(2)(r)	Thomas Stricklen Jr.	Planning Assistant II	Schedule 03, Range 02A
		Office of the Chief of Finance	$53,897
(2)(r)	Brandy Williams	Planning Assistant II, College and Career Center	Schedule 03, Range 02A
		Office of the Chief of Academics	$53,897

Recommended Administrative Reassignments

(2)(r)	Dennis Daniels	Assistant Principal I, Clark Street	Schedule 03, Range 10C
		Office of the Chief of School Administration	$107,109

Recommended Salary Adjustments of the Office of Accountability & Efficiency

(2)(r)	Jiquinna Cohen	Manager I, Contract Compliance Services	Schedule 03, Range 11A
		Office of Accountability & Efficiency	$103,300
(3)(r)	Yusaid Moua	Performance Auditor II, Audit Services	Schedule 03, Range 06A
		Office of Accountability & Efficiency	$95,553

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

(5)(r)	Sandra Meden	School Psychologist	$50.00
		Office of the Chief of Academics	
		03/01/24 to 06/19/24	
(5)(r)	Kristine Gerke-Komes	Literacy Support Teacher	$40.00
		Office of the Chief of Academics	$30.00
		01/02/24 to 06/12/24	
(4)(r)	Sandra Schroeder	Project Manager & Site Coordinator	$40.00
		Office of the Chief of School Administration	
		01/01/24 to 06/30/24	
(2)(r)	Sharitta Wicks	DFMS Work-Based Learning Specialist	$40.00
		Office of the Chief of School Administration	
		03/16/24 to 09/16/24	
(5)(r)	Ann Crosetto	Refugee Student Service Provider	$35.00
		Office of the Chief of Academics	
		01/16/24 to 06/16/24	
(5)(r)	Anna Cwalina	Refugee Student Service Provider	$35.00
		Office of the Chief of Academics	
		01/19/24 to 06/19/24	
(4)(r)	Martha Daleccio	Workplace Maintenance	$35.00
		Office of Accountability & Efficiency	
		02/14/24 to 08/14/24	
(5)(r)	Michelle Siems	Project Manager & Site Coordinator	$35.00
		Office of the Chief of Operations	
		01/01/24 to 06/30/24	
(5)(nr)	Aleczander Wandler	Accountant II	$31.10
		Office of the Chief of Finance	

		03/01/24 to 09/01/24	
(5)(r)	Doreen Nehmer	SURGE Grant Support Office of the Chief of Academics 01/29/24 to 06/01/24	$30.00
(5)(r)	Cheryl Bohnsack	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Anayo Agwoeme	Induction & Support Specialist – International Teacher Support Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Katherine Loesl	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(2)(r)	Janie Hatton	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(4)(r)	Lourdes Ocampo-Lewis	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(2)(r)	Mondell Mayfield	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(nr)	Laura Naughton	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(2)(r)	Justine Hutchins	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(2)(r)	Dana Hutchins-Watson	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Mary Beth Selbach	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Debbie Karow	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Thomas Biel	Induction Specialist – International Teacher Support Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Michael Fendry	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	John Zablocki	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Michael Key	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Jodene Stefanovich	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(2)(r)	Mary Henry	Induction & Support Specialist Office of the Chief of Academics	$30.00

		01/05/24 to 06/14/24	
(5)(r)	Roberta McLoud	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Robin Kitzrow	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Steven Krey	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(2)(r)	Ruth Aviles	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Robin Waeltz	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(4)(r)	Mary Saldana	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(2)(r)	Ouida Williams	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(2)(nr)	Kelvin Robinson	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(2)(r)	Jacqueline Davis	Human Resource Assistant – IRMAA Reimbursement Project Office of the Chief of Human Resources 01/29/24 to 04/30/24	$30.00
(2)(r)	Ouida Williams	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(5)(r)	Logan Manz	Student Teacher, Substitute Teacher Office of the Chief of Human Resources 03/01/24 to 06/20/24	$27.00
(5)(nr)	Dawn Butler	School Kitchen Manager Mentor Office of the Chief of Finance 02/14/24 to 08/14/24	$25.00
(5)(r)	Ian Kloster	Administrative Assistant I Office of Board Governance 02/29/24 to 08/29/24	$25.00
(5)(nr)	Angela Chojnacki	School Kitchen Manager Mentor Office of the Chief of Finance 02/14/24 to 08/14/24	$25.00
(4)(nr)	Lourdes Perez	Climate Assistance Office of the Chief of School Administration 10/01/23 to 04/01/24	$25.00
(2)(nr)	Henry Flemming	Climate Assistance Office of the Chief of School Administration 02/22/24 to 05/23/24	$25.00
(2)(nr)	Kennedi Adams	School Support Office of the Chief School Administration 02/20/24 to 06/28/24	$16.00
(5)(r)	Samone Washington	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$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

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 Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Acceptance of the 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

Cooperative Action on a Request to Issue a Purchase Order to SHI International Corp. for Cloud-Based Document Archiving

The Administration is requesting authorization to issue a purchase order to SHI International Corp., for software to archive district documents that are currently stored in Microsoft and Google cloud services.

The data using this tool will be archived 3 times each day and will include: Office 365 emails, Microsoft OneDrive files, Microsoft SharePoint sites and documents, Microsoft Calendar files, Google Gmail, Google Drive files and Google Calendar files. Using this tool will allow the district to recover files that may be deleted or need to be recovered outside of the normal vendor set retention policies. This tool will also assist the district in recovering from a potential cyber incident.

This purchase is made under the NASPO Software Value Added Reseller (SVAR) #CTR060028.

The total cost of goods purchased from SHI International Corp. will not exceed $369,458.89.

Budget Code: TSS-D-0-3H4-DW-ETRS (Software as a Service)..... $369,458.89

SHI International Corp.

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

BuyBoard Action on a Request to Purchase a Subscription from MESA Cloud for the Mesa #661-22 OnTime Student Progress Platform

The Administration is requesting authorization to issue a purchase order with MESA Cloud for the Mesa OnTime Student Progress Platform. This platform prevents students from slipping between the cracks due to transcript, schedule, and other data errors. By automating student tracking, Mesa OnTime provides a digital safety net for students, delivering districts an always-on alternative to manual efforts to find, flag, and fix errors that jeopardize a student's trajectory for on time graduation.

The purchase is being conducted under the BuyBoard Cooperative agreement #661-22.

The subscription will run for a one-year term and will not exceed $59,871.

Budget Code: GDC-0-S-9B4-EO-ENTH $59,871.00

MESA Cloud

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

RFB 5816 Authorization to Contract with Blest LLC for Uniforms

The Administration is requesting authorization to enter into a blanket contract with Blest LLC for Uniforms. This vendor will be used to deliver uniforms and apparel to the School Safety and Building Operations departments.

Unforms for Building Operations and School Safety staff are necessary for identification purposes and to maintain an image of professionalism across the district.

Contractor was chosen pursuant to RFB 5816, which closed on December 22, 2023. The contract will run 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.

The total cost of the contract in the Initial Term will not exceed $150,000.

Budget Code: 00000000-BL (Various budget codes, by department/school) $150,000

Blest LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? ..... NO

Total # of Employees 12

Total # of Minorities 12

Total # of Women 6

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

Cooperative Action on a Request to Issue a Purchase Order to Lab Midwest LLC for IGNITE Course 1 and Course 2 (Equipment and Curriculum)

The Administration is requesting authorization to issue a purchase order to Lab Midwest LLC for curriculum and equipment to offer new advanced manufacturing courses at Barack Obama School of Career and Technical Education (Obama).

The primary purpose for this purchase is to acquire state of the art equipment and curriculum planned for use in two new advanced manufacturing courses to be offered at Obama in 2024-2025. Equipment being purchased includes, but is not limited to, a Skill Boss Smart Factory, a Micromill Pro CNC mill, and a Portable Pneumatic Learning System, as well as other items. Adding these courses and related equipment will provide a significant upgrade to the courses available in Obama's manufacturing career pathway, enabling students to gain the knowledge and skills needed in today's modern manufacturing environment. The new advanced manufacturing courses will be available to all students that attend Obama.

This purchase will be made using the Cooperative Contract between Wisconsin Technical College Procurement Consortium Contract 19-001, and Lab Midwest LLC.

The total cost of goods purchased from Lab Midwest will not exceed $125,148.00.

Budget Code: VCR-0-I-CA4-EO-EEQP (Manufacturing Cap Equipment) ..... $ 125,148.00

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

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 C031141 - Marquette University

On January 1, 2023, the Milwaukee Board of School Directors and Marquette University entered into Professional Services Contract number C031141 ("Contract"), with a term of January 1, 2023, through August 31, 2023, for social emotional learning and mental health services for students enrolled in five MPS schools in 53206. The schools are Jackson Elementary, Andrew Douglas School, Franklin Elementary, Keefe Avenue Elementary, and LaFollette Elementary. A Request to Change Contract (RCC) was approved on March 31, 2023, to extend the contract through January 31, 2024. On October 18, 2023, an RCC was

approved to extend the contract through June 30, 2024. On January 16, an RCC was approved to increase compensation to support services through the end of the 2023-2024 school year.

Original Contract: ..... $ 509,914.00

RCC 1/16/24 ..... $ 196,000.00

Ending Contract: $705,914.00

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 to 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

Ending Contract: $2,705,073.25

Contract C031154 - Concentra Medical Centers

On January 10, 2023, the Milwaukee Board of School Directors and Occupational Health Centers of the Southwest P.A. d/b/a Concentra Medical Centers Wisconsin entered into Professional Services Contract number C031154 ("Contract"), with a term of January 10, 2023, through June 30, 2025, for sports physicals for athletic participants at one of the 21 MPS City Conference member schools (Arts, Audubon, Bay View, Bradley Tech, Carmen [Northwest, South, Southeast], Golda Meir, Hamilton, Juneau (MacDowell Montessori), King,

Madison, Marshall, Milwaukee School of Languages, Obama, North Division, Pulaski, Reagan, Riverside, South Division, Vincent, Washington, and Wisconsin Conservatory of Lifelong Learning). On January 26, 2024, a Request to Change Contract (RCC) was approved to add $65,000 to the contract to support services.

Original Contract: ..... $ 24,000.00

RCC 1/26/24 ..... $ 65,000.00

Ending Contract: ..... $ 89,000.00

C030448 - SHARP Literacy Inc

On April 1, 2022, the Milwaukee Board of School Directors and SHARP Literacy Inc entered into Professional Services Contract number C030448 ("Contract"), with a term of April 1, 2022, through March 31, 2023, for extended learning opportunities as per RFP 1066. On April 5, 2023, a Request to Change Contract (RCC) was approved to extend the contract through March 31, 2024, and to add funds of $20,000. On November 3, 2023, an RCC was approved to add $9,400 for additional funds. On February 9, 2024, an RCC was approved to extend the contract through March 31, 2025 and to add funds of $30,000 to extend services for students in grades K5-8 that attend MPS summer academy to provide enrichment in learning.

Original Contract: ..... $ 10,000.00

RCC 4/5/2023 ..... $ 20,000.00

RCC 11/3/2023 ..... $ 9,400.00

RCC 1/16/24 ..... $ 30,000.00

Ending Contract: ..... $ 69,400.00

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

Monetary Donations			
Auer Avenue School	Mary Grisham	20.00	Auer Annual Holiday Bazaar
Auer Avenue School	Wendy Komula	100.00	Auer Annual Holiday Bazaar
Auer Avenue School	Patricia Kashmerick	100.00	Auer Annual Holiday Bazaar
Auer Avenue School	Jeanne Stadler	200.00	Auer Annual Holiday Bazaar
Auer Avenue School	Shanita Kay Washington	200.00	Auer Annual Holiday Bazaar
Auer Avenue School	Karen Brubakken	1,000.00	Auer Annual Holiday Bazaar
Auer Avenue School	United Way Greater Milwaukee & Waukesha County	1,000.00	My Very Own Library
Auer Avenue School	Mount Carmel Lutheran Church	500.00	Auer Annual Holiday Bazaar
Auer Avenue School	Duet Resource Group	4,995.00	Flex Farm Hydroponic System
Bay View High School	Milwaukee School of Engineering	500.00	Robotics
Browning School	Zoological Society Of Milwaukee	422.00	2 Buses to the Zoo
Burdick School	RSR Services LLC	500.00	MS Play Funds
Clara Barton School	Zoological Society Of Milwaukee	402.00	2 Buses to the Zoo
Fairview School	Milwaukee Society of Plastics	1,139.00	SPE Education Foundation Grant
Forest Home Avenue School	Duet Resource Group Inc	4,995.00	Flex Farm Hydroponic System
Fratney Street School	John Michael Kohler Arts Center	1,237.50	Bus Reimbursement
Garland School	Dura Services LLC	100.00	Buddy Bench
Goodrich School	Betty Brinn Children's Museum	304.00	2 Buses to Betty Brinn
Hamilton High School	Educators Credit Union	500.00	School Coffee Cart Club
King High School	Kathleen J. Dreyer	500.00	Girl's Soccer Club
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Donation
Maryland Avenue Montessori School	Anonymous	20.00	Classroom Donation
Maryland Avenue Montessori School	Anonymous	140.00	Classroom Donation
Maryland Avenue Montessori School	United Way Greater Milwaukee & Waukesha County	285.00	General School Supplies
Maryland Avenue Montessori School	Charities Aid Foundation America	100.00	General School Supplies
Maryland Avenue Montessori School	Charities Aid Foundation America	100.00	General School Supplies
Meir School	Milwaukee School of Engineering	500.00	Robotics Teams

Meir School	Milwaukee School of Engineering	500.00	Robotics Teams
Meir School	Gene Haas Foundation	2,500.00	Robotics Teams
Morgandale School	Box Tops for Education	5,022.90	General School Supplies
North Division High School	Sand County Foundation, Inc.	750.00	Pollinator & Monarch Habitat
Obama School of Career and Technical	* Milwaukee Elks Lodge #46	1,010.00	Special Needs Students
Office of Academics - Curriculum and	Educators Credit Union via Brett Nielsen	800.00	Montessori 50th Event
Parkside School	Green Bay Packers	500.00	Character Playbook Community Impact
Ronald Reagan High School	Dan Mahlik	4,995.00	Flex Farm Hydroponic System
Townsend School	United Way Greater Milwaukee & Waukesha	1,000.00	My Very Own Library
Victory School	K & D Ventures LLC DBA Final Approach	1,000.00	Classroom Donation
Vieau School	Ruth Rosales	300.00	General School Supplies
Vieau School	Miguel Perez Gutierrez	200.00	Parent Activities
Zablocki School	United Way Greater Milwaukee & Waukesha	1,000.00	My Very Own Library
	Total Monetary Donations	39,457.40	
Non-Monetary Donations			
Albert E Kagel School	DonorsChoose	470.75	Educational Kits & Games
Alcott School	DonorsChoose	419.72	Classroom Organization
Auer Avenue School	Care Matters, LLC	5,000.00	74 Winter Coats
Auer Avenue School	DonorsChoose	1,294.16	Food, Clothing & Hygiene
Bay View High School	DonorsChoose	158.75	Fidgets Find Focus
Bay View High School	DonorsChoose	368.76	Art Supplies
Bay View High School	DonorsChoose	629.86	Hopeful Headphones
Bay View Montessori School	DonorsChoose	1,341.23	Sewing Club
Bay View Montessori School	DonorsChoose	1,429.73	Cooking Club
Bethune Academy	DonorsChoose	1,445.91	Sports & Exercise Equipment
Bradley Trade & Tech	DonorsChoose	433.24	Food, Clothing & Hygiene
Bradley Trade & Tech	DonorsChoose	1,050.81	Food, Clothing & Hygiene
Bradley Trade & Tech	DonorsChoose	2,212.24	Musical Instruments
Bradley Trade & Tech	DonorsChoose	2,812.03	Sports & Exercise Equipment
Bradley Trade & Tech	DonorsChoose	2,893.47	Sports & Exercise Equipment
Bradley Trade & Tech	DonorsChoose	2,943.19	Sports & Exercise Equipment
Browning School	DonorsChoose	830.78	Grow With Books
Location	Donor	Amount	Gift or Purpose
Burbank School	DonorsChoose	1,036.48	Special Education STEM Learning
Carver Academy	DonorsChoose	468.76	How Does a Snake Say "Wheat"?
Carver Academy	DonorsChoose	497.09	Cool Kids Practice Yoga!

Clement Avenue School	DonorsChoose	332.09	Make it Reusable
Craig Montessori School	DonorsChoose	345.20	Math Tools
Craig Montessori School	DonorsChoose	410.04	Help Us Organize and Spell
Doerfler School	DonorsChoose	213.45	"Hold That Spot!"
Doerfler School	DonorsChoose	432.15	Care Closet Restock
Doerfler School	DonorsChoose	432.41	"Block Every Shot!"
Dr. B Carson Academy of Science	DonorsChoose	151.65	Germ Free and Happy!
Dr. B Carson Academy of Science	DonorsChoose	169.35	Toothbrushes and Toothpaste
Dr. B Carson Academy of Science	DonorsChoose	192.15	Frogs Everywhere!
Dr. B Carson Academy of Science	DonorsChoose	249.18	Headphones for All!
Emerson School	Prime Financial Credit Union	590.00	Coat Drive
Emerson School	DonorsChoose	410.16	Clothing Closet Supplies!
Engleburg School	DonorsChoose	164.93	PBIS School Store Rewards
Engleburg School	DonorsChoose	390.32	Attendance Does Matter!
Engleburg School	DonorsChoose	425.56	Nurse Office Supplies
Forest Home Avenue School	DonorsChoose	412.03	Classroom Basics
Forest Home Avenue School	DonorsChoose	480.41	Educational Kits & Games
Fratney Street School	Sarah Eichhorn	20.00	Winter Coats
Fratney Street School	Veronica Sosa	30.00	Art Room Supplies
Fratney Street School	DonorsChoose	351.21	Sports & Exercise Equipment
Gilbert Stuart School	DonorsChoose	378.16	Independent Reading
Gilbert Stuart School	DonorsChoose	405.79	Classroom Basics
Goodrich School	DonorsChoose	161.94	Supplies Right in Reach!
Goodrich School	DonorsChoose	210.19	Learning with Puzzles!
Goodrich School	DonorsChoose	211.06	Matching Letters and Numbers!
Goodrich School	DonorsChoose	228.35	Yummy In My Tummy
Goodrich School	DonorsChoose	283.07	Snack Time
Goodrich School	DonorsChoose	327.64	Fidgets to Learn!
Goodrich School	DonorsChoose	328.64	Kitchen Play!
Goodrich School	DonorsChoose	337.35	Snacks for Successful Learning
Goodrich School	DonorsChoose	451.80	Music Room Refresh
Goodrich School	DonorsChoose	466.65	STEM for Littles!
Goodrich School	DonorsChoose	474.62	Cleaning Wipes and Snacks
Goodrich School	DonorsChoose	511.84	Healthy and Fed
Goodrich School	DonorsChoose	539.58	Instructional Technology
Goodrich School	DonorsChoose	670.35	Flexible Seating
Goodrich School	DonorsChoose	672.98	Comfy in Our Room
Grant Gordon Learning Center	DonorsChoose	747.27	Sports & Exercise Equipment
Grantosa Drive School	DonorsChoose	354.10	New Year, New Store
Hawthorne School	DonorsChoose	302.83	Art Supplies
Hawthorne School	DonorsChoose	853.36	Let's Light Things Up!
Hayes Bilingual School	DonorsChoose	379.97	Let Us Write
Hayes Bilingual School	DonorsChoose	479.34	Calling All Writers!

Hi-Mount School	DonorsChoose	261.30	Food, Clothing & Hygiene
Hi-Mount School	DonorsChoose	279.46	Food, Clothing & Hygiene
James Fenimore Cooper School	DonorsChoose	238.00	A Spot of Feelings!
Keefe Avenue School	DonorsChoose	534.78	Positive Behavior Incentives
Kilbourn School	DonorsChoose	247.63	Sturdy Books for Little Readers
Kilbourn School	DonorsChoose	607.44	Classroom Basics
King High School	DonorsChoose	250.96	Food, Clothing & Hygiene
King High School	DonorsChoose	265.85	End Of Year Resupply
King High School	DonorsChoose	315.80	Reading Motivation
King High School	DonorsChoose	482.37	Science Fiction or Real Life?
King High School	DonorsChoose	498.42	Word Play
King High School	DonorsChoose	717.87	Bring the Novel to Life
King High School	DonorsChoose	915.80	Replenish the Basics
King High School	DonorsChoose	917.41	Dawn Novels For Our Class
King High School	International Moulding	4,500.00	Mats & Double Mats
King High School	Creative Enterprises	4,800.00	Frames & Mats
Kluge School	DonorsChoose	299.63	Cozy and Full
Kluge School	DonorsChoose	416.52	Tonie Time!
Kluge School	DonorsChoose	495.01	Play and Learn
Kluge School	DonorsChoose	497.75	Cold Days = Fun Play
Kluge School	DonorsChoose	724.50	Reading Nooks, Desks & Storage
Kluge School	DonorsChoose	131.50	I Can Read Too!
Lafollette School	DonorsChoose	233.00	Good Citizens
Lincoln Middle School	Milwaukee County Zoo	28.50	Milwaukee County Zoo Admission
Lincoln Middle School	Green Bay Packer	50.00	Football for Jazz in the Parking Lot
Lincoln Middle School	Adventure Rock	100.00	Adventure Rock Gift Certificates
Location	Donor	Amount	Gift or Purpose
Lincoln Middle School	WI State Fair	103.00	State Fair for Jazz in the Park
Lloyd Barbee Montessori	Demetra Hinkle	35.00	Clothes
Lloyd Barbee Montessori	Angela Kingsawan	75.00	Clothes
Lloyd Barbee Montessori	DonorsChoose	574.13	Exploring Handiworks
Longfellow Elementary	DonorsChoose	675.03	Food, Clothing & Hygiene
Longfellow Elementary	DonorsChoose	226.31	Educational Kits & Games
Lowell School	DonorsChoose	334.49	Sensory Supports Are Super!
MacDowell Montessori	Contiem, Inc.	200.00	Chairs
MacDowell Montessori	DonorsChoose	349.02	Geography for All
MacDowell Montessori	DonorsChoose	401.64	Speech Goals
MacDowell Montessori	DonorsChoose	438.82	Instructional Technology
MacDowell Montessori	DonorsChoose	632.89	Classroom Basics
MacDowell Montessori	DonorsChoose	742.78	Instructional Technology
MacDowell Montessori	DonorsChoose	1,043.96	We Need Ink!
MacDowell Montessori	DonorsChoose	1,072.40	I Can Change Part 1
MacDowell Montessori	DonorsChoose	1,072.40	I Can Change
MacDowell Montessori	DonorsChoose	1,102.86	I Can Help
MacDowell Montessori	DonorsChoose	1,779.86	Speech Seating
MacDowell Montessori	DonorsChoose	136.03	Classroom Basics
MacDowell Montessori	DonorsChoose	171.71	Math and Phonics Games

Manitoba School	DonorsChoose	471.52	Solar Power: Way of the Future
Maple Tree School	DonorsChoose	324.05	Keep the Germs Away
Maple Tree School	DonorsChoose	446.04	K5 Art Supplies
Maple Tree School	DonorsChoose	1,503.08	Educational Kits & Games
Marvin Pratt	DonorsChoose	672.89	Sensory = Success
Meir School	DonorsChoose	1,134.62	Fun with Ceramics!
Milwaukee High School of the Arts	DonorsChoose	3,938.16	Flexible Seating
Milwaukee High School of the Arts	DonorsChoose	6,108.23	Big Enough to See
Milwaukee High School of the Arts	DonorsChoose	235.24	Fresh and Clean
Milwaukee Sign Language School	DonorsChoose	243.12	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	250.50	Books
Milwaukee Sign Language School	DonorsChoose	417.98	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	477.09	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	1,718.44	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	4,794.78	Flexible Seating
Milwaukee Sign Language School	DonorsChoose	9,422.47	Kick! Goal! Score!
Mitchell School	La Jarochita Chicken Palace	100.00	Food for Students
Mitchell School	DonorsChoose	157.73	Speech Therapy Activities
Mitchell School	DonorsChoose	1,080.89	Flexible Seating
Morgandale School	DonorsChoose	298.47	Rainbow of Colors
Ninety-Fifth Street School	DonorsChoose	485.74	A Place to Learn
Ninety-Fifth Street School	DonorsChoose	723.84	A Book of My Own
Ninety-Fifth Street School	DonorsChoose	1,313.42	Kindergarten Graduation Gowns
Ninety-Fifth Street School	DonorsChoose	135.63	Just the Basics
Ninety-Fifth Street School	DonorsChoose	142.27	Braille Books
Ninety-Fifth Street School	DonorsChoose	150.80	Care and Nutrition
Ninety-Fifth Street School	DonorsChoose	164.95	Snacks and Kleenex!
Ninety-Fifth Street School	DonorsChoose	191.24	Phonics for Big Kids
Ninety-Fifth Street School	DonorsChoose	223.60	Pants, Snacks and Books
Ninety-Fifth Street School	DonorsChoose	230.97	We Need Ink!
Ninety-Fifth Street School	DonorsChoose	235.96	Educational Kits & Games
Ninety-Fifth Street School	DonorsChoose	276.69	Fight Hunger!
Ninety-Fifth Street School	DonorsChoose	304.01	Having Fun in Speech Therapy!
Ninety-Fifth Street School	DonorsChoose	380.60	Educational Kits & Games
Ninety-Fifth Street School	DonorsChoose	431.23	ST Math Penguin Incentives
Obama School of Career and Technical Education	DonorsChoose	1,432.52	Nana's Kids Scholars
Office of Communications and School Performance -	Karen Goodsein	20.00	MPS Mitten Tree

Strategic Partnerships and Customer Service			
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Karen Goodstein	20.00	MPS Mitten Tree
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Liz Schusten	600.00	MPS Mitten Tree
Parkside School	DonorsChoose	738.06	Jason Reynolds for All!
Parkside School	DonorsChoose	1,005.03	Reading Nooks, Desks & Storage
Parkside School	DonorsChoose	1,806.15	iTalk Without Words
Parkview School	DonorsChoose	396.35	Sensory Fun!
Parkview School	DonorsChoose	469.13	Comfy Cozy Authors At Work
Parkview School	DonorsChoose	486.64	Playtime FUN!
Location	Donor	Amount	Gift or Purpose
Parkview School	DonorsChoose	495.24	Art Supplies
Parkview School	DonorsChoose	732.59	Classroom Basics
Pulaski High School	DonorsChoose	346.47	New Books Requested By Students
Pulaski High School	DonorsChoose	368.40	Art Supplies
Pulaski High School	DonorsChoose	509.17	Classroom Basics
Pulaski High School	DonorsChoose	842.15	Reading Nooks, Desks & Storage
Riverwest Elementary	DonorsChoose	239.24	Diverse Play
Riverwest Elementary	DonorsChoose	3,937.75	Sports & Exercise Equipment
Siefert School	DonorsChoose	132.52	Rowdy Readers!
Siefert School	DonorsChoose	188.89	Rambunctious Readers!
Siefert School	DonorsChoose	203.52	Refresh the Supplies
Siefert School	DonorsChoose	354.76	Cheerful Chairs!
Siefert School	DonorsChoose	697.52	Good Health & Hygiene!
Spanish Immersion School	DonorsChoose	841.90	Flexible Seating
Spanish Immersion School	DonorsChoose	887.62	Flexible Seating
Story School	DonorsChoose	1,616.80	Essentials for Success!
Story School	DonorsChoose	3,971.82	Reading Nooks, Desks & Storage
Story School	DonorsChoose	4,133.43	Let's Go Gaga Over Gaga Ball!
Story School	DonorsChoose	13,036.85	Musical Instruments
Thurston Woods	DonorsChoose	191.08	Learning Through Play
Trowbridge School	DonorsChoose	1,178.31	Little Artists
Trowbridge School	DonorsChoose	1,384.86	Very Much Needed Seating!
Trowbridge School	DonorsChoose	3,679.94	Safe Shelves Please
Trowbridge School	DonorsChoose	3,838.28	Real Books are Vital
Trowbridge School	DonorsChoose	3,883.96	Safe Classroom Shelves
Trowbridge School	DonorsChoose	4,000.68	New Desks for STEM work

Trowbridge School	DonorsChoose	4,000.68	STEM Workspaces
Trowbridge School	DonorsChoose	4,000.68	New Desks Needed Asap
Trowbridge School	DonorsChoose	4,000.68	STEM We Need New Work Spaces
Trowbridge School	DonorsChoose	4,068.59	VersaTiles for Engaged Students
Trowbridge School	DonorsChoose	4,089.49	STEM = Robotics
Trowbridge School	DonorsChoose	4,248.33	Reading Nooks, Desks & Storage
Trowbridge School	DonorsChoose	451.88	Robotics Club
Trowbridge School	DonorsChoose	590.87	STEM Playtime
Victory School	DonorsChoose	1,159.42	Instructional Technology
Vieau School	DonorsChoose	139.62	Flexible Learning
Vieau School	DonorsChoose	172.26	Calming Corner
Vieau School	DonorsChoose	239.90	Colorful Collaboration!
Vieau School	DonorsChoose	283.56	Short on Slacks!
Vieau School	DonorsChoose	319.21	Chairs for Flexible Seating
Vieau School	DonorsChoose	393.06	Organization Necessities
Vieau School	DonorsChoose	439.86	Chair Covers to Ensure Success
Vieau School	DonorsChoose	499.85	Make Reading an Adventure!
Vieau School	DonorsChoose	637.98	Interactive Instructional Time
Vieau School	DonorsChoose	2,085.38	Hooray for Hygiene!
Wedgewood Park School	DonorsChoose	878.65	WPIS Players Need to Be Heard
William Cullen Bryant School	DonorsChoose	161.94	Super Snacks for the Classroom!
William Cullen Bryant School	DonorsChoose	246.09	Classroom Replenish!
William Cullen Bryant School	DonorsChoose	411.03	Comfy and Cozy Reading
William Cullen Bryant School	DonorsChoose	658.54	Science of Reading Must Haves
Wisconsin Conservatory	DonorsChoose	343.50	The Basics
	Total Non-Monetary Donations	*206,067.89*	
	Total Value of Donations	*245,525.29*	
	** Donations from MPS Alumni*	*1,010.00*	

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.

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 4) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Purchase Order to Apple Computer Inc for iPads

The Administration is requesting authorization to issue a purchase order to Apple Computer Inc for iPads. Contractor will be used to provide 98 iPads, 10 mini-iPads, 108 Jamf licenses, 62 iPad Brenthaven Edge Folio cases, and 4-Year AppleCare+ for schools.

These iPads will serve as replacement iPads for ones currently in circulation. The current iPads in circulation have a security flaw and require updating to iOS 17.3 to resolve. The iPads are outdated and are not able to be updated to iOS 17.3, therefore, need to be replaced. Of these 12 are for the Speech department and 48 for the School Psychological Services Department. These iPads are used by staff for evaluation purposes. The remaining 38 iPads and 10 mini-iPads are for the Assistive Technology Department and will be added to the Assistive Technology Lending Library to assist special education students access their education.

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 purchase will not exceed $60,910.90.

Budget Code: EQM-0-S-9F4-DE-ENTH (Specialized Services)..... $60,910.90

Apple Computer 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

Exception Authorization to Contract with College Campus Tours, LLC for College and Career Readiness Tour of the Mid-Atlantic Region

The Administration is requesting authorization to enter into a contract with College Campus Tours, LLC for College and Career Readiness Tour services of the Mid-Atlantic Region. The activities and services include air and ground transportation, hotel and food accommodations, college tours, sightseeing, teaching aids, and professional development seminars.

The tour will accommodate 24 MPS students and three MPS staff. The students will be selected

through an application process available to MPS high school students district wide.

In addition to organizing the travel and itinerary for the tour, the Contractor will incorporate civic and Academic and Career Planning (ACP) lessons to develop students' knowledge of African American history, civic action, and college and career exposure. The College Campus Tours Program has three components: College Readiness, Leadership Development, and Life Skills, all designed to impact student lives and their college and career goals.

The tour will depart on July 22, 2024, and return on July 25, 2024. The Contractor's itinerary includes stops at Johnson C. Smith University, North Carolina A&T State, North Carolina Central University, Norfolk Stake

University, Hampton University, Howard University, Martin Luther King, Jr. Memorial, Lincoln Memorial, and other planned events.

The exception from the requirement of a competitive procurement process for this contract has been granted on continuity. The Contractor has provided several college tours for MPS students and staff within the last few years (Administrative Policy 3.09(7)(E)(1)(b)(iv).

The contract will run from May 1, 2024, through August 1, 2024, and will not exceed $52,161.03.

Budget Code: FLD-H-S-9Y4-EO-ECTS $52,161.03

College Campus Tours, 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 Contract to Love146, Inc. for Training and Technical Assistance Services

The Administration is requesting authorization to enter into a contract with Love146, Inc. for training and technical assistance services. Contractor will be used to deliver training and technical assistance services related to human trafficking education. This research-based training will be provided to school support staff including social workers, psychologists, nurses, and counselors that will deliver the curriculum and trafficking education in Milwaukee Public Schools.

Milwaukee continues to be one of the nation's top trafficking hubs, with 11 to 13 being the average age of children targeted for trafficking. Delivering human trafficking prevention education to MPS 8th grade students (and some 9th grade students during the first year of implementation) will address risk factors and builds protective factors by strengthening students' knowledge and skills, increasing their perception of risk, encouraging the adoption of healthy behaviors, and increasing help-seeking behaviors that they will learn about through the Not A Number curriculum, resources, training, and education they will receive.

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 March 22, 2024, through March 21, 2027, with the possibility of two, one-year extensions, and will not exceed $567,184 in the initial term.

Budget Code:

SDV-0-S-D34-DE-ECTS..(Specialized Services...Contracted Services)...$567,184.00

Love146, 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 HOUR

Exception Authorization to Extend a Contract with von Briesen & Roper, s.c., for Legal Services

The Administration is requesting authorization to extend 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. As a large law firm, von Briesen has the capacity and expertise to provide excellent representation on short notice. Many school districts across the state of Wisconsin are represented by von Briesen.

The exception from the requirement of a competitive procurement process for this contract has been granted on an emergency basis as the ongoing cases identified need immediate legal representation (Administrative Policy 3.09(7)(e)(1)(c)).

The original contract had a term of April 22, 2022, through April 21, 2023. The contract was subsequently extended for a one-year term (Year 2) of April 22, 2023, through April 21, 2024. This contract extension (Year 3) will run from April 22, 2024, through April 21, 2025, and will not exceed $400,000.

Budget Code: INJ-0-0-DIJ-HR-ECTS (Contract Services).....$400,000.00

von Briesen & Roper, s.c.

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, 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 5) Action on the Award of Professional Services Contracts

Background

RFP 1122 Authorization to Enter into a Contract with Durham School Services, L.P. and Specialized Care Transport, Inc. for Busing Services for MPS Students (Regular, Suburban, and Special Education)

The Administration is requesting authorization to enter into contracts with Durham School Services, L.P. and Specialized Care Transport, Inc. for yellow school bus transportation for students throughout the metro-Milwaukee area, to and from school. This will provide services for students who may require transportation to MPS schools and/or schools in the surrounding suburban districts.

The vendors were chosen pursuant to RFP 1122 which closed on December 19, 2023. The contracts for Durham School Services, L.P. and Specialized Care Transport, Inc. will run from July 1, 2024, through June 30, 2027.

The total cost of these contracts will not exceed $7,485,015.57.

The three (3) year total cost of each of the contracts will not exceed:

Durham School Services, L.P. $ 5,411,261.67

Specialized Care Transport, nc. $ 2,073,753.90

Budget Code:

AST-0-0-TRS-DW-EPPT $48,950.66

HLT-0-0-TRS-DW-EPPT $135,680.46

KMT-0-0-TRS-DW-EPPT $8,656.42

MDK-0-0-TRS-DW-EPPT $44,276.20

PMO-0-0-TRS-DW-EPPT $20,583.78

RTS-0-0-TRS-DW-EPPT $4,227,963.54

RTS-0-0-TRS-DW-EVSPFPUB $68,153.12

RWT-0-0-TRS-DW-EPPT $2,317,941.01

SM1-0-0-TRS-DW-EPPT $409,364.94

SMT-0-0-TRS-DW-EPPT $56,490.13

TED-0-0-TRS-DW-EPPT $146,955.31

Durham School Services, L.P.

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? ..... NO

Total # of Employees 18,541

Total # of Minorities 8,429

Total # of Women 11,417

HUB PARTICIPATION

Required 5%

Proposed 5%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment: In Accordance with the Sliding Scale

Annual Expenditure Range	Student Employment (Hours)	Career Education (Hours)
$0 - $49,999	0	0
$50,000 - $74,999	100	10
$75,000 - $199,999	200	10
$200,000 - $399,999	300	10
$400,000 - $599,999	400	10
$600,000 - $799,999	600	10
$800,000 - $999,999	800	10
$1,000,000 <	900	10

Student Career Awareness Commitment: 10 HOURS

Specialized Care Transport, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor? ..... NO

Total # of Employees 43

Total # of Minorities 37

Total # of Women 28

HUB PARTICIPATION

Required 5%

Proposed..... 5%

$ Value TBD

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment: In Accordance with the Sliding Scale

Annual Expenditure Range	Student Employment (Hours)	Career Education (Hours)
$0 - $49,999	0	0
$50,000 - $74,999	100	10
$75,000 - $199,999	200	10
$200,000 - $399,999	300	10
$400,000 - $599,999	400	10
$600,000 - $799,999	600	10
$800,000 - $999,999	800	10
$1,000,000 <	900	10

Student Career Awareness Commitment: 10 HOURS

RFP 1123 Authorization to Contract with Hubbard Wilson & Zelenkova LLC for Legislative and Lobbying Services

The Administration is requesting authorization to enter into 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 contract will run 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.

The total cost of the contract in the Initial Term will not exceed $80,000.

Budget Code:

ADT-0-0-OBG-OB-ECTS (Office of Board Governance – Contracted Services)....$80,000.00

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

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 contract 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 Monthly Facilities Matters: FMS Award of Construction and Professional Services Contracts, Material Purchase, Exception to Bid, Contract Modification, and Acceptance of the Air Quality Report

Construction Contracts

MODRZEJEWSKI PLAYFIELD RENOVATION

Modrzejewski Playfield

Prime Contractor

Nicholas & Associates, 3880 Wheelhouse Road, Suite B, Milwaukee, WI 53206

Low Bidder, Base Bid of.....$4,980,000.00

HUB

Certified HUB Vendor? .....No

Total # of Employees 200

Total # of Minorities 10

Total # of Women 15

Required.....25%

Submitted.....27.97%

$ Value $1,393,000.00

COIN Required 10%

Student Engagement

Paid Employment (Required Hours).....600 Hours

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

Funds are available for the Modrzejewski Playfield Renovation project from account code STS 00 RFI RC ECNC (Project No 7098). The project contract start date is scheduled for March 22, 2024, and completion date is May 16, 2025.

WICK PLAYFIELD RENOVATION

Wick Playfield

Prime Contractor

Nicholas & Associates, 3880 Wheelhouse Road, Suite B, Milwaukee, WI 53206

Low Bidder, Base Bid of $3,980,000.00

HUB

Certified HUB Vendor? .....No

Total # of Employees 200

Total # of Minorities 10

Total # of Women 15

Required.....25%

Submitted.....25%

$ Value $995,000.00

COIN Required 10%

Student Engagement

Paid Employment (Required Hours) ..... 600 Hours

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

Funds are available for the Wick Playfield Renovation project from account code STS 00 RFI RC ECNC (Project No 8115). The project contract start date is scheduled for March 22, 2024, and completion date is May 16, 2025.

2024 GREEN INFRASTRUCTURE UPGRADES

Greenfield Bilingual School

Prime Contractor

Eddy's Landscaping Services, LLC, P.O. Box 342673, Milwaukee, WI

Low Bidder, Base Bid of $698,822.00

HUB

Certified HUB Vendor? ..... Yes

Total # of Employees 20

Total # of Minorities 20

Total # of Women 1

Required 15%

Submitted 43%

$ Value $302,972.00

COIN Required 10%

Student Engagement

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

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

Funds are available for the 2024 Green Infrastructure Upgrades - Greenfield Bilingual project from account code OMN 0S 3V4 GN EMTC (Project No 8318). The project contract start date is scheduled for March 22, 2024, and completion date is August 23, 2024.

2024 GREEN INFRASTRUCTURE UPGRADES

Milwaukee Sign Language/Morse Middle School

Prime Contractor

Property Solutions Contracting Corp., 7245 West Concord Creek Drive, Mequon, WI 53092

Low Bidder, Base Bid of $2,792,101.00 minus $94,000.00 for Deduct Alternate 1 - Sheds and Concrete Pad, minus $75,500.00 for Deduct Alternate 3 - Basketball Triangle, minus $175,000.00 for Deduct Alternate 4 - Amphitheater for a total cost of $2,447,601.00

HUB

Certified HUB Vendor? ..... No

Total # of Employees 14

Total # of Minorities 8

Total # of Women 1

Required 15%

Submitted.....29%

$ Value $848,200.00

COIN

Required.....10%

Student Engagement

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

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

Funds are available for the 2024 Green Infrastructure Upgrades - Milwaukee Sign Language/Morse Middle School project from various account codes (Project No 8320). The project contract start date is scheduled for March 22, 2024, and completion date is August 23, 2024.

2024 GREEN INFRASTRUCTURE UPGRADES

Story Elementary School

Prime Contractor

Poblocki Paving Corporation, 16363 West Ryerson Road, New Berlin, WI 53151

Low Bidder, Base Bid of $1,076,887.00 minus $13,000.00 for Deduct Alternate 1 - Adjustable Basketball Hoop, minus $38,111.00 for Deduct Alternate 2 - Pavers for a total cost of $1,025,776.00

HUB

Certified HUB Vendor?.....No

Total # of Employees.....211

Total # of Minorities.....95

Total # of Women.....15

Required.....15%

Submitted.....0%

$ Value $161,600.00

COIN

Required.....10%

Student Engagement

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

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

Funds are available for the 2024 Green Infrastructure Upgrades – Story Elementary project from account code OMN 0S 3V4 SY EMTC (Project No 8321). The project contract start date is scheduled for March 22, 2024, and completion date is August 23, 2024.

Total construction contract dollars awarded.....$13,132,199.00

Total dollars HUB participation.....$3,700,772.00

% of HUB participation.....27.36%

% Minority employees within company.....1949.43%

% Women employees within company.....7.39%

Professional Services Contracts

RFP #24-005 Owners Representative – 2024 MKE Rec Facility Projects

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Owners Representative – 2024 MKE Rec Facility Project.

Selected Firm: The Concord Consulting Group of Illinois, Inc.

Requested Expenditure Authority: $253,300.00

Contract Period: March 22, 2024 – December 31, 2025

Budget Code: Various

RFP #8949 Long-Range Facilities Master Planning Services – District Wide

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Long-Range Facilities Master Planning Services – District Wide.

Selected Firm: Perkins Eastman Architects

Requested Expenditure Authority: $837,728.00

Contract Period: March 22, 2024 – January 30, 2025

Budget Code: FAR 00 RDC DW ECNC

Material Purchase

SWITCHGEAR & METER SOCKET

Spanish Immersion – Upper Campus

Prime Contractor

Graybar Electric Company, 650 South 108 Street, Milwaukee, WI 53214

Authorization to approve the purchase of the Switchgear & Meter Socket for installation at the Spanish Immersion – Upper Campus building. Purchase is made under the Graybar/Omnia Public Sector Contract EV2370 and shall be in accordance with the component pricing on the quote dated February 8, 2024.

One-Time Purchase Amount: $56,640.00

Budget Code: FAR 00 MM2 DW ECNC

Report of Exception-to-Bid Purchase

This exception to bid purchase is being reported as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

An exception to bid purchase of 990, 5-gallon buckets of Aluminum Roof Coating from

MacArthur Co., at a cost of $88.75 each for a total amount of $87,862.50. Due to volatile market conditions, Facilities and Maintenance Services issued the purchase order for the Aluminum Roof Coating on March 5, 2024, to ensure the roof coating would be available for use by Facilities and Maintenance Services to meet the need for roof repair during the appropriate months.

The Aluminum Roof Coating was purchased with funds from account code FAR 00 MM2 NL ECNC (Project No. 8396).

Contract Modification

Authorization to Modify a Contract with Gunnerson Consulting and Communication Site Services, LLC

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 6-year contract and increase the expenditure authority with Gunnerson Consulting and

Communication Site Services, LLC by an additional $24,000.00 per year for a total expenditure authority not to exceed $49,000.00 for each year of the contract.

The vendor was chosen pursuant to RFP #7089, project contract A1003678, with a term of April 1, 2021 – March 31, 2024. This modified contract will run from April 1, 2021 through March 31, 2027.Budget Code: Various

Air Quality Report

At its March 23, 2021 Special Meeting, the Milwaukee Board of School Directors adopted the Administration's Reopening Plan with a number of provisions, including monthly reports regarding air quality, with priority given for classrooms and schools without window access to outside air. At its February 17, 2022 Accountability, Finance & Personnel Committee Meeting, the monthly report changed to quarterly. The Department of Facilities and Maintenance Services (DFMS) continues to monitor mechanical systems throughout the district and perform any necessary repairs to make sure MPS buildings are safe and clean.

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 Contracts:
Total Construction Contracts Requested = $13,132,199.00
Professional Services Contracts:
Total Professional Services Contracts Requested = $1,091,028.00
Material Purchase:
Total Material Purchase Requested = $56,640.00
Exception to Bid
Total Exception to Bid Requested = $87,862.50
Contract Modification:
Total Contract Modification Requested = Not to Exceed $49,000.00 per contract year

Implementation and Assessment Plan

Upon Board Approval, the attached construction and professional services contracts, material purchase, exception to bid, contract modification, and air quality report shall be executed.

Committee's Recommendation

Your Committee recommends that the Board
1. waive Administrative Policy 3.09(9)(e) and
2. approve the attached construction and professional services contracts, material purchase, exception to bid, contract modification, and
3. accept the air quality report.

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

* * * * *

(Item 7) Action on a Request to Approve the Fourth Amendment to Modify the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building Located at 5496 North 72nd Street

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. Milwaukee Public Schools and Carmen have cultivated a long-term working relationship. In November 2012, the Milwaukee Board of School Directors approved a lease agreement between Milwaukee Public Schools and Carmen to operate a non-instrumentality charter school within the Northwest Secondary School Building. The initial term of the lease agreement commenced on July 15, 2013, and ended June 30, 2018, with an option to extend two additional five-year terms. The lease term was amended at the January 25, 2018, Board meeting to allow for the extension to be exercised for one year 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 July 2021, the Board approved the third amendment to the lease agreement for a five-year term. A request has been made to release the use of four classrooms on the second floor and utilize four classrooms on the first floor which adds 442 square feet to 133,379 leased square footage for a new total of 133,821 square feet. After the school year started and the Board approved the fourth amendment in September, Carmen requested to revert back to the original terms from the previous amendment and utilize the four classrooms on the second floor and the 133,379 leased square footage. The remaining lease revenue has been recalculated for the remainder years of the lease term.

The Administration is requesting approval of the proposed fourth amendment to the lease agreement with Carmen that will modify the lease term from September 1, 2023, through June 30, 2026, which aligns with the charter term contract.

The lease rent revenue shall be as follows:

July 1, 2023 – June 30, 2024 = $699,211

July 1, 2024 – June 30, 2025 = $713,205

July 1, 2025 – June 30, 2026 = $727,469

The documents related to the proposed lease 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 lease term is $2,139,885.

Implementation and Assessment Plan

Upon Board approval, the attached Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology 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.

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

* * * * *

(Item 8) Action on a Request to Approve the Fourth Amendment to Extend the Lease Agreement with Assata at the 35th Street Building Located at 3517 West Courtland Avenue

Background

Assata was established as a Milwaukee Public Schools partnership school in 1992. Assata provides an educational program for students in grades 9 through 12 who are at risk of not graduating as defined in Wis. Stat. 118.153(1)(a). Assata's educational component is designed to integrate historic contributions and experiences of African Americans into the daily curriculum as a means to expand both subject and content knowledge needed to overcome credit deficiencies.

In June 2013, the Milwaukee Board of School Directors entered into a lease agreement with Assata for a portion of the 35th Street School property located at 3517 West Courtland Avenue. In June 2016, the Milwaukee Board of School Directors approved the first amendment to the lease term agreement, the second amendment to the lease agreement was approved in June 2018, and the third amendment to the lease agreement was approved in May 2021.

The Administration is requesting approval of the proposed fourth amendment to the lease agreement with Assata that will extend the lease term from July 1, 2024, through June 30, 2027, which aligns with the term of the current partnership contract with Assata.

The lease rent revenue shall be as follows:

July 1, 2024 - June 30, 2025 = $121,827

July 1, 2025 - June 30, 2026 = $126,700

July 1, 2026 - June 30, 2027 = $131,768

The documents related to the proposed lease 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 lease term is $380,295.

Implementation and Assessment Plan

Upon Board approval, the attached Fourth Amendment to the Lease Agreement with Assata will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Fourth Amendment to the Lease Agreement with Assata.

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

* * * * *

(Item 9) Action on a Request to Approve the Sixth Amendment to the Lease Agreement with Banner Day Learning Corp. at the 35th Street School Property Located at 3517 West Courtland Avenue

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. The Administration is requesting approval of the proposed sixth amendment to the lease agreement with Banner Day Learning Corp. that will extend the lease term from July 1, 2024, through June 30, 2025, which aligns with the term of the current partnership contract with Banner Prep.

Lease Term: July 1, 2024 through June 30, 2025

The lease rent revenue shall be as follows:

July 1, 2024 - June 30, 2025 = $115,807

The documents related to the proposed lease 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 $115,807.

Implementation and Assessment Plan

Upon Board approval, the attached Sixth Amendment to the Lease Agreement with Banner Day Learning Corp. will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Sixth Amendment to the Lease Agreement with Banner Day Learning Corp.

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

* * * * *

(Item 10) Action on a Request to Terminate a Lease with Milwaukee Excellence Charter School at McNair School Building Located at 4950 North 24th Street

Background

The mission of Milwaukee Excellence is to educate students in grades 6 through 12 through rigorous academics and charter education essentials for success so they are able to excel and graduate from four-year colleges and pursue the professions of their choice. The goal of Milwaukee Excellence is for its graduates to carry with them character traits formed by values and to be equipped with the scholarly habits necessary to navigate their personal lives while attending college.

The Board approved a lease agreement with Milwaukee Excellence Charter School at McNair School Building, located at 4950 North 24th Street in April 2016. In June 2021 the Board approved the first amendment to the lease agreement. In May 2023 the Board approved the second amendment to the lease agreement. In November 2023, Milwaukee Excellence Charter School at McNair School Building requested to terminate their lease as of June 30, 2024.

Previous lease agreements and the proposed lease termination 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

Admin 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 Milwaukee Excellence Charter School at McNair School Building will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached Termination of the Lease Agreement with Milwaukee Excellence Charter at McNair School Building.

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Carr 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 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.

A primary goal of the Milwaukee Public Schools is to reduce discipline disproportionality during the 2023–24 school year. The following is an update on the activities that support creating a positive and inclusive educational community and equitable school climate. The bimonthly reporting for the 2023–24 school year will focus on the following proactive pathways:

PBIS Tiered Interventions
Mental wellness
Antiracism and antibias
Restorative practices

PBIS Tiered Interventions

Positive Behavioral Interventions and Supports (PBIS) is aligned to the MPS Strategic Plan initiatives of student achievement and graduation and postsecondary preparedness.

During the months of January and February 2024, PBIS offered the following professional development sessions:

Date	Audience	Session
January 17, 2024	PBIS/BIT Facilitators	PBIS/BIT Facilitator Training
February 6, 2024	PBIS/BIT Facilitators	PBIS/BIT Facilitator Training
February 20, 2024	Special Education Supervisors	Documenting Interventions for all Students

The District PBIS team continues to focus on supporting BIT-Behavior and PBIS teams, tiered interventions for students with multiple behavior incidents, implementation of the classroom walkthrough rubric and data for the culture and climate section of the Continuous School Improvement Plan.

The annual Tiered Fidelity Inventory (TFI) window is March 1, 2024 -May 3, 2024. The purpose of the TFI is to provide a valid, reliable survey that measures the fidelity across all three PBIS tiers of implementation. All schools take the TFI with their PBIS coach to ensure accurate implementation data is collected at every school. Coaches use this data to make sure the schools with the greatest needs are provided support.

Mental Wellness

Mental wellness activities are aligned to the MPS Strategic Plan initiatives of student achievement, staff– morale, and staff—professional learning.

The violence prevention team continues to focus 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 and respectful learning environments.

The violence prevention team has been training schools and departments on a variety of topics related to social and emotional learning and trauma-sensitive strategies. A third full three-day Classroom Organization and Management Program (COMP) session has been completed, increasing to approximately sixty staff trained in research-based practices for room arrangement, rules and procedures, student accountability systems, and managing a variety of instructional formats. The fourth session of COMP began on February 22, 2024,with twenty additional participants attending. Second Step implementation training has occurred at several schools to ensure that staff members have what they need to implement the curriculum. The staff at Milwaukee Spanish Immersion participated in the final two sessions of a four-part series on responsive classroom management strategies, the staff at Riley received an overview of the MPS bullying policy and procedures, and the City Year staff who serve our students received an introduction to trauma-sensitive practices. For our principals, the third and fourth sessions of "Compassion Resilience for School Administrators" occurred during the January and February Principal Leadership Institute (PLI), focusing on operating within your sphere of influence and compassionate boundary setting as a means for fostering compassion resilience. The first of two full-day historical trauma trainings have taken place, raised staff awareness of global and local historically traumatic events and introduced strategies to promote cultural healing. Finally, the violence prevention team has introduced a new PD format in the form of the "Educators Talk Trauma" and "Educators Talk

Compassion Resilience" series. These brief PD series are designed to facilitate conversations among staff and allow them to learn practical strategies from one another about being trauma sensitive and promoting compassion resilience.

The implementation phase of the MPS RISE grant is well under way at each of the six grant schools: Clemens, Fifty-Third, Forest Home, Milwaukee High School of the Arts, Milwaukee School of Languages, and Riverwest. At Fifty-Third Street School, staff has engaged in three sessions of a five-part series on relationship-building strategies, focusing this session on developing shared agreements. Staff members at Riverwest have begun to implement regulation spaces in their classrooms, and plans are being developed for an additional focus on staff wellness. Throughout their grade-level planning meetings, teachers at Milwaukee High School of the Arts are participating in ongoing trauma-sensitive schools training. Riverwest and Forest Home have been hosting family events that prioritize mental wellness and how families can support the wellness of their children. Milwaukee School of Languages has trained the entirety of its staff in trauma-

sensitive strategies. The first-grade team at Clemens has received training in and begun implementation of the Zones of Regulation curriculum as a precursor to full staff training in future grant years.

Restorative Practices

Activities of the Department of Restorative Practices are aligned to the MPS Strategic Plan initiatives of student achievement, staff—morale, and staff—professional learning.

During the month of January, the department has continued to meet monthly with all exploration and coaching site schools. Coaching visits include sharing out learning from evening cohort training and implementation progress at staff meetings, checking in with principals and completing a school inventory of systems and resources that exist within the school. Sessions at Principal Leadership Institute (PLI) were arranged for principals of schools partnering with Restorative Practices as well as a session for all district administrators. The session reviewed the department vision, mission and values along with foundational elements of creating a restorative ecosystem within schools. Participants got time to reflect in small circle stations with their colleagues and discussed how to bring elements of restorative leadership into their schools.

Six sessions of Racial Justice and Equity: Deep Dive into Restorative Practices was completed between November and January. Day two training, called Cultivating a Restorative Mindset and Environment, has been created and will focus on cultivating a restorative mindset and fostering a restorative environment by moving participants through four circles: restorative self-reflection and regulation, the social discipline window through a restorative lens, restorative communication and fostering a restorative

environment. Participants will leave this training with a deeper understanding of navigating bias and privilege, embracing shared power and accountability and effective restorative communication skills, as well as restorative strategies to bring back to their school sites.

The Restorative Practices Department is working with LMS to develop a restorative practices certification for staff who attend the professional development series. Educators will have the opportunity to receive a certification after day 4 and day 6 of training. The first certification will be for all educators focused on proactive practices that encourage racial justice and equity, developing a restorative mindset, fostering a restorative environment, building community, centering students in curriculum and addressing issues. The advanced certification will be for administrators, deans and support staff and focus on responsive practices for repairing and healing harm and reengaging the community after extended absence

(Reentry).

Antiracism and Antibias

Antiracism and antibias activities are aligned to the MPS Strategic Plan initiatives of student achievement, staff—morale, and staff—professional learning.

Each month, climate equity liaisons receive best practice training for interrupting bias and addressing discipline disproportionality. In January, additional best practices regarding mindfulness and brain breaks were shared. Strategies include breathing activities such as take five, 4-7-8 breathing, and square breathing, among others. Additional brain break activities were shared that provide examples of allowing for movement in the classroom to help reengage students in their academic instruction. Climate equity liaisons have also received additional examples of validate/affirm and build/bridge from Dr. Sharroky Hollie. This is a two-step process that aims to validate and affirm the cultural knowledge and behaviors of a student while also bridging to the situationally appropriate behaviors for the setting. Best practice examples and scenarios were provided to all schools. A virtual screening of Monique Morris's Pushout: The Criminalization of Black Girls in Schools was offered in February.

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 will be researching an area of concern and gathering additional insight from other students at the school. A midyear analysis of committee minutes in collaboration with the Wisconsin Evaluation Collaborative at UW–Madison indicated that the most common themes of student discussion included relationships between staff and students, students feeling safe at school, school pride/connectedness, relationships between students, school policies, and classroom management and instructional practices. This work is culminating at our Student Leadership Summit in April 2024, where each committee will present its findings and recommendation.

In alignment with Resolution 1920R-005, as of March 1, 2024, we have completed phase one of Courageous Conversations about Race (CCAR) districtwide integration. All employees hired prior to the 2023–24 school year have attended the one-day seminar. We are continuing with phase two of integration,

which includes ensuring that newly hired staff members attend CCAR and that all new teachers participate in the New Educator Institute as well as creating additional opportunities for staff to engage in conversation and additional work on antiracism.

Courageous Conversations about Race phase one highlights include the following:

- MPS wins the 2023 Grace Lee Boggs Courageous Conversations Certification Partnership Award
- Six internal facilitators create capacity and realize a savings of over $700,000
- Courageous Conversations about Race session within New Educator Institute (NEI)
- Courageous Conversations about Race data guide and self-assessment rubric created
- MPS Communications and Marketing creates district signage and posters
- 89.1% of participants agree/strongly agree "have increased passion in addressing racial equity"
- 89.0% of participants agree/strongly agree "have increased persistence in racial equity"
- 88.3% of participants agree/strongly agree "have increased knowledge of how to hold conversations on race"
- 85.4% of participants agree/strongly agree "have greater knowledge of their racial autobiography"
- 89.1% of participants agree/strongly agree "understand how to continue their journey"

In addition, the district equity leadership team has been meeting monthly to utilize Courageous Conversations protocols to discuss district policy, practices, and systems through a lens of race and equity. We hosted a cohort of staff attending the Beyond Diversity two-day seminar in February 2024, with additional cohorts being offered in May, June, and August. Beyond Diversity is the nationally presented seminar from Courageous Conversations about Race. Participants engage in deep-rooted conversations with the Courageous Conversations Compass, Four Agreements and Six Conditions toward addressing racial equity throughout an organization. Additional sessions will be hosted over the summer.

Below are updates on the implementation of Courageous Conversations about Race and the progress toward all staff members attending prior to March 1, 2024.

Timeline	Number of Sessions Held
March 2021–July 2021	17
August 2021–July 2022	31
August 2022–June 2023	45
August 2023–February 2024	39
Total for three-year plan	132
Staff who have attended	9,200

Next Steps

Looking forward, we are planning the following activities:

- Student Leadership Summit in April
- Beyond Diversity seminars in May and June
- Additional refreshers and advanced seminars on antiracism and antibias
- Transition to Courageous Conversations about Race implementation phase two
- Networking opportunities
- Professional development on classroom climate and culture

Monthly Data Review

The use of specific strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies through February 29, 2024, are found below.

Strategy	Total
BB: Brain breaks	922
BC: Behavior contract	843
BR: Rewind/broken record	1,354
BT: Buddy classroom	3794
C: Community service	195

Strategy	Total
CP: Collect property	1,720
EO: Engagement opportunities	1,020
GO: GoGuardian	398
IW: Independent work	472
M: Mindfulness	621
MS: Move their seat	3,731
OO: One-on-one conversation	37,735
P: Proximity control	6,115
P5: Praise 5:1	213
PC: Parent contact	23,953
PI: Planned ignoring	6,580
Redirection	23,190
RA: Recovery area (within room)	2,178
RB: Referral to BIT	439
RC: Restorative conversation	1,763
RE: Restorative circle	116
Secret signal	98
SC: Support staff consultation	10,575
SM: Self-monitoring	546
Tangible acknowledgment system	981
TS: Reflection sheet	946
V: VABB	34

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 Tier 2 and Tier 3 interventions provided throughout the 2023–24 school year.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	1,874
Individualized CICO	612
Social Academic Instructional Group (SAIG)	1,558
Behavior Assessment/Intervention Plan (BAIP)	180
FBA/BIP	253
Educational Wraparound	45
RENEW	69

The following table shows total suspension events by race for year-to-date through February 29, 2024.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Total Suspensions	2,274	101	191	12,456	7	388	322	15,739

The following table shows total suspension events by grade level through February 29, 2024.

K4–K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
108	185	240	407	543	786	1,528
	7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade
	2,022	2,104	4,162	2,092	1,082	480

The following alternatives to suspension were utilized by administrators from year-to-date through February 29, 2024.

Alternatives to Suspension Utilized	Total
Conference	1307
Counsel	9798
Detention	930

Alternatives to Suspension Utilized	Total
Mediation	587
Referral to building intervention team	175
Referral to support staff	246
Repairing harm circle	164
Restorative conference	354

Other worksheets related to the progress of this work are 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 Administrative Policy 1.06 - Equity in MPS

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

(Item 2) Report with Possible Action on Family and Community Engagement: Family Leadership Organizations

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

Background

Families play a vital role in the education of their children. Milwaukee Public Schools works with families and staff to ensure they have the tools to be equal partners in supporting student achievement and school improvement. Providing families opportunities to serve as leaders helps foster positive relationships between the school, student, and parent or guardian.

The role of the Parent Coordinators is multi-faceted. They focus on strengthening the family-school relationship while actively engaging in the school's improvement plan. This report will focus on the successful efforts at Browning School led by the parent coordinator to develop a Family Leadership Organization (FLO), to keep families informed and ensure they have an opportunity to share their voice and provide valuable input.

School Parent Coordinator

Family and Community Engagement

- Serving as a liaison for families
- Organizing family events, workshops, etc.

Communication and Outreach

- Disseminating information on school events
- Serving as a point of contact

Collaborative Partnerships

- Establishing and maintaining partnerships
- Providing opportunities and experiences

Feedback and Evaluation

• Gathering feedback from families
• Ensuring the family's perspectives and voice

Co-Presenters

Latasha Holt, Parent Coordinator, Browning School
Dakia Golden, Member of the Family Leadership Organization

Browning Community School

Key Takeaways

•Improved strategies to increase engagement
•Established various communication methods

Best Practices For Engaging Families

•Building relationships
•Linking family engagement and academics

What Families Are Saying

•Improved relationships with teachers and school
•Parents gained a better understanding of how to support their child

Family Leadership Organization (FLO)

The Role of a FLO

• Engage families and create a welcoming environment
• Provide additional opportunities for students and families to build relationships with the school community •
• Enhance communication and increase family voice
• Encourage parents to work with the school to collaborate on projects and improvements
• Volunteer, plan events, and fundraise

Strategic Plan Compatibility Statement

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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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 foregoing report. Although this item was noticed for possible action, no action was 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 March 14, 2024 report to SASI includes an overview of the task force's meeting schedule, subcommittee breakdown, and progress thus far.

Background and Full Meetings

- Resolution 2223R-018 passed in April 2023
- Meetings conducted:
    - o May 2023
    - o August 2023
    - o October 2023
    - o November 2023
    - o December 2023
    - o January 2024
    - o February 2024
- Leadership meetings on a biweekly basis

Two Goals/Phases

Goal/Phase 1

- To survey key stakeholders (parents, students, staff, Deaf community) on:
    - o Strengths and weakness of the current program design
    - o The efficiency of current program locations
- 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:
    - o Consider locations changes
    - o Consider staffing needs and qualifications
    - o Consider financial impact
    - o Review assessment and placement process

Subcommittees

Currently working in Phase 1 – there are three subcommittees:

- Research committee – local
    - o Programming in MPS and Wisconsin
- Research committee – national
    - o Evidence-based research
    - o Other large urban districts
- Survey stakeholders committee
    - o Following the guidelines of the resolution and collaborating with MPS Research, Assessment, and Data

Early Outcomes

- Research:
  - o Much of it has indicated that "more research is required"
  - o There is no district quite like MPS in Wisconsin
- Surveying stakeholders:
  - o The resolution calls for surveying MPS staff members, current families of D/HH students, and families with D/HH children who have left the district
  - o Addressing these multiple groups may require more than one survey
  - o There may be a need to "dig down" for more information via focus groups
- Phase 1 is nearly complete.

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.

* * * * *

(Item 2) Report with Possible Action, on Urban School Transformation

Your Committee reports having received the foregoing 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 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
- 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 at 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, Dr. Hernandez presented to the Milwaukee Board of School Directors along with Dr. Keona Jones, the Assistant State Superintendent for the Division of Student and School Success at the Wisconsin Department of Public instruction, and Mr. Ben Ketterer, the Director of Title I Continuous Improvement from the Wisconsin Department of Public Instruction. Today's presentation will include a comparative data analysis of district walk through data, information regarding shared/collaborative leadership and an overview of the work happening with reading, culture, and culture.

The full presentation 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

Admin Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

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(Item 3) Action on a Request for Mutual Termination of the Non-Instrumentality Charter School Contract with Milwaukee Excellence, Inc. for Milwaukee Excellence Charter School to be Effective on the Last Regularly Scheduled Day of the 2023-2024 School Year

Background

Milwaukee Excellence Charter School was established as a non-instrumentality charter school beginning with the 2016-2017 school year. The contract is for a maximum of 600 FTE pupils in grades 6 through 12 and is located at 4950 North 24th Street.

Milwaukee Excellence's mission states that through rigorous academics and character education essential for success, to educate 6th through 12th grade students to excel within and graduate from four-year colleges and pursue the professions of their choice.

On February 2, 2024, Administration received written communication from representatives of Milwaukee Excellence notifying MPS of Milwaukee Excellence request for mutual termination of the non-instrumentality charter school contract to be effective on the last regularly scheduled day of the 2023-24 school year.

The current contract and the notification requesting mutual termination 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

Admin Policy 9.12 - Charter Schools

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Administration has developed and is implementing a closure plan which includes assisting families in finding new school placements for the fall.

The Administration will notify the Wisconsin Department of Public Instruction of the termination of the non-instrumentality charter school contract.

Committee's Recommendation

Your Committee recommends that the Board approve the mutual termination of the non-instrumentality charter school contract with Milwaukee Excellence, Inc. for Milwaukee Excellence Charter School, effective on the last regularly scheduled day of the 2023-2024 school year.

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

* * * * *

(Item 4) Action on a Request to Approve the Instrumentality Charter School Contract with Green Tree Preparatory Academy, Inc. for 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 up to a maximum of 870 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 December 21, 2023, the Board approved a three-year renewal recommendation for Green Tree 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 Green Tree Preparatory Academy, Inc. for Green Tree Preparatory Academy (GPA).

In February 2024, representatives from GPA, the Office of Board Governance, the Office of the City Attorney and Administration reviewed and negotiated the proposed modifications to the model instrumentality charter school contract. Contingent upon the Board's approval, Green Tree Preparatory Academy, Inc. 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, three-year, instrumentality charter school contract with Green Tree Preparatory Academy, Inc. for Green Tree Preparatory Academy (GPA) to begin with the 2024-2025 school year and end on the last regularly scheduled day of the 2026-2027 school year.

Documents related to the contract and its renewal 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

Admin 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 2026-2027 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee has forwarded this item to the Board without recommendation.

Director Siemsen moved to approve the instrumentality charter school contract with Green Tree Preparatory Academy, Inc. for Green Tree Preparatory Academy inclusive of the revised attachments.

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes — None -0.

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

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(Item 5) 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 23, 2023, the Milwaukee Board of School Directors approved a one-year agreement with MATC and authorized 45 full-time-equivalent (FTE) pupils for the 2023-2024 school year. In February, 2024, a team met to review the data for MATC. The review included data and the implementation of MATC's identified goals with MATC representatives and student focus groups. 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 2023-24 school year, the Administration recommends a one-year agreement renewal with MATC for the 2024-2025 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 that is attached to this item:

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.

Documents related to the proposed agreement 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

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

MPS will be charged an hourly per-pupil rate for the 2024-2025 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 FY25 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the attached agreement will become effective for the 2024-2025 school year.

Committee's Recommendation

The Administration 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 2024-2025 school year.

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

* * * * *

(Item 6) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report

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.

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.

Ambitious Instruction

2021-22 Understand levers and cross-curricular application

2022-23 Deeper dive into district materials, grade-level instruction, scaffolding

2023-24 Articulate the teaching, leadership, and organizational practices that will lead to high levels of academic achieve.

AGR Elements

MPS has 64 elementary schools that participate in the AGR program.

The following strategies are implemented within the participating schools:

• Instructional coaching for teachers in K5–grade 3

• Maintenance of 18:1 or 30:2 classroom ratios in K5

AGR Trimester Data

Comparative FY23 and FY24 AGR Data showing AGR percentage of proficient and advanced grades.

	ELA		Reading		Math	
	Tri 1, FY23	Tri 1, FY24	Tri 1, FY23	Tri 1, FY24	Tri 1, FY23	Tri 1, FY24
Grade K5	30.0	33.6	30.9	30.3	42.2	44.2
Grade 01	27.6	21.1	27.8	26.7	33.5	33.1
Grade 02	24.0	27.1	24.8	26.5	34.0	37.2
Grade 03	23.4	24.6	25.8	23.8	28.1	28.9

The percentages of students in grade 2 with proficient and advanced grades increased in all subjects.

Accomplishments and Next Steps

AGR Accomplishments August 2023–February 2024

• Implemented the Lexia Core 5 reading program within nine AGR schools
• Educators from AGR schools joined a cohort program focused on small-group instruction
• Monitored AGR enrollment and coaching support plans

AGR Next Steps March 2024–June 2024

• Continue monitoring and supporting teacher coaching plans
• Focus on foundational skill improvements with continued implementation of the Lexia Core 5 program
• Continue embedding early childhood information within the Ambitious Instruction Plan

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Committee's Recommendation

N/A

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

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(Item 7) Report with Possible Action Regarding Art Education

Your Committee reports having received the foregoing 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.

The presentation, attached to the minutes of your Committee's meeting, includes a digital collection of student art. This art was featured at the Holiday Folk Fair, in voting murals, at the Spelling Bee, and in celebration of Dr. Martin Luther King, Jr. and Cesar Chavez.

Art Staffing Update

October Staffing 2023–24

- 16 new hires
- 130 total art teachers
- 10 schools using RFP approved vendors (TBEY & Arts @ Large)

Current Staffing 2023–24

- 21 new hires
- 135 total art teachers
- 11 schools using RFP approved vendors (TBEY & Arts @ Large)

Recruitment and Retention

- All new teachers receive one year of coaching through the fine arts department
- Teachers in years 2–3 have access to peer mentors
- Artist-in-residency programs at Riley, King Elementary, German Immersion, Academy of Accelerated Learning, Clemens, Morgandale, Golda Meir, Bay View High School, Bruce, and Humboldt Park
- Monthly cohort meetings and workshops

Quality Art Materials and Resources

In 2023–24, ESSER funding provides

- 1 visual art teacher leader to support new arts educators in traditional middle schools and high schools.

2020 referendum funding continues to provide

- 1 visual art teacher leader to support new art educators in K–8
- opportunities for teachers to request quality art materials via a Google Form
- licenses for the Art of Education, the approved curricular resource

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.45 - Art Education

Fiscal Impact Statement

N/A

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(Item 8) Report with Possible Action Regarding Music Education

Your Committee reports having received the foregoing 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.

Music Staffing 2023-24

Total of 122 music staff for the 23–24 school year:
• 94 classroom teachers serving 89 schools • 23 traveling music teachers serving 46 schools
• 3 music teacher leaders serving all schools, 21 mentees
• 2 instrument specialists serving all schools Music vacancies as of 3/1/2024:
• 18 schools supported by the Wisconsin Conservatory
• 18 full-time positions (each in a single school)
• 14 paired positions (full time, serving two schools)
• 4 part-time positions

MPS 7th and 8th Grade Music Plan

Community music survey completed by six schools:
• More than 1000 responses
• School music communities picked their top choices:
    ○ Band, choir, drumline, and mariachi were the top ensemble performance classes selected
    ○ Piano, guitar, and music technology were the top individual performance music classes selected
    ○ Schools will offer both ensemble and individual performance classes
    ○ Paired positions will be posted in Cycle B:
        ■ Parkside/Congress
        ■ Escuela Vieau/Hayes Bilingual
        ■ Fernwood/Fairview
○ Each school will also receive six additional hours of traveling music support

Planning for the Future

Music Feeder Pattern Data Study

• Where do students live?
• How does that compare to where they attend elementary, middle, and high school?
• Do the arts schools have a unique feeder pattern?

Traveling Music Teacher Support

• Board policy required amount
• Referendum funded at some schools
• Consider traveling music funded by feeder pattern
• Consider traveling music funded by size of program

2023–24 District Music Events

• Over 500 people attended the MPS Battle of the Drumlines on December 9 at Rufus King. King took home the trophy, with Reagan and Washington coming in a close second and third.

• Over 400 students performed at WSMA Solo and Ensemble on March 2 at Rufus King. More than 100 students advanced to perform at the state competition at UWM in April.

• The WSMA Large Group Contest will take place April 9–12 at the Milwaukee Youth Arts Center. Students from dozens of MPS school bands, orchestras, and choirs will perform for a judge.

MPS 50th Biennial Music Festival

• May 1 and 2, 2024, 6:30 p.m. UWM Panther Arena FREE
• 100 years of music in MPS
• Over 5,000 young musicians:
bands * orchestras * choirs * modern bands * drumlines harps * world drums * celebratory trumpet fanfare
• Preview this year's event with a video retrospective of our 2022 MPS Biennial Music Festival

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.44 - Music Education

Fiscal Impact Statement

N/A

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(Item 9) Report with Possible Action on the Regional Showcase - High School Region

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

Background

Based on the Board's action, the 2023-2024 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 over 21,000 students 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 the National Academy Foundation or NAF. NAF is a national education non-profit that addresses the economic and social disparities that marginalized high school students and their communities experience. NAF works to bridge schools and businesses together to better prepare students for college, career, and future success. NAF provides rigorous, career-focused curricula that incorporate current industry standards and practices, project-based learning, and performance-based assessment for high schools across the country.

High School Region Data

• 21,000+ students served YTD
• 20% Special Education
• 74% Economically Disadvantages
• 16% English Language Learners • Attendance highlights
• 75.7% YTD – increase of 1.3%
• 40.4% of students have 90% attendance – increase 3%
• 95% staff attendance

• Behavior highlights
• 19.8% suspension rate – decrease of 7.1%

National Academy Foundation (NAF)

• Non-profit organization
• Serves 113,000 students in 393 schools nationwide
• Develop future ready skills and make workplace connections

Our Impact

- 619 academies nationwide across 34 states and territories
- 100% senior graduation rate, as of the Class of 2023)
- 89% college-bound rate, as of the Class of 2023_
- 64% of NAF Academy graduates join the workforce or military

Program Spotlight – NAF

Audubon MS/HS – Information Technology – Grades 6-12
Bay View High School – Engineering/Hospitality & Tourism
Madison Academic Campus – Finance/Health Sciences/Hospitality & Tourism
Marshall High School – Information Technology/Health Sciences/Engineering
North Division High School – Health Sciences/Information Technology
Reagan High School – Health Sciences/Information Technology
South Division High School- Health Sciences/Education
Washington High School -Information Technology/Hospitality & Tourism

Unique Opportunities

• Specialized curriculum
• Job shadowing
• Internships
• Dual Enrollment
• Specialized professional development for staff
• National cadre of teacher support through the academy network

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

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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 the Library Board.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

Academic Achievement

- Undaunted K-12 Session

Effective and Efficient Operations

- Budget Meeting with Administration (4)
- Lease Review – Administration
- Special Board Meeting (1)
- Full Board Meeting
- Meeting with Governance Interim Board Clerk
- Meeting with Superintendent
- Green New Deal Meeting (2)
- Accountability, Finance and Personnel Meeting

Student, Parent, and Community Engagement

- Appearance on Radio 860am, Keith Parris Show (Referendum)
- Referendum Speaking Engagement – AKA (Monthly Meeting)
- Referendum – Heritage Heights Neighborhood Meeting
- WPEN Meeting – State Report

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NEW BUSINESS

(Item 1) Action on a Request to Waive Board Rule 1.10 to Consider and Possibly Revise the Structure of the Board's Standing Committees

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:

• the Committee on Parent and Community Engagement
• the Committee on Student Achievement and School Innovation
• the Committee on Legislation, Rules and Policies
• the Committee on Accountability, Finance, and Personnel
• 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.

Committees are most effective when their work aligns to the current needs of the district. The last time the Board reviewed its committee structure for this purpose was in 2012. At that time, the Board:

• Restructured the Finance and Personnel Committee to add a specific focus on accountability and audit matters, now, the Committee on Accountability, Finance and Personnel (AFP)

• Folded the former Committee on Safety and Climate into the Innovation/School Reform Committee (later renaming it the Committee on Student Achievement and School Innovation or SASI)

• Broadened the focus of the Special Education Committee to include parent and community engagement and certain federal program matters, now the Committee on Parent and Community Engagement (PACE)

This also reduced the number of standing committees from six to five. It also resulted in three committees that currently meet every month (AFP, PACE, SASI) and two that currently meet at the call of the chair (LRP and SPB).

This item has been initiated to provide an opportunity for the Board to consider how, if it all, it wishes to restructure its committees and/or the frequency with which the committees meet.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.01 - Standing, Special, and Functional Committees

Implementation and Assessment Plan

Should the Board restructure its committees, the Office of Board Governance will draft the proposed 2024-25 Board meeting calendar accordingly. The Office of Board Governance will also bring back any necessary revisions to the Board's rules for approval.

Committee's Recommendation

The recommendation is that the Board determine how it wishes to proceed. It is further recommended that, should the Board wish to restructure its committees, the changes become effective with the start of the 2024-25 Board year.

Director Siemsen moved to waive Board Rule 1.10 to give immediate consideration of the item. The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes—None – 0.

Director Gokalgandhi moved to direct the Office of Board Governance to bring back options for committee restructure for the Board's consideration in the April cycle. The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes—None – 0.

The Board adjourned at 6:16 p.m.

JILL M. KAWALA
Interim Director/Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 18, 2024

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

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

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:

- Velina Alexander, a Paraprofessional from Riverside High School
- Sandra Hudy, a retired Building Operations Supervisor
- Leroy Jackson, a teacher from Roosevelt Middle School
- Larry Nash, a retired School Social Worker from Bay View High School
- Reginald Tillman, a retired School Engineer from Bethune Academy
- Bernice Wiggins, a retired teacher from Carver Acad. of Math & Science

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of March 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

Superintendent's Report – April 2024

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities under way 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.

National Assistant Principals Week

National Assistant Principals Week, observed April 1–5, 2024, offers the opportunity to highlight the indispensable efforts of assistant principals within MPS, acknowledging their vital role as integral members of the educational team across the district.

Assistant principals serve as key supporters in motivating students, guiding teachers, and cultivating a positive atmosphere within their respective schools. They undertake a diverse array of responsibilities districtwide that include fostering academic achievement, ensuring safety protocols, supporting families, supervising extracurricular activities, and promoting regular attendance.

The contributions of assistant principals are immeasurable, and we recognize and thank them for all of that they do for children.

Herb Kohl Educational Foundation Award Recipients

MPS shines as five students and 10 teachers were honored with scholarships and awards from the 2024 Herb Kohl Educational Foundation.

Among the recipients, two MPS students were granted the Excellence Scholarship, recognizing their outstanding academic performance, strong motivation, and extensive involvement in various activities and leadership roles. Additionally, three students received the Initiative Scholarship for showcasing remarkable initiative within the school environment, displaying promising potential for success both in college and beyond. The Excellence Scholars and Initiative Scholars were awarded $10,000 to support their pursuit of higher education.

Furthermore, 10 teachers from across MPS were acknowledged with the Teacher Fellowship Award for their exceptional leadership, dedicated service in the classroom, and ability to inspire and motivate students to develop a passion for learning. Recipients of the Teacher Fellowship Awards were granted $6,000 each in recognition of their unwavering dedication and hard work.

We applaud and congratulate all the award recipients.

UNSIL (United Nations Schools of International Learning)

In 1945, representatives from 50 nations convened to craft and endorse the UN Charter establishing the United Nations, an international body aimed at averting future global conflicts.

Presently, our students engage in UNSIL, delving into global affairs, nations, diverse cultures, legal frameworks, and fundamental freedoms. On April 11, 2024, MPS hosted its annual UNSIL World Fair at the UWM Panther Arena, marking the event's eighth anniversary. Attended by students from grades 4–8 across 17 MPS schools, the fair showcased a multitude of research-based projects spotlighting the UN's mission and significance.

The 2024 participating schools were the following:

· Fairview
· Fernwood
· Garland
· Grant
· Lincoln Center of the Arts
· Lowell
· Manitoba
· Milwaukee Academy of Chinese Language
· Milwaukee French Immersion
· Milwaukee German Immersion
· Milwaukee School of Languages
· Ninety-Fifth Street
· Parkview
· Story
· Stuart
· Victory
· Zablocki

Attendees actively participated in discussions, explored various projects, and absorbed insights into international landscapes and customs beyond the borders of the United States.

Districtwide Spelling Bee

MPS students will engage in spellbinding battles on three consecutive Saturdays—April 13, 20, and 27—to determine the district's top spellers. We invite classmates, families, staff, and community members to join us to witness the linguistic prowess of our students as they compete for the coveted "bee" trophy.

We extend our best wishes to all participants for a spirited competition.

· Saturday, April 13, 2024, Grades 3–5 9:00 a.m.–1:00 p.m.
· Saturday, April 20, 2024, Grades 6–8 9:00 a.m.–1:00 p.m.

· Saturday, April 27, 2024, Grade Band 9/10 9:00 a.m.–12:00 p.m.

The MPS 2024 Districtwide Spelling Bee takes place at Vincent High School, 7501 N. Granville Road, Milwaukee.

MPS Career and Technical Education Spring STEM Partner Showcase

The MPS career and technical education office celebrated a milestone on April 17, 2024, as it hosted the sixteenth annual Spring STEM Partner Showcase with the valued support of Direct Supply. This collaborative event brought together students from 27 schools who showcased projects and exhibits that they had dedicated weeks and months to creating.

The showcase was more than just a display of student work: it exemplified the success of partnerships in education and the invaluable impact that they have on students. Direct Supply's continuous support for MPS and its students has been remarkable. Not only has it served as an active STEM partner—it also has opened doors for students to explore fields such as engineering and IT, with some students even finding pathways to careers within the company.

Direct Supply's generosity has extended beyond mere sponsorship. It has played host and shared its expertise and resources generously with the district. The event was a platform to highlight various STEM programs offered at MPS, ranging from the K–12 Project Lead The Way to the FIRST® High School Robotics Team and from IT education to K–12 computer science projects.

Some of the much-anticipated project included the following:

· Robot Shuffle
· 3D-Printed Dragsters
· 3D Hologram Box
· Python Gamers
· Energy, Energy, Energy!

Biennial Music Festival May 1–2

Join us for the historic 100th anniversary of the MPS Biennial Music Festival on May 1 and 2 at the UWM Panther Arena. Featuring an array of performances that include drumlines, orchestras, choirs, and more, the festival marks a century of music education excellence.

The tradition, which began in 1924, has evolved into a grand celebration with 3,500 students from 75 schools across Milwaukee participating. Each night, approximately 1,750 students will showcase their talents, continuing the legacy of this exciting event. Don't miss this milestone occasion honoring the rich history and vibrant future of music education in Milwaukee Public 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 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Recommendation

N/A

* * * * *

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

(Item 1) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

The Wisconsin State Legislature has adjourned and unless called into special session will not meet again until January of 2025.

According to the Wisconsin Policy Forum, "Voters across Wisconsin approved 62 of the 103 school district referenda placed on primary and general election ballots this spring. The 60.2% approval rate was the lowest in a midterm or presidential election year since 2010, with the most ballot questions for spring elections since at least 2000. More districts asked to increase property taxes for operations rather than capital needs, a sign of the stress they are facing from inflation, state caps on their revenues, declining enrollment, and the expiration of federal pandemic aid."

In addition, and as the attachments make clear, the state continues to be well of the pace in its support for students with disabilities, English learners and students challenged by poverty. Attachments 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, 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 attached report includes activities from late March through mid-April.

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, 2024 and April 6, 2024, Accountability and Efficiency Services completed one constituent inquiry, seven special projects, and six information requests. The OAE also satisfied one impartial hearing officer (IHO) request.

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.

On March 20th and April 4th, CCS staff participated in district sponsored student job fairs, educating high school juniors and seniors on the CCS internship and training opportunities that are available to them.

Four student interns underwent interviews across diverse industries, resulting in the successful recruitment of three interns within the fields of administrative services, construction, and library management.

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

One partnership audit completed
Four school audits to be issued during the week of April 8th

Audits Underway

Expulsion audit opening meeting held April 2nd. Preliminary field work commencing during the week of April 8th.

Accounts Payable audit opening meeting held during the week of March 11th. Fieldwork ongoing.

Investigations

Continued monitoring of the Fraud Hotline with several ongoing investigations underway

Operational Updates

Recruitment process underway for Auditor I position. Interview panel being identified.
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

* * * * *

(Item 2) 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).

This item was deferred to the end of the meeting.

* * * * *

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

The Board Clerk presented four 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:

April 1, 2024, @ 9:00 a.m., 10:00 a.m.; April 3, 2024, @ 9:00 a.m.; April 5, 2024, @ 9:00 a.m.

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

Ayes — Directors Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None – 0.
Abstain - Director Carr – 1.

* * * * *

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 the Standing Committees at the Board's regular April 2023 meeting.

* * * * *

REGULAR ITEMS OF BUSINESS

Initiated by the Administration

(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 Cartrell Allen	Building Service Helper I	03/04/2024	$17.17/hr
2 Demarios Allen	Food Service Assistant	03/11/2024	$17.17/hr
2 Kimyattah Bell	Food Service Assistant	03/18/2024	$17.69/hr
2 Amira Brown	Food Service Assistant	03/01/2024	$18.20/hr
2 Kailen Campbell	Food Service Assistant	03/05/2024	$19.23/hr
4 Maria Fregoso	Food Service Assistant	03/11/2024	$22.84/hr
2 Cecelia Garron	Food Service Assistant	03/11/2024	$18.20/hr
2 Tamikia Green	Food Service Assistant	03/07/2024	$17.69/hr
5 Cynthia Guerra	Food Service Assistant	03/11/2024	$19.75/hr
4 Alfredo Juarez	Food Service Assistant	03/01/2024	$21.29/hr
2 Teffiney Martin	Food Service Assistant	03/07/2024	$17.17/hr
2 Carmisha McCreary	Food Service Assistant	03/12/2024	$18.72/hr
4 Victoria Rodriguez	Food Service Assistant	03/18/2024	$18.72/hr
2 Symone Stephens-Hicks	Food Service Assistant	03/11/2024	$18.20/hr
3 Pang Xiong	Groundskeepers	03/11/2024	$53,356.04
5 Lisa Switlick	Paraprofessional – Parent Involvement	03/18/2024	$32,281.00
4 Maria Alvarado-Roman	Paraprofessional	03/18/2024	$22,648.00
2 Tirrell Carter	Paraprofessional	03/04/2024	$24,999.00
4 Julio Cifuentes	Paraprofessional	03/04/2024	$27,349.00
2 Kendall Farrington-Rhodes	Paraprofessional	03/11/2024	$21,860.00
4 Manuela Lopez	Paraprofessional	03/18/2024	$23,435.00
5 Demitrios Visvardis	Paraprofessional	03/04/2024	$24,211.00
4 Gloria Munoz	School Secretary I – 10 Month	03/12/2024	$32,762.00
4 Christopher Ramos	School Kitchen Manager III	03/04/2024	$33,302.00
4 Ernest Malacara	Small Engine Mechanic	03/04/2024	$57,687.98
2 Kiadree Allen	Youth Apprentice	03/11/2024	$15.00/hr
2 Jamell Bennett	Youth Apprentice	03/11/2024	$15.00/hr
4 Miguel Burlingame De La Cruz	Youth Apprentice	03/04/2024	$15.00/hr
2 Davion Cade	Youth Apprentice	03/06/2024	$15.00/hr
2 Dallas Deleon	Youth Apprentice	03/06/2024	$15.00/hr
2 Josiah Dixon	Youth Apprentice	03/11/2024	$15.00/hr
4 Kendall Evans	Youth Apprentice	03/06/2024	$15.00/hr
4 Luis Gallegos	Youth Apprentice	03/11/2024	$15.00/hr
4 Alejandro Gaona	Youth Apprentice	03/11/2024	$15.00/hr
2 Jordan Gray	Youth Apprentice	03/11/2024	$15.00/hr
4 Eliel Guzman	Youth Apprentice	03/11/2024	$15.00/hr
7 Imanuel Hall-Kneemiller	Youth Apprentice	03/11/2024	$15.00/hr
6 Nasir Jones	Youth Apprentice	03/11/2024	$15.00/hr
2 A'Qwavn Jordan	Youth Apprentice	03/11/2024	$15.00/hr
3 Mawshu Klay	Youth Apprentice	03/11/2024	$15.00/hr
5 Austin Maisonet	Youth Apprentice	03/11/2024	$15.00/hr

Name	Position and Salary	Date	Salary
4 David Midel-Colminares	Youth Apprentice	03/11/2024	$15.00/hr
2 James Mosley	Youth Apprentice	03/11/2024	$15.00/hr
4 Juan Oquendo	Youth Apprentice	03/11/2024	$15.00/hr
4 Brandon Pulido Zuniga	Youth Apprentice	03/11/2024	$15.00/hr
5 Rahan Rafiq	Youth Apprentice	03/04/2024	$15.00/hr
2 Willie Roby	Youth Apprentice	03/11/2024	$15.00/hr
4 Jenuel Rosario	Youth Apprentice	03/11/2024	$15.00/hr
2 Jamarion Starks	Youth Apprentice	03/11/2024	$15.00/hr
4 Dayanara Verduzco	Youth Apprentice	03/11/2024	$15.00/hr
3 Kason Vorachack	Youth Apprentice	03/11/2024	$15.00/hr

PROMOTIONS

2 Shadedra Armstrong	Building Service Helper II	02/19/2024	$47,688.00
2 Sierra Davis	Building Service Helper II	02/19/2024	$45,197.57
2 Willie Jenkins III	Building Service Helper II	02/19/2024	$45,197.57
2 Brenda Randall	Building Service Helper II	02/19/2024	$43,962.05
2 Brittany Williams-Taylor	Building Service Helper II	02/19/2024	$42,704.06
2 John Wise	Building Service Helper II	03/18/2024	$40,233.00
2 Kiara Knox	Paraprofessional – Parent Involvement	03/12/2024	$34,382.00
2 Unique Long	Paraprofessional	03/18/2024	$32,588.40
2 Reionna Nash	Paraprofessional	03/04/2024	$21,339.00
2 Josephine Washington	Paraprofessional	03/18/2024	$21,860.00
2 LaTasha Grimes	School Secretary I – 10 Month	02/26/2024	$36,037.00
2 Temetria Johnson	School Secretary I – 10 Month	03/11/2024	$28,435.00
2 Derrick Bey	School Engineer I	03/18/2024	$61,372.00
2 Angela Birdsong	School Engineer I	03/04/2024	$60,078.41
2 Ashontie Colbert	School Engineer I	03/04/2024	$57,490.00
2 Mario Davis	School Engineer I	03/04/2024	$60,078.41
2 Travis Guy	School Engineer I	03/04/2024	$56,196.51
2 Onturie Harper	School Engineer I	03/04/2024	$57,490.10
2 Brandy Howard	School Engineer I	03/04/2024	$60,078.41
2 Linda Magee	School Engineer I	03/04/2024	$58,783.69
2 Latasha Mayes	School Engineer I	03/04/2024	$56,196.51
2 Cazzie Smith	School Engineer I	03/04/2024	$54,901.79
5 Britani Belanger	School Kitchen Manager I	03/18/2024	$29,664.00
2 Pamela Lucas	School Kitchen Manager I	03/18/2024	$36,380.00
2 Lenequi Roby	School Kitchen Manager I	03/18/2024	$37,220.00
2 Carol Newsom	School Kitchen Manager Trainee	03/18/2024	$23.24/hr
2 Annga Brown	School Engineer III – Over 250,000 ft	03/18/2024	$78,699.77

REHIRES

5 Jeanette Rapczyk	Food Service Assistant	03/11/2024	$22.84/hr
2 Johnnie Dinsmore	Paraprofessional	03/18/2024	$28,137.00
2 Quincy Jackson	Paraprofessional	03/11/2024	$24,999.00
4 Selina Chavez	School Secretary I – 10 Month	03/12/2024	$32,762.00
4 Isabel Gallegos	School Secretary I – 12 Month	03/25/2024	$41,378.69
2 Jason Newsom	Youth Apprentice	03/11/2024	$15.00/hr

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

2,r	Armstrong,Chaneesha S SPEC ED MULTICATEG.	01/BA	$50,737.00	3/1/2024

4,r	Thompson,Katherine M GRANTS-MILW PARTNERSHIP FDTN	01/MA	$60,353.00	3/4/2024

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER

2,r	Bean,Tiffany S MULTICATEG. COMP. SEN	XX/4W2	$49,836.00	2/26/2024
2,r	Roundtree,Josiah HEALTH & PHY ED	XX/4W2	$49,836.00	3/11/2024

			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	1	3	0	3	0	1	0	0	0
SSW's	0	1	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	1	0	0	0	0	0	0	0
TOTAL	1	5	0	3	0	1	0	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:		
Diane Mai	Out of Assignment	January 2, 2024
Illness Leave February 2024:		
Jessica Talsky	Out of Assignment	February 21, 2024
Illness Leave March 2024:		
Vanessa Blaauw	Out of Assignment	March 13, 2024
Peter Fortmann	Meir School	March 26, 2024
Personal Leave March 2024:		
Laura Kilton	Student Information Services	March 18, 2024

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Personal	0.6	2	Iheanyi Amara	Teacher	Westside Acad	06/13/2024
Retire	31.7	4	JoAnne Baez	Psych	Central Svcs	06/18/2024
Other Dist	14.7	5	Erica Breitbarth	Teacher	Central Svcs	03/21/2024
Retire	33.7	5	Renae Burchardt	Teacher	Gaenslen	06/13/2024
Personal	3.0	4	Madeline Camacho Luna	Teacher	MSOL	05/22/2024
Other Work	0.7	2	Sapphire Canser	Coord III	Central Svcs	03/15/2024
Retire	36.2	4	Cleodomira Cartagena Caraballo	Teacher	Marshall	06/30/2024
Personal	27.2	5	Candace Cline	Teacher	Fairview	06/13/2024
Other Dist	1.7	2	Jamie Crawford	Teacher	Morse	03/22/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.7	5	Pamela Elliot	Teacher	Thurston Woods	06/13/2024
Retire	34.1	4	Iris Escobar	Teacher	Lincoln Ave	06/14/2024
Retire	29.1	4	Carmen Fischer	Teacher	Lincoln Ave	03/14/2024
Personal	0.2	2	Isiah Florey	Teacher	Franklin	03/06/2024
Personal	2.7	5	Sydney Gahnz	Teacher	Forest Home	06/14/2024
Personal	0.6	5	Sierra Grubor	Teacher	Mitchell	03/14/2024
Personal	2.3	4	Maria Guadalupe Perez	Teacher	MacDowell	05/23/2024
Retire	28.7	1	Timothy Hamley	SSW	Central Svcs	06/18/2024
Retire	25.7	5	Rebecca Hanten	Teacher	MSOL	06/03/2024
Personal	22.6	5	Steven Hoagland	Teacher	MacDowell	03/11/2024
Retire	21.7	5	Jill Hurst	Teacher	Bay View Mont	06/13/2024
Other Dist	2.7	5	Kimberly Jasiak	Teacher	Bradley Tech	05/23/2024
Personal	7.2	5	Kory Jauch	Teacher	Riverside	05/27/2024
Retire	28.3	2	Sandra Jordan	Teacher	HS of the Arts	05/23/2024
Personal	5.3	5	Aldora Kaca	Teacher	Longfellow	06/14/2024
Retire	29.4	4	Liliana Kelnhofer	Teacher	Hayes	06/13/2024
Retire	33.1	4	Thomas Kelnhofer	Lib Med Sp Hayes	06/18/2024	
Personal	6.0	5	Cassandra Kerber	Teacher	Story	03/15/2024
Retire	22.2	5	Paul Kersten	Teacher	Brown Street	06/14/2024
Other Work	6.7	5	Megan Kitzerow	Teacher	Grant Gordon	06/13/2024
Retire	21.7	5	Elizabeth Kloss	Teacher	Central Svcs	06/14/2024
Retire	35.7	5	Kristyn Kuhlmann	Teacher	Bryant	06/14/2024
Retire	30.7	5	Christine LaMarre	Teacher	Kilbourn	06/20/2024
Other Work	3.7	5	Kaytlin Lampe	Teacher	Grant	06/13/2024
Other Dist	1.7	1	Diana Lyon	Teacher	Bay View	05/23/2024
Personal	25.6	5	Dawn Mahuta	Teacher	French Imm	06/13/2024
Personal	1.7	2	Sydnee McDowell	Teacher	Wedgewood	04/01/2024
Personal	2.7	5	Julia Meyer	Teacher	Bay View	05/23/2024
Retire	23.8	5	Joanne Murphy	Teacher	Gaenslen	06/13/2024
Retire	24.7	4	Ingrid Nigaglioni	Principal	Hawley	06/30/2024
Personal	0.3	4	Luz Paba	Teacher	Hayes	04/01/2024
Retire	28.7	2	Deborah Patterson	Teacher	Marshall	05/23/2024
Retire	35.7	5	Jessie Peters	Teacher	Obama SCTE	05/23/2024
Retire	27.5	5	Sigurd Piwek	SST	German Imm	06/14/2024
Personal	4.4	4	Susana Quibrera	Teacher	Riley	03/25/2024
Retire	26.7	4	Maria Ramirez Acevedo	Teacher	Kagel	06/30/2024
Personal	1.8	4	Miguel Rodriguez	Coord III	Central Svcs	03/01/2024
Retire	23.7	6	James Ryan	Teacher	Transition HS	05/23/2024
Personal	11.2	5	Danielle Sanchez	Teacher	Emerson	03/01/2024
Retire	21.7	4	Ana Santiago	Teacher	South Division	05/31/2024
Retire	11.5	3	Barbara Sayavong	Para	Fernwood	06/13/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	3.7	5	Emelia Schindeldecker	Teacher	Lincoln MS	05/21/2024
Other Work	4.6	2	Dannah Scott	Nurse	Central Svcs	03/02/2024
Retire	32.6	5	Marilyn Seabeck	Mentor Tchr	Central Svcs	06/21/2024
Retire	36.6	5	Kristina Snapp	Teacher	MacDowell	05/31/2024
Retire	31.7	5	Jennifer Snedic	Psych	Central Svcs	06/18/2024
Other Dist	3.7	2	Ihendra Spain	Teacher	Story	06/13/2024
Retire	26.7	5	Jo St Clair	Teacher	Longfellow	06/13/2024
Retire	24.7	5	Karen Steen	Psych	Bay View	05/29/2024
Retire	11.0	5	Melanie Stewart	Director I	Central Svcs	06/28/2024
Other Dist	6.6	7	Rebecca Tillman	Teacher	Wedgewood Park	06/13/2024
Retire	28.7	5	Gail Tomasello	Teacher	South Division	05/23/2024
Retire	33.7	5	Jessie Vance	Teacher	Central Svcs	05/23/2024
Personal	2.6	5	Lauren VanKampen	Psych	Central Svcs	02/29/2024
Personal	8.7	4	Beatriz Varela Palmeiro	Teacher	Meir	06/13/2024
Retire	29.5	5	Lisa Vergin	Teacher	Victory	06/14/2024
Retire	33.7	5	Tania Vujasinovic	SST	IDEAL	06/13/2024
Other Dist	4.7	2	Nicole White	Teacher	Kluge	06/13/2024
Personal	0.5	2	Victoria Yocum	Teacher	Central Svcs	03/15/2024

Classified Resignations

Retire	7.7	4	Jenny Acevedo	Secretary I	Central Svcs	03/30/2024
Personal	10.1	2	Lamona Anderson	Para	Parkview	04/05/2024
Retire	15.6	5	Jewel Arbeiter	Para	Bethune	06/13/2024
Other Work	1.0	2	Kyiesha Austin	Secretary I	Central Svcs	03/27/2024
Personal	0.7	4	Atalia Barajas	CHA	Longfellow	03/31/2024
Retire	20.3	2	Antoine Brown	CHA	Rufus King HS	04/09/2024
Personal	1.7	2	Dennis Brown	Safety Asst	School Safety	03/11/2024
Personal	10.6	3	Tung Son Callies	Steamfitter	Pipe Shop	04/01/2024
Personal	0.5	2	Deyhamanni Clayhiggs	Para	Roosevelt	05/23/2024
Personal	0.1	2	Evonna Clayton	CHA	Riverside	02/26/2024
Personal	0.2	2	Derek Coleman	Safety Asst	School Safety	03/06/2024
Retire	22.2	5	Suzie Dall	Secretary	95th Street	06/21/2024
Retire	31.0	2	Gregory Davis	Para	Barton	06/15/2024
Retire	25.2	4	Arturo Delgado	Para	South Division	05/31/2024
Personal	0.1	2	Shana Ewan	Safety Asst	School Safety	10/17/2023
Personal	0.1	4	Jorge Falto	FSA	Wedgewood	03/06/2024
Retire	10.2	2	Kenneth Grayson	Para	Barton	06/12/2024
Personal	0.1	2	Alexzandria Jackson	Safety Asst	School Safety	11/10/2023
Personal	7.7	2	Victoria Jacocks	Para	River Trail	05/13/2024
Personal	0.6	5	Zachary Jensen	Para	MACL	03/07/2024
Retire	25.7	5	Debra Kaylor	Secretary I	River Trail	06/06/2024

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	10.1	5	Judith Lange	Para	Trowbridge	06/13/2024
Personal	0.4	2	Lydia Lee	Safety Asst	School Safety	03/28/2024
Personal	22.2	3	Teng Lee	Info Spec	Central Svcs	04/30/2024
Personal	6.1	2	Theresa Lewis	Engineer III	Morgandale	03/08/2024
Personal	0.4	2	Rasheedah Mabry	Safety Asst	School Safety	04/02/2024
Personal	4.3	2	Kelly Miller	FSA	Story	03/18/2024
Personal	8.0	2	David Moore	BSH I	Roosevelt	03/31/2024
Personal	1.5	4	Mariella Mora	Secretary I	Spanish Imm	04/12/2024
Personal	1.0	4	Elizabeth Pagan Cruz	Para	Riley	04/05/2024
Retire	23.0	5	Stoja Pavlica	BSH I	Hamilton	04/15/2024
Personal	7.3	2	Montrell Pharm	Safety Asst	School Safety	03/15/2024
Retire	25.8	5	Jeffrey Purcel	Carpenter	Carpenter Shop	03/29/2024
Personal	0.6	4	Karina Ronzon	Para	Fairview	03/07/2024
Personal	0.6	2	Samy Sanchez Castillo	FSA	Spanish Imm	03/13/2024
Personal	0.4	2	Elaine Segura	Para	Bruce	03/15/2024
Other Work	0.1	2	Alexis Stone	Safety Asst	School Safety	03/07/2024
Other Work	4.4	5	Martina Varelis	Para	German Imm	06/13/2024
Personal	1.7	4	Karley Vega	Para	Wedgewood Park	03/25/2024
Other Work	0.1	2	Precise Whitehead	FSA	Riverwest	03/12/2024
Personal	2.1	2	Randall Whitley	Safety Asst	School Safety	03/11/2024
Personal	2.6	2	Brianna Wright	Secretary I	Siefert	03/22/2024
Retire	11.7	5	Nancy Zabrowski	Para	Victory	06/13/2024

Other District – 7 (Classified – 0 Certificated – 7)
Other Work – 8 (Classified – 4 Certificated – 4)
Personal – 50 (Classified – 27 Certificated – 23)
Retirement – 46 (Classified – 12 Certificated – 34)

Monthly Personnel Report

The monthly Affirmative Action report is attached to the minutes of your Committee's meeting. This is an information report.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
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.

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 Zombor moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Present — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – None — 0.
Abstain – Directors Carr and Jackson – 2.

* * * * *

Initiated by the Administration

(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) Chelsea Malacara	Specialist III, Sustainability Projects Office of the Chief of Operations	Schedule 03, Range 10A $87,497
(5)(nr) Jeffrey Dhein-Schuldt	Recreation District Coordinator II Office of the Chief of Operations	Schedule 03, Range 07A $77,559
(5)(nr) Charlotte Knepper	Planning Assistant, Vincent Office of the Chief of School Administration	Schedule 03, Range 02A $74,762
(5)(r) Andrew Bronecki	Recreation Supervising Associate II Office of the Chief of Operations	Schedule 03, Range 04A $65,840

Recommended Appointments of the Office of Board Governance

(2)(r) Donna Moore	Executive Assistant, Governance Office of Board Governance	Schedule 03, Range 04A $73,339

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

(5)(r)	Susan Hebner	Graphic Design/Marketing Support Office of the Chief of Communications & School Performance 03/01/24 to 06/30/24	$40.00
(5)(r)	James Lawton	Educator Effectiveness Implementation Coach (EEIC) Mentor for Principals Office of the Chief of Academics 04/01/24 to 06/30/24	$40.00
(5)(r)	Paul Kobza	Duplication Operator II Office of the Chief of School Administration 03/15/24 to 05/31/24	$35.00
(5)(nr)	Carolyn Stuessy	Recreation Outdoor Master Plan Renovation Projects	$35.00

		Office of the Chief of Operations 04/12/24 to 10/12/24	
(5)(r)	Angela McManaman	Budget Communications Office of the Chief of Communications and School Performance 04/08/24 to 06/28/24	$35.00
(5)(nr)	Candith Kolb	Reading Interventionist Office of the Chief of School Administration 03/13/24 to 06/12/24	$30.00
(2)(r)	Dan Ruiz	Youth Mentor Office of the Chief of School Administration	$30.00
(2)(r)	Deon Haith	Induction & Support Specialist Office of the Chief of Academics 01/05/24 to 06/14/24	$30.00
(2)(r)	Lourdes Perez	Climate Assistant Office of the Chief of School Administration 04/02/24 to 05/22/24	$25.00
(2)(r)	Lavenia Shorter	Safety Assistant I Office of the Chief of School Administration 03/13/24 to 09/11/24	$22.00
(2)(r)	Sylvester Hughes	Safety Assistant I Office of the Chief of School Administration 03/12/24 to 09/11/24	$22.00

Codes	
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

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 to approve the Administration's recommendation. 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.
Abstain – Director Carr – 1.

* * * * *

Initiated by the Administration

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Acceptance of the Report on 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

Recommended for the Board's approval at this meeting is authorization to issue a purchase order to Aperture Education for social and emotional skill assessment licenses, authorization to issue a purchase order to BSN Sports, LLC for MPS new logo and branding, authorization to purchase CDW Government LLC wireless networking infrastructure and licensing, and authorization to renew Virtual Library Services subscriptions with various vendors.

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: 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 C030537 ("Contract"), with a term of May 1, 2023, through June 30, 2023, for temporary services for food service, clerical, children's health assistants, and paraprofessionals for third-party administration of the district's workers compensation program. On June 29, 2023, the Board approved a contract extension from July 1, 2023, through June 30, 2024, with compensation not to exceed $530,000. On October 25, 2023, a Request to Change Contract (RCC) was approved to decrease the contract by $34,944.64 and the corresponding budget code. On October 25, 2023, an RCC was approved to add funds of $600,000 to the contract to support teaching and learning in classrooms. Currently, we are averaging $69,000 per month. These additional funds should cover the remaining months of the FY24 school year. On March 13, 2024, an RCC was approved to add $136,000 for School Nutrition temporary services. On March 19, 2024, an RCC was approved to add $729,000 for paraprofessionals and classroom coaches to continue support in classrooms in our schools.

Original Contract Amount:	$49,999.00
First Extension 6/29/2023	530,000.00
RCC 10/25/2023	(34,944.64)
RCC 10/25/2023	600,000.00
RCC 3/13/2024	136,000.00
RCC 3/19/2024	729,000.00
Ending amount:	$2,010,054.36

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			
Auer Avenue School	Jessalyn Rich	200.00	Student Programs
Bay View High School	HellermannTyton	650.00	Robotics
Clement Avenue School	Clement Avenue School PTO	98.00	K4 Class
Clement Avenue School	Clement Avenue School PTO	98.00	1st Grade Class
Clement Avenue School	Clement Avenue School PTO	123.00	K5 Class
Clement Avenue School	Clement Avenue School PTO	137.00	4th Grade Class
Congress School	Well Point Care Network	500.00	General School Supplies
Doerfler School	Dina Portillo	20.00	Parent Involvement Fundraiser
Fratney Street School	BoxTops for Education	25.00	General School Supplies
King High School	Tanya Joosten	1,388.00	Volleyball
Lafollette School	Heather Fischer	10.00	Boys Basketball Uniform
Lafollette School	Jessica Gathing	10.00	Boys Basketball Uniform
Lafollette School	Jessica Frohwirth	10.00	Boys Basketball Uniform
Lafollette School	Hills on Wheel's Transport LLC	20.00	Boys Basketball Uniform
Lafollette School	Jenny Jenaszek	20.00	Boys Basketball Uniform
Lafollette School	G. Owens	20.00	Boys Basketball Uniform
Lafollette School	Allison Ross	20.00	Boys Basketball Uniform
Lafollette School	Tara Floyd	30.00	Boys Basketball Uniform
MacDowell Montessori	Alice's Kids	180.00	Nature's Classroom
Morgandale School	GSA For Safe Schools	100.00	Bus Expense
North Division High School	Francisca Gabriel	100.00	General School Supplies
Parkside School	Anonymous	30.00	Pizza
Office of Finance - Milwaukee Recreation	Milwaukee Public Schools Foundation Inc	1,000.00	Picnic Tables
Riley School	United Way of Greater Milwaukee	1,000.00	My Very Own Library
Riverwest Elementary	Green Bay Packers	150.00	Tundra Tales Reading Program
Trowbridge School	Broadview Financial Management	400.00	STEAM
Vincent High School	Kimberly Nelson, Dreams III, Inc. DBA Culver's of Sussex	437.70	AG Program
Vincent High School	Chloe K Eckelberg Memorial	500.00	AG Program
Total Monetary Donations		*7,276.70*	
Non-Monetary Donations			
Bay View High School	DonorsChoose	791.15	Instructional Technology
Bradley Trade & Tech	DonorsChoose	285.68	Art Junkie's Group
Bradley Trade & Tech	DonorsChoose	819.08	2024-2025 Supply List
Brown Street School	DonorsChoose	382.78	Nursing Cares
Carver Academy	Office Depot Office Max	4,524.01	General School Supplies

Location	Donor	Amount	Gift or Purpose
Doerfler School	Piggle Wiggly	50.00	Gift Card For Breakfast For Students
Doerfler School	Sendik's Food Market	50.00	Gift Card For Breakfast For Students
Doerfler School	Mike Shawgo	120.00	Christmas Gifts For Families
Doerfler School	DonorsChoose	138.88	Classroom Basics
Doerfler School	DonorsChoose	224.14	Must Have Paper!
Doerfler School	DonorsChoose	239.53	Classroom Basics
Dr. B Carson Academy of Science	DonorsChoose	193.26	Frog Home
Fratney Street School	DonorsChoose	503.93	Classroom Basics
Gaenslen School	DonorsChoose	157.80	Lab Equipment
Goodrich School	DonorsChoose	413.75	Supplies! Supplies! Supplies!
Goodrich School	DonorsChoose	568.91	Alternative Seating!
Holmes School	* Charla Reetz	86.20	Supplies For Athletic Valentine Fundraiser
Keefe Avenue School	DonorsChoose	335.03	Gym Essentials
Kilbourn School	DonorsChoose	245.05	Read all about it!
King High School	Anoynomous	147.00	Students Voluntary Gifts For Fundraiser
Lafollette School	Walmart	95.00	Gift Card
Lafollette School	Walmart	95.00	Gift Card
Lafollette School	Brice Ebrahim	174.16	Candy & Gift Bags
Lafollette School	Tara Floyd	300.00	Coats
Lancaster School	DonorsChoose	438.73	Food, Clothing & Hygiene
Goodrich School	DonorsChoose	243.40	Girls On The Run!
MacDowell Montessori	DonorsChoose	143.51	Book Corner Refresh
MacDowell Montessori	DonorsChoose	728.88	Keep Us Rolling!
Marshall High School	DonorsChoose	500.93	Enlarging STEM Activities 1
Meir School	DonorsChoose	394.94	Books
Milwaukee High School of the Arts	DonorsChoose	403.44	Snacks for Winter Blues
Milwaukee High School of the Arts	DonorsChoose	826.74	Reading Nooks, Desks & Storage
Milwaukee School of Languages	DonorsChoose	296.65	More Classroom Comforts
Mitchell School	DonorsChoose	328.13	Basic Supplies Re-Stock
Morgandale School	DonorsChoose	641.66	Warm in Wisconsin
Ninety-Fifth Street School	DonorsChoose	270.57	Unplugging Indoor Recess
Ninety-Fifth Street School	DonorsChoose	289.15	Fall 2024 School Supplies
Ninety-Fifth Street School	DonorsChoose	296.67	Read Across America
Ninety-Fifth Street School	DonorsChoose	316.47	Fifth Grade Card Challenge
Pulaski High School	DonorsChoose	216.93	Food, Clothing & Hygiene
Riverside High School	DonorsChoose	390.75	A Desk for All Students
Riverwest Elementary	DonorsChoose	180.54	How to Wash Your Hands
Siefert School	Holly Tamm	376.20	Team Game And Sportscups Set
Siefert School	DonorsChoose	268.94	Creative Constructions!
Office of Academics - Specialized Services	Amber Williams	60.00	Gift Cards

Location	Donor	Amount	Gift or Purpose
Office of Academics - Specialized Services	* MARTA, Debra Jupka	114.00	Socks
Trowbridge School	DonorsChoose	144.09	Hands on Math!
Trowbridge School	DonorsChoose	152.42	Let's Get Ready to Read!
Trowbridge School	DonorsChoose	289.51	Books
Trowbridge School	DonorsChoose	417.05	Our World of Plastics
Trowbridge School	DonorsChoose	422.20	Awareness for Recycling
Vieau School	DonorsChoose	147.14	Instructional Technology
Vieau School	DonorsChoose	149.49	Music Class
Vieau School	DonorsChoose	279.41	Let's Wet Our Plants!
William Cullen Bryant School	DonorsChoose	300.54	So Fresh & So Clean, Clean!!
Wisconsin Conservatory	DonorsChoose	185.43	Snapping Into Computer Science
Total Non-Monetary Donations		*21,154.85*	
Total Value of Donations		*28,431.55*	
** Donations from MPS Alumni*		*200.20*	

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.

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 Siemsen moved to approve the Administration's recommendation. 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.
Abstain – Director Carr – 1.

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Initiated by the Administration

(Item 4) Action on the Award of Professional Services Contracts

RFP 1077 Authorization to Extend a Contract with Johnson Controls Fire Protection LP for Supply, Installation, and Support of Avigilon Hardware and Software

The Administration is requesting authorization to extend a contract with Johnson Controls Fire Protection LP for supply, installation, and support of Avigilon hardware and software and related items. This contractor will be used to install, support, and repair new and existing cameras, recording hardware, and other equipment

at more than 160 sites across the City of Milwaukee, including schools, district support facilities, recreation parks and playfields.

Contractor was chosen pursuant to RFP 1077, which closed on March 21, 2022. The original contract had a term of June 1, 2022, through May 31, 2023. The contract was previously extended from June 1, 2023, through May 31, 2024, (Year 2) with one additional one-year option to extend if certain performance metrics incorporated into the contract are met. Based on vendor's satisfaction of performance metrics the contract is being recommended for a third and final one year term (Year 3), with a term from June 1, 2024, through May 31, 2025.

The total cost of the contract in Year 3 will not exceed $2,500,000.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology....Contracted Services) $2,500,000.00

Johnson Controls Fire Protection LP PRICE CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 8,637

Total # of Minorities 1,853

Total # of Women 1,399

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 1125 Authorization to Contract with Two Contractors for Physical and Occupational Therapy Services

The Administration is requesting authorization to enter into contracts with The Stepping Stones Group LLC and Gemino Healthcare FBO MJ Care for physical and occupational therapy services. These contractors 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.

In a typical school year, 2-3 leave coverages of 12 weeks or more occur. OTs and/or PTs provided through this RFP may be engaged for a period of weeks up to an entire school year; assignments may be short-term such as those vacancies created by leaves or long term due to district enrollment fluctuations. Therapists are assigned district-wide aligned with IEP services and school placement.

MPS may periodically seek to directly hire contracted staff on a regular, full-time basis.

Contractors were chosen pursuant to RFP 1125, which closed February 19, 2024. The contracts will run from August 1, 2024, through July 31, 2027, and total compensation shall not exceed $750,000 over the three-year term as follows:

Contractor .....Amount

The Stepping Stones Group LLC $450,000

Gemino Healthcare FBO MJ Care $300,000

Budget Code: OTS-0-0-SES-DE-ECTS (Specialized Services Contracted Services).....$750,000.00

The Stepping Stones Group LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Vendor?.....No

Total # of Employees 8,485

Total # of Minorities 5,636

Total # of Women ..... 6,527 HUB PARTICIPATION

Required 5%

Proposed..... 5%

$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: The Scale Hours and expenditure ranges for student employment hours are listed in the attachments to the minutes of your Committee's meeting.

RFP 1127 Authorization to Enter into a Contract with Drive USA, Inc. d/b/a Arcade Drivers School for a Driver Education Program

The Administration is requesting authorization to enter into a contract with Drive USA, Inc. d/b/a Arcade Drivers School ("Arcade Drivers School") for a driver education program. This contractor will deliver classroom and behind-the-wheel instruction for the MPS Drive and Community-based Driver Education programs.

MPS identified a significant disparity in the number of young people within the City of Milwaukee who possess a driver's license. In an effort to eliminate potential barriers to obtaining a driver's license, the MPS Drive program was developed to offer free driver education to all age eligible MPS students. The MPS Drive program will include classroom instruction (in-person, hybrid, and online) and behind-the-wheel lessons for an estimated 2,000 students. Classroom sessions will occur at approximately 16 MPS properties throughout the district. In addition, Community-Based Driver Education will include behind-the-wheel lessons and online instruction for an estimated 300 age-eligible youth (in-person classroom instruction would only be provided upon request). Both programs allow Milwaukee's youth multiple access points to obtain a driver's license.

Contractor was chosen pursuant to RFP 1127, which closed on February 27, 2024. The contract will run from September 1, 2024, through August 31, 2025 (the "Initial Term"), with two additional one-year options to extend if specific performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $750,904.00.

Budget Code:

DRD-0-0-DED-DW-ECTS (MPS Drive) $630,904.00

CSV-00-DRV-RC-ECTS (Community-based Driver Ed)..... $120,000.00

Drive USA, Inc. d/b/a Arcade Drivers School

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? .....No

Total # of Employees 25

Total # of Minorities 11

Total # of Women 14

HUB PARTICIPATION

Required .....N/A

Proposed.....N/A

$ Value N/A 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

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.

Recommendation

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

Director Jackson moved to approve the Administration's recommendation. 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.
Abstain – Director Carr – 1.

* * * * *

Initiated by the Administration

(Item 5) Action on the Award of Exception-to-Bid Contracts

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

Year 2 of the contract will run from September 1, 2024, through August 31, 2025. The total cost of the contract for Year 2 will not exceed $551,000.00.

Budget Code: DTI-0-S-9C3-HR-ECTS(Contracted Services) $551,000.00

Chenhalls Nissen, S.C.

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 Renew a Virtual Library Services Subscription with Tools for Schools Inc

The Administration is requesting authorization to purchase a one-year renewal

subscription for district-wide virtual library services with Tools for Schools Inc. 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 exception to bid was granted on the basis of Continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The subscription renewal will run from July 29, 2024 - July 29, 2025, will not exceed $97,500.

Budget Code: SLB-0S-CSF-DW-ESWR (School Library - Non-Textbooks)..... $97,500.00

Tools for Schools Inc

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

Exception Authorization to Issue a Purchase Order with Harvest Technology Group, Inc. and Naviant, Inc. for AP Automation Solution

The Administration is requesting authorization to issue purchase orders with Harvest Technology Group, Inc. and Naviant, Inc. for accounts payable automation solution and integrating with the current financial system,

Business Plus. Vendors will be used to deliver incremental software licenses, related maintenance/support, and professional services for the ABBYY Vantage OCR Solution.

In an effort to automate the accounts payable process as well as guarantee three-way matching, these services are needed. These vendors currently work with PowerSchool-Business Plus, so they are already set up to work with the MPS financial system.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of unique design (Administrative Policy 3.09 (7)(E)(b)(vi)) because of the compatibility to work with Business Plus.

The purchase order to Harvest Technology Group, Inc. will not exceed $29,900 and Naviant, Inc. will not exceed $89,246. The total of both will not exceed $119,146.

Budget Code: TSV-0-0-PSU-FN-ECTS (Contract Services Fiscal) $119,146.00

Harvest Technology Group, 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

Naviant, 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 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 MPS youth ages 10-13 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, 2024, through August 31, 2024, and will not exceed $100,000.

Budget Code: DTI-0-S-9Y4-SO-ECTS $100,000.00

Employ Milwaukee, 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 HOURS

Student Career Awareness Commitment: 0 HOUR

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.

Recommendation

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

Director Jackson moved to approve the Administration's recommendation. 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.
Abstain – Director Carr – 1.

* * * * *

Initiated by the Administration

(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Construction Contracts

AUDIO VISUAL UPGRADE – BID PACKAGE 13

Allen-Field, Bruce, Doerfler, Goodrich, River Trail, Kagel, Longfellow, Maple Tree, Thoreau & Vieau Schools

Prime Contractor

T-A Acquisition Co. llc dba Terminal-Andrae

2110 West Clybourn Street

Milwaukee, WI 53233

Low Bidder, Base Bid of.....$216,040.00

HUB

Certified HUB Vendor? .....No

Total # of Employees 83

Total # of Minorities 4

Total # of Women 4

Required.....5%

Submitted 9%

$ Value $19,500.00

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 13 project from account code ITS 0S9 P4 TC ENCQ (Project No 7905). The project contract start date is scheduled for April 19, 2024, and completion date is June 21, 2024.

AUDIO VISUAL UPGRADE – BID PACKAGE 14

Bay View Montessori – UC, Forest Home, Grant, Lincoln Avenue, Mitchell, Morgandale, Zablocki, Riley, & Rogers Street Schools

Prime Contractor

T-A Acquisition Co. llc dba Terminal-Andrae

2110 West Clybourn Street

Milwaukee, WI 53233

Low Bidder, Base Bid of.....$189,981.00

HUB

Certified HUB Vendor? .....No

Total # of Employees 83

Total # of Minorities 4

Total # of Women 4

Required.....5%

Submitted 9%

$ Value $17,550.00

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 14 project from account code ITS 0S9 P4 TC ENCQ (Project No 7905). The project contract start date is scheduled for April 19, 2024, and completion date is June 28, 2024.

Total construction contract dollars awarded..... $406,021.00

Total dollars HUB participation $37,050.00

% of HUB participation..... 9.13%

% Minority employees within company..... 4.80%

% Women employees within company 4.80%

Professional Services Contracts

RFP #24-001 Fire Alarm System & Component Testing & Inspection Services

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Fire Alarm System & Component Testing & Inspection Services.

Selected Firm: Action Fire & Alarm

Requested Expenditure Authority: $172,580.00

Contract Period: April 19, 2024 – April 18, 2026

Budget Code: Various

Material Purchase

OFFICE SYSTEMS FURNITURE

Department of School Nutrition

Prime Contractor

CJ & Associates

16915 West Victor Road

New Berlin, WI 53151

Authorization to approve the purchase of Office Systems Furniture for installation at the new School Nutrition Services Center building. Purchase is made under the following Cooperative Contracts: Omnia Partners Open Market SQ, Omnia Partners R131816, E&I Contract #EI00239, and UW Contract #23-5665, and shall be in accordance with the quotation dated April 2, 2024.

One-Time Purchase Amount: $197,590.06

Budget Code: OPR 0A 9J4 FM ENCO

CLASSROOM FURNITURE

Vincent High School

Prime Contractor

CJ & Associates

16915 West Victor Road

New Berlin, WI 53151

Authorization to approve the purchase of Classroom Furniture for installation in the Agribusiness Facility building. Purchase is made under the following Cooperative Contracts: E&I #EI100239 & EI00235-2022MA, Omnia Partners 419782 & 421912, Tips #230301, R191819, and Indeal Pricing Contracts and shall be in accordance with the quotation dated April 9, 2024.

One-Time Purchase Amount: $108,463.72

Budget Code: OPR 0A 9J4 FM ENCO

SCIENCE & LIBRARY FURNITURE

Groppi High School

Prime Contractor

CJ & Associates

16915 West Victor Road

New Berlin, WI 53151

Authorization to approve the purchase of Science & Library Furniture for installation in the new Media Center and Science Lab. Purchase is made under the following Cooperative Contracts: Omnia Partners R191819 & R131816, E&I Contract #EI00239, NCPA #07-128 and UW Contract #23-5665 and shall be in accordance with the quotation dated April 2, 2024.

One-Time Purchase Amount: $53,431.67

Budget Code: OPR 0A 9J4 FM ENCO

LIBRARY & CAFETERIA FURNITURE

Cass Street School

Prime Contractor

Emmons Business Interiors

140 South 1st Street, Suite 300

Milwaukee, WI 53204

Authorization to approve the purchase of Library & Cafeteria Furniture for installation in the Office, Library & Cafeteria. Purchase is made under the Palmer Hamilton UW-Madison Contract 23-5665, and the Hon University of WI 23-5665 Contract and shall be in accordance with the quotations dated October 23, 2023 & October 26, 2023.

One-Time Purchase Amount: $56,705.35

Budget Code: OPR 0A 9J4 FM ENCO

SCIENCE FURNITURE

Reagan High School

Prime Contractor

Innovative Laboratory Systems Inc.

105 South 14th Street

Ashland, NE 68003

Authorization to approve the purchase of Science Furniture for installation in the new Science Lab. Purchase is made under the Innovative Labs UW Contract #23-5846 and shall be in accordance with the quotation dated November 16, 2023.

One-Time Purchase Amount: $148,768.00

Budget Code: OPR 0A 9J4 FM ENCO

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 Contracts:
Total Construction Contracts Requested = $406,021.00
Professional Services Contract:
Total Professional Services Contract Requested = $172,580.00
Material Purchases:
Total Material Purchases Requested = $564,958.80

Implementation and Assessment Plan

Upon Board approval, the attached construction contracts, professional services contract, and material purchases shall be executed.

Recommendation

The Administration recommends that the Board approve the attached construction contracts, professional services contract, and material purchases.

Director O'Halloran moved to approve the Administration's recommendation. 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.
Abstain – Director Carr – 1.

* * * * *

Initiated by the Office of Board Governance

(Item 7) Consideration of and Possible Action on Revisions to the Structure of the Board's Standing Committees

Background

At its meeting of March 21, 2024, the Board considered the question of whether to revise the structure of its standing committees. The Office of Board Governance was directed to bring back to the Board possible options for consideration, which are attached.

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:

- the Committee on Parent and Community Engagement
- the Committee on Student Achievement and School Innovation
- the Committee on Legislation, Rules and Policies
- the Committee on Accountability, Finance, and Personnel
- 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.

Possible options for restructure were provided under separate cover, as were samples of how other boards of directors structure their work.

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 2024-25 Board meeting calendar accordingly. The Office of Board Governance will also bring back any necessary revisions to the Board's rules for approval.

Recommendation

The recommendation is that the Board determine how it wishes to proceed.

The Board recessed midway through the item, from 7:00 p.m. to 7:09 p.m.

Director Carr moved to return the item to Committee. 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 8) Reports of the Board's Delegates

Background

The Board received reports from its delegates to CESA#1, the District Advisory Council (DAC), and the Library Board of Trustees.

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

(Item 9) Monthly Report of the President of the Milwaukee Board of School Directors

Academic Achievement

- JMAC NAF Advisory Board Meeting
- DPI/State Superintendent, Dr. Underly visit - Vincent HS Ag. Science Dept.
- Visited River Trail School of Agriculture Science

Effective and Efficient Operations

- Regular Board Meeting
- Annual Board Organizational Meeting
- Follow-up Meeting with Superintendent

Student, Parent, and Community Engagement

- WPEN Meeting – State Report

• CTE Spring STEM Partners Showcase, Direct Supply
• 2024 Inauguration of City Hall Elected Officials
• Delta Scholarship Luncheon

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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COMMUNICATIONS (FOR REFERRAL)

As this was the last meeting of the Board year, all communications for referral were held to the Annual Organizational meeting.

RESOLUTIONS (FOR REFERRAL)

As this was the last meeting of the Board year, all resolutions for referral were held to the Annual Organizational meeting.

NEW BUSINESS

As this was the last meeting of the Board year, items new business for referral were held to the Annual Organizational meeting. The Board considered one item of new business not intended for referral:

(Item 1) Consideration of, and Possible Action on, the Initiation of an Investigation of Concerns and Complaints Regarding a Board Member

Background

This item has been scheduled pursuant to Board Rule 1.24, Censure of a Board Member and Board Rule 1.25, Removal of a Board Member from Office.

The Board may retire to closed session for consideration of this item.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.24 - Censure of a Board Member

Recommendation

The recommendation is that the Board
1. waive Board Rule 1.10 in order to give immediate consideration to this item; and
2. determine how it wishes to proceed.

Director Zombor moved to waive Board Rule 1.10 in order for this item to be considered. 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.

ITEM DEFERRED

The following item had been previously deferred:

(Item 2) 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).

Director Siemsen moved that, for the sake of efficiency, the Board retire to closed session to consider the following two items, pursuant to Wisconsin Statutes, sections 19.85(1)(f),(d) and (g).

- Consideration of, and Possible Action on, the Initiation of an Investigation of Concerns and Complaints Regarding a Board Member

- 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

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.

The Board retired to closed session at 7:30 p.m.

Director Siemsen moved to conduct an investigation of a Board member, as set forth in Appendix B under Board Rule 1.24 and 1.25. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 7.
Noes – Directors Carr and Jackson — 2.

Director Garcia moved to task the Office of Accountability and Efficiency and the Office of Board Governance, in consultation with President Herndon, to form a committee of non-Board members to conduct an investigation. 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.

The Board adjourned from closed session at 8:25 P.M.

JILL M. KAWALA
Interim Director/Board Clerk