BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 26, 2022

The Annual Organizational Meeting of the Board of School Directors was called to order by the Board Clerk at 5:36 p.m.

Directors Marva Herndon (District #1), Erika Siemsen (District #2), Sequanna Taylor (District #3), Aisha Carr (District #4), Jilly Gokalgandhi (District #5), Marcela (Xela) Garcia (District #6), Henry Leonard (District #7), Megan O'Halloran (District #8), and Bob Peterson (Member at Large) are continuing members of the Milwaukee Board of School Directors.

The following members responded to roll call:

Present — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Peterson, Siemsen, and Taylor — 9.
Absent and Excused — Director Gokalgandhi — 1.

Director O'Halloran nominated Director Taylor to serve as temporary presiding officer.

There being no other nominations, Director Taylor was elected temporary chair by unanimous consent.

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ELECTION OF THE BOARD'S OFFICERS

Director Taylor, having assumed the Chair, announced that the next order of business was the election of a the Board's officers to serve for the ensuring year.

ELECTION OF THE BOARD'S PRESIDENT

Wisconsin Statute 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..."

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

Director Peterson — Directors Garcia, Herndon, Leonard, O'Halloran, Peterson, Siemsen, and Taylor — 7.
Director Taylor — Director Carr — 1.

Director Peterson, 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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ELECTION OF THE BOARD'S VICE PRESIDENT

Board Rule 1.01(3) provides for the election of a Vice President for the ensuing Board Year.

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

Director Taylor — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Peterson, Siemsen, and Taylor — 8.

Director Taylor having received a unanimous vote, the President declared her duly elected Vice President for the ensuing year.

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DESIGNATION OF BOARD CLERK

Wisconsin Statute 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.

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

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APPOINTMENT OF BOARD 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 delegate to the Library Board for the 2021-22 board year.

The President, having indicated that he elected not to serve on the Library Board, announced that Director Siemsen would serve in his stead. In accordance with Board Rule 1.17(6), this appointment will be brought to the Board for its approval at its regular meeting of May 2022.

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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 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 2022-23 Board year. In the previous year, President Peterson served as the delegate.

President Peterson announced that he would continue to serve as the delegate to MEP for the 2022-23 board year.

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(Item 3) Continuation of Director Taylor as the Board's 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 regular meeting of December 2020, the Board elected Director Sequana Taylor as the delegate for WASB's Region 14 for the ensuing three-year term.

As this is a three-year term, Director Taylor will continue as the Board's delegate to WASB until WASB gives notice of an upcoming election.

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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 Statute, 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 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.

The Board's representative to CESA #1 for 2021-22 was Director Herndon.

Director Peterson moved to appoint Director Herndon to continue as the Board's delegate to CESA #1.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

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(Item 6) 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 2021-22 Board Year.

Director Peterson moved to appoint Director Siemsen to continue to serve as the Board's delegate to the Head Start Policy Council.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

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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 2021-22 Board Year.

Director Peterson moved that Director Leonard continue as the Board's delegate to the Title I District Advisory Council.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

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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 21, 2022

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 21, 2022) are to be submitted to the Board at its annual organizational meeting for referral to the appropriate Committees or for other disposition, as the Board sees fit.

The items of business pending before the Board and its Committees at the close of business on April 21, 2022, arranged by committee, are listed below.

Business Pending before the Board and Its Committees at the Close of Business on April 26, 2022

Former board members designated by italics.

Committee on Accountability, Finance and Personnel (AFP)

[1] Resolution 1920R-007, to create defined-contribution retiree health benefit
Introduced: June 2019
Author: Director Siemsen
History: September 2019, Approved. Explore the options for creating the benefit and report back. Carried over April 2020 and 2021

[2] Resolution 1920R-014, on the One Milwaukee Initiative
Introduced: February 2020
Author: *Director Miller*
History: March 2020, Adopted. Offices directed to collaborate and to present proposals relative to the initiative. Carried over April 2020 and 2021

[3] Resolution 2021R-017, on the Board's approval of agreements
Introduced: December 2020
Author: *Director Báez*
History: Carried over April 2021.

Committee on Legislation, Rules and Policies (LRP)

[4] Resolution 1718R-019, to revise policy to codify a prohibition on firearms
Introduced: March 2018
Author: *Directors Bonds & Sain*
History: Carried over April 2019, 2020, 2021.

[5] Communication 2122C-004, regarding a community request to establish policy on teachers' work day
Introduced: January 2022
Author: Public
History: March 2022, Considered. Administration to form committee and bring back policy recommendations

[6] Communication 2122C-005, regarding a community request to establish policy on hiring principals and assistant principals
Introduced: February 2022
Author: Public
History: March 2022, Considered. Administration to form committee and bring back policy recommendations

Committee on Parent and Community Engagement (PACE)

[7] Resolution 2021R-021, to designate Douglas Middle School as an African Immersion school
Introduced: January 2021
Author: *Director Woodward*
History: March 2021, Adopted. Report to be brought to Board by June 2022. Carried over April 2021.

[8] Resolution 2021R-022, on the school-to-prison pipeline
Introduced: January 2021
Author: Director Taylor
History: Carried over April 2021

Committee on Student Achievement and School Innovation (SASI)

[9] Resolution 1718R-018, on the alignment of charter schools to the District's needs
Introduced: February 2018
Author: *Director Woodward*
History: March 2018, Considered. Action on resolution was deferred in favor of a charter work session, which has since been held. Resolution itself needs to be dispensed with. Carried over April 2018, 2019, 2020, and 2021.

[10] Resolution 1920R-013, om elementary classroom sizes
Introduced: January 2020
Author: Directors Siemsen & *Miller*
History: March 2020, Considered. Resolution itself still needs to be dispensed with. Carried over April 2020 and 2021.

[11] Resolution 2021R-002, on an equity evaluation
Introduced: May 2020
Author: *Director Miller*
History: Carried over April 2021.

[12] Resolution 2122R-004, to create a middle- and high-school equity work group.
Introduced: May 2021
Author: Director Peterson
History: June 2021, Adopted. Final recommendations yet to be presented.

Committee on Strategic Planning and Budget (SPB)

[13] Resolution 2021R-004, to call for a regional plan to promote school desegregation
Introduced: June 2020
Author: Directors Peterson & Taylor
History: June 2020, Adopted. Chair and co-chair of SPB to form a regional plan for school desegregation and bring back to Board for discussion. Carried over April 2021.

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 2022-23 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.

The Board took a recess at 5:58 p.m.

The Board reconvened at 6:05 p.m.

Separate consideration was requested of Items 1, 2, 5, 6, 7, 8, 10, 11, 12, and 13.

Director Siemsen moved to place the balance of the items on file.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

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REGULAR ITEMS OF BUSINESS

(Item 1) Transmittal of and Possible Action on the Tentative 2022-23 Board Calendar

Background

Provided under separate cover, and summarized below, for the Board's review are the tentative calendars of the meetings of the Board and its Committees for the 2022-23 board year.

Tentative Calendar of Board and Committee Meetings, 2022-2023

AFP = 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

This calendar includes five dates for possible board retreats. The topics and locations for these retreats will be determined throughout the Board year. As this is a tentative calendar, retreat dates are subject to change.

2022

May
4 .....Proposed budget and notice of Statutory Public Hearing published
5, 5:30 p.m. .....SPB
10, 5:30 p.m. .....PACE
1st-round Budget Amendments Due to OBG by Noon
12, 5:30 p.m. .....SASI
Analysis of 1st-round Budget Amendments to OBG by 5:00 p.m.
17 .....Special Meeting: Statutory Public Hearing on Proposed FY23 Budget
19, 5:30 p.m. .....SPB
20 .....2nd-round Budget Amendments Due to OBG by Noon
23, 5:30 p.m. .....AFP
Analysis of 2nd-round Budget Amendments to OBG by 5:00 p.m.
24, 5:30 p.m. .....SPB
26, 5:30 p.m. .....Regular Meeting

June
7, 5:30 p.m. .....PACE
9, 5:30 p.m. .....SASI
16 .....Board Retreat
21, 5:30 .....AFP
30, 5:30 p.m. .....Regular Meeting

July
28, 5:30 p.m. .....Regular Meeting

August
11, 5:30 p.m. .....SASI
16, 5:30 p.m. .....PACE
18, 5:30 p.m. .....AFP
23 .....Board Retreat
25, 5:30 p.m. .....Regular Meeting

September
6, 5:30 p.m. .....PACE
8, 5:30 p.m. .....SASI
20, 5:30 p.m. .....AFP
29, 5:30 p.m. .....Regular Meeting

October
11, 5:30 p.m. ..... PACE
13, 5:30 p.m. ..... SASI
18, 5:30 p.m. ..... AFP
20 ..... Board Retreat
25, 5:30 p.m. ..... Special Meeting: Adoption of Amended FY23 Budget
27, 5:30 p.m. ..... Regular Meeting

November
1, 5:30 p.m. ..... PACE
3, 6:30 p.m. ..... SASI
10, 5:30 p.m. ..... AFP
17, 5:30 p.m. ..... Regular Meeting

December
6, 5:30 p.m. ..... PACE
8, 5:30 p.m. ..... SASI
13, 5:30 p.m. ..... AFP
20 ..... Board Retreat
22, 5:30 p.m. ..... Regular Meeting

2023

January
10, 5:30 p.m. ..... PACE
12, 5:30 p.m. ..... SASI
19, 5:30 p.m. ..... AFP
26, 5:30 p.m. ..... Regular Meeting

February
7, 5:30 p.m. ..... PACE
9, 5:30 p.m. ..... SASI
14 ..... Board Retreat
16, 5:30 p.m. ..... AFP
23, 5:30 p.m. ..... Regular Meeting

March
7, 5:30 p.m. ..... PACE
9, 5:30 p.m. ..... SASI
16, 5:30 p.m. ..... AFP
23, 5:30 p.m. ..... Regular Meeting

April
20, 5:30 p.m. ..... Regular Meeting
25, 5:30 p.m. ..... Annual Organizational Meeting

Unlike the Board's regular monthly meetings and its annual organizational meeting, whose scheduling is dictated by Board rules, 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 2023-24 organizational meeting will require a suspension of that Rule.

Director Siemsen moved to adopt the 2022-23 Board calendars as presented, with the change of moving the September meeting of the Committee on Parent and Community Engagement (PACE) from September 6, 2022, to September 13, 2022.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

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

Background

Wisconsin Statutes, §119.12(3), states, "Each member of the board shall be paid an annual salary in the amount set by the board. The salary shall be paid monthly."

At its meeting on November 28, 2000, the Board set salaries of $18,121 per year for board members and $18,667 per year for the Board's President. The Board's action of November 28, 2000, also contained a provision that the Board's compensation be reviewed annually at the organizational meeting.

The compensation currently remains at the levels set by the November 28, 2000, board action.

At its organizational meeting on April 27, 2021, the Board gave consideration to its compensation. At that time, the Board directed that a study of board members' compensation be made, with the findings to be reported back to the Board.

A salary study conducted by the Office of Board Governance is presented below for the Board's consideration.

2022 Study of Board Members'

Summary of Information and Options Related to Board's Compensation

The Office of Board Governance has completed its analysis of the Board's salaries. In conducting its study, the Office of Board Governance considered:

- national school board salary data compiled by the Council of Great City Schools;
- information on school boards' salaries for various Wisconsin school districts, as compiled by the Wisconsin Association of School Boards;
- an analysis of the effect of inflation; and
- an examination of compensation for other local governmental bodies.

Based on the study, the following list of compensation bases are available with respect to board salaries and compensation:

		Annual Board Salaries	
		President	Members
Base compensation on internal factors			
1	Eliminate Board salaries.	$0	$0
2	No change — leave the salary rates at $18,667 for the Board's president and $18,121 for other board members.	$18,667	$18,121
3	Budget: Increase board salaries in proportion to the projected increase/decrease in the budget. The 2021-22 amended budget increased by 54.6% from 2020-21. A similar increase in board salaries would result in $18,145 for the Board's president and $17,614 for other board members.	$28,858	$28,015
4	Enrollment: Adjust board salaries based on the percent-change in student enrollment from the prior year, based on the Third-Friday count. Enrollment decreased 5.59% from 2020-2021, which would adjust salaries to $18,041 for the Board's president and $17,513 for members.	18,041	$17,513
Base compensation on inflationary measures			
5	Adjust board salaries based on cumulative inflation (2000 to date)	$31,166	$30,255
6	Adjust board salaries for inflation, to $29,801 for the Board's president and $28,929 for other board members, based upon changes in the Consumer Price Index (CPI) since last year.	$29,801	$28,929

		Annual Board Salaries	
		President	Members
7	Adjust board salaries for inflation, to $29,893 for the Board's president and $29,754 for other board members, based upon changes in the Consumer Price Index (CPI) since November 2000 (the last time the Board approved a salary change).	$29,893	$29,754
	Base compensation on that of other school districts		
8	Set board salaries based on the average of board members' compensation in the five largest school districts in Wisconsin after MPS in terms of population. (See below)	$4,640	$4,580
9	Set board salaries based on the average of the highest compensated school boards in Wisconsin, excluding the MBSD. (See below)	$6,841	$6,482
10	Increase board salaries to $28,448 for the Board's president and $27,574 for other board members, which was the average annual salary of board members in districts that responded to the most recent survey by the Council of Great City Schools.	$28,448	$27,574
	Base compensation on other local units of government		
11	Align board salaries to that of the Metro Milwaukee Sewerage District (MMSD) Commission's members.	$12,370	$10,683
12	Match board salaries to that of the Milwaukee Common Council, which is currently $77,614 per year, with the Common Council's president receiving $82,749.	$82,849	$77,614
13	Set board salaries in a similar manner to that of the Milwaukee County Board of Supervisors, which is based on a statutorily-mandated comparison of Consumer Price Index for urban consumers and the annual per capita income of Milwaukee County.	$41,223	27,482

Five Largest Districts in Wisconsin by Population (excluding MPS)

District	2021-22 Third-Friday Count	President	Member
Madison	25,497	$8,300	$8,000
Green Bay	19,166	4,800	4,800
Kenosha*	19,381		
Racine	16,516	3,600	3,600
Appleton	15,217	—	—
Average		$4,640	$4,580

Five Highest District Compensation Levels in Wisconsin (excluding MBSD)

District	2021-22 Third-Friday Count	President	Member
Madison	25,497	$8,300	$8,000
West Allis/West Milwaukee	7,347	8,405	7,274
Waukesha	12,080	6,400	6,400
Beloit	5,534	5,700	5,700
Oak Creek/Franklin	6,522	5,400	5,040
Average		$6,841	$6,482

*At the time that WASB had compiled this information, Kenosha had the third-highest board compensation level (excluding the Milwaukee Board of School Directors). In September 2021, however, Kenosha's electors cut the compensation for its school board. Members are now compensated at the rate of $100 for regular meetings. There is no compensation for special and committee meetings.

There are 421 school districts in Wisconsin. In 23 of those districts, board members receive no compensation.

Other Board Compensation Options

1. In addition to an annual salary, provide board members with a stipend or per-diem compensation for conducting board business or participating in board activities other than regular board and

committee meetings. (Salt Lake City, Utah, provides an annual salary of $12,000 for each board member, plus $60 for meetings in excess of the initially approved meeting schedule.)

2. Increase board salaries to an amount determined by the Board; however, direct that monthly pay be reduced by a fixed rate for each board meeting or other board-sponsored function missed. (California school districts follow this practice, as directed by state law.)

3. Eliminate salaries and compensate board members based on the number of meetings attended. According to the Council of Great City Schools' stipend study, the average stipend paid to school board members who receive payment per meeting attended is about $84. Jefferson County school board members receive the largest per-meeting stipend of $150 per meeting, compared with the smallest per-meeting stipend of $25 at Oklahoma City and Tulsa Public Schools.

4. Eliminate salaries and compensate board members per diem for conducting board business and participating in board activities, including regular board and committee meetings. (Kentucky school board members receive a $75 per diem for attending regular and special meetings.)

5. Board members may donate some or all of their compensation to the MPS Foundation to the benefit of students.

6. Individual board members are able to refuse their salaries, pursuant to Wisconsin Statutes, §119.13.

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 that the Board wishes to take.

Recommendation

The Office of Board Governance recommends that the Board:

1. continue the practice of reviewing its compensation annually at the organizational meeting; and
2. determine how it wishes to proceed relative to board members' compensation

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Director O'Halloran moved to raise the Board compensation by 4.7%.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — Director Carr — 1.

The Board adjourned at 6:33 PM.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 17, 2022

Special meeting of the Board of School Directors called to order by President Peterson at 5:36 p.m.

Present — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Taylor (6:00 P.M.), and President Peterson — 8.
Absent and Excused — Director Herndon — 1.

The Board Clerk read the following call of the meeting:

Special Board Meeting
5:30 p.m., Tuesday, May17, 2022

Revised May 17, 2022

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Robert E. Peterson, a special meeting of the Board of School Directors will be held at 5:30 p.m. on Tuesday, May 17, 2022, to consider the following items of business:

1. Action on Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions);
2. Statutory Public Hearing on the Proposed Fiscal Year 2022-23 School Operations, Construction, and Extension Fund Budgets.

In regard to Item One, above, the Reports of the Independent Hearing Officers, the Board, pursuant to Wisconsin Statutes, Section 19.85(1)(f), may retire to executive session for the purpose of considering disciplinary data of specific persons.

In regard to Item Two, above, Statutory Public Hearing on the Proposed Fiscal Year 2022-23 School Operations, Construction, and Extension Fund Budgets, this item is being presented pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes. The Board may take action on the proposed FY2022-23 budget at its tentatively scheduled meeting on May 26, 2022.

MPS buildings are closed to the public due to ongoing public health concerns related to the COVID-19 pandemic. This meeting will be held virtually, however, members of the Board may join the meeting in person from the Central Services building.

Testimony will be taken live during the meeting on Item 2 only. No testimony will be taken on Item One.

Those who wish to speak must register in advance to receive a participation code to enter the platform. The deadline to register is 3:00 P.M. on May 17, 2022. To register to participate by dial-in, call 414-475-8200 and follow the instructions.

To register to participate via email, visit the Boardcast page of the MPS website to send an email request: https://mps.milwaukee.k12.wi.us/en/District/About-MPS/School-Board/Boardcast.htm

Written comments may be submitted to the Office of Board Governance by mail, to 5225 W. Vliet Street, Milwaukee, 53208; by email, to governance@milwaukee.k12.wi.us; or by fax, to 414-475-8071. Public comments received before 3:00 P.M. on May 17, 2022, will be forwarded to the Board for its consideration.

This meeting will be broadcast on Time-Warner/Spectrum Channel 13, and via livestream or the MPS YouTube Stream at:

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

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

Background

As more than 30 days will have passed between the regular April and the regular May meetings of the Milwaukee Board of School Directors, five reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times have been provided under separate cover for the Board's consideration:

- April 20, 2022, at 8:00 a.m., 9:00 a.m., 10:00 a.m., and 11:00 a.m.
- April 25, 2022, at 8:00 a.m.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.32, Student Expulsion

Recommendation

That the Board accept the five reports of the Independent Hearing Officers of the Milwaukee Board of School Directors, as provided under separate cover, for the following dates and times:

- April 20, 2022, at 8:00 a.m., 9:00 a.m., 10:00 a.m., and 11:00 a.m.
- April 25, 2022, at 8:00 a.m.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

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(Item 2) Statutory Public Hearing on the Proposed Fiscal Year 2022-23 School Operations, Construction, and Extension Fund Budgets

Pursuant to the provisions of Section 119.16(8(a), Wisconsin Statutes, the Milwaukee Board of School Directors gave public hearing on the proposed FY 2022-23 School Operations, Construction, and Extension Fund budgets.

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The Board adjourned at 6:05 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 26, 2022

Regular meeting of the Board of School Directors called to order by President Peterson at 5:41 p.m.

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Absent — None.

Before proceeding with the agenda, President Peterson asked for a moment of silence to commemorate the passing of the following members of the MPS Community:

- Keyon Kimble, a student from Transition High School;
- Jordan Fishman, a retired administrator from Bay View High School;
- Catherine Stone, a paraprofessional from Riverside High School;
- Jodi Ann Wehausen, an MPS teacher;
- Florence Beauchamp-Harris, a retired administrator from Milwaukee German Immersion School;
- Mildred Young, a paraprofessional from Fritsche Middle School;
- Kiwane Kemp, a teacher from Washington High School;
- Angela Denise Gill, a paraprofessional from Congress School;
- Javarious Fowler, a student from Vincent High School;
- William Harrison, Jr., a student from Vincent High School;
- Martayvious Hutchins Rudolph, a student from Transition High School;
- Kayden Jones, a student from Barton School;
- Hamdi Hassan, a student from Riverside High School; and
- Shanaria Wilson, a student from Audubon.

Director Peterson also acknowledged the horrific events of May 24, 2022, in Uvalde, Texas, by reading the names of the 21 victims of the tragedy:

Eva Mireles
Irma Garcia
Uziyah Garcia
Xavier Lopez
Eliahna Cruz Torres
Jose Flores
Jailah Silguero
Layla Salazar
Jayce Luevanos
Amerie Jo Garza
Alithia Ramirez
Tess Mata
Alexandria "Lexi" Rubio
Makenna Lee Elrod
Nevaeh Bravo
Eliahna "Ellie" Garcia
Rojelio Torres
Maite Rodríguez
Jacklyn "Jackie" Cazares
Maranda Mathis
Annabell Rodriguez

AWARDS AND COMMENDATIONS

Presentation of the 2022 MPS Valedictorians and Salutatorians

The Milwaukee Board of School Directors congratulates the following MPS valedictorians and salutatorians on their impressive academic accomplishments:

Alliance High School

Valedictorian: Cari Ann Thompson
Salutatorian: Shakira Dawson

Audubon High School

Valedictorian: Elizabeth Nieves
Salutatorian: Leo Burdick

Bay View High School

Valedictorian: Dulce Medina
Salutatorian: Spencer Hordyk

Bradley Tech High School

Valedictorian: Wahida Osman
Salutatorian: Yalitza Lopez

Carmen High School-Northwest Campus

Valedictorian: Andy Vue
Salutatorians: Jayna Hogan-White, Leilanie Rubio, Reyson Rodriguez-Mendez

Carmen High School-South Campus

Valedictorian: Jose' Ramirez
Salutatorian: Yedid Bonfil-Moranchel

Carmen High School-Southeast Campus

Valedictorian: Jada Williams
Salutatorian: Lisset Rojas Martinez

Golda Meir High School

Valedictorian: Pawlak, Devon A
Salutatorian: Shiltz, Gita

Grandview High School

Valedictorian: Angel Mandujano Rodriguez
Salutatorian: Angie Torres Ayala

Groppi High School

Valedictorian: Shaqyana Arnold
Salutatorian:

Hamilton High School

Valedictorian: Lily Sedlar
Salutatorian: Mousa Qatoum

King International High School

Valedictorians: Gabrielle Acevedo, Ellie Rae Balotovsky, Ruby Carman-Frank, Lola Crowley, Findlay Drabant, Jonathan Edwards, Samuel Elko, Alexander Gramajo, Renee Harris, Cassidy Kahn-Pettigrew, Meg Kilander, Felix Koch, Peyton Koch, Daisha Lafford, Alicia Lezama, Benjamin Liebl, Costello Mylott, Mariana Reed, Stella Richards, Milo Tasman, Christina Vargas, Maegan Wozniak, Kennedy Young, Lillian Zippel
Salutatorian: Sebastian Robinson

Madison Academic High School

Valedictorian: Tee Moo Hser
Salutatorian: Layla Luckett

Milwaukee Marshall High School

Valedictorian: Jaden Bandy
Salutatorian: Toluwanimi Olatunji

Milwaukee High School of the Arts

Valedictorian: Soren Ditzen
Salutatorian: Amya Camberos

Milwaukee School of Languages

Valedictorian: Katherine Villanueva
Salutatorian: Jayson Hahn

North Division High School

Valedictorian: Nou Vang
Salutatorian: Iyonna Wilbourn

Obama SCTE

Valedictorian: Aajanae Bowie
Salutatorian: Rokihya Cannedy

Project STAY High School

Valedictorian: Jasmine Morris
Salutatorian: Khadija Rogers

Pulaski High School

Valedictorian: Angel Bernabe
Salutatorian: Eh Kee Lar Soe

Reagan College Preparatory High School

Valedictorians: Malik Abu-Shawish, Elliot Barta, Nolan Burger, Diego De Haan, Dylan Duffy, Angela Gorton, Marlen Mora-Gomez, Gus Pointer Mace, Alexandria Rapp, Emily Roemer, Ariah Ross, Magdalyn Rowley Lange, Alexander Valenzuela Casiquez, Cassandra Viveros, Zeno Wilson, Richard Zarling, Giselle Zuniga

Riverside University High School

Valedictorian: Orion J. King
Salutatorian: Fnu Tahira

South Division High School

Valedictorian: Saul Vences Puebla
Salutatorian: Nur Yasmin Omar

Transition High School

Valedictorian: Damarrion Scott
Salutatorian: Jayln Williams

Vincent High School

Valedictorian: Supranee Yang
Salutatorian: Brianah Payton

Wisconsin Conservatory of Lifelong Learning

Valedictorian: Laniya Sims
Salutatorian: Mariah Merriweather

Washington High School

Valedictorian: Samantha Russ-Allen
Salutatorian: Shyann Towns

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APPROVAL OF MINUTES

The Board approved the minutes of its special and regular meetings of April 2022.

In addition, relative to the minutes of March 2022, a correction to the roll call for Item Two 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 Regarding Litigation in Which the Board Is or Is Likely to Become Involved, (p. 777) was approved as follows:

> The Board returned to open session at 8:17 p.m., whereupon Director Siemsen moved to approve a settlement agreement relative to ERD Case Number CR201903152, cross-filed with EEOC Case Number 26G202000568C, as presented in executive session.
>
> The motion passed, the vote being as follows:
>
> Ayes — Directors Garcia, Gokalgandhi, Herndon, Siemsen, ~~Taylor~~, and President Peterson — 5.
> Noes — Director Carr — 1.
> Temporarily Absent — Directors Leonard, O'Halloran, and Taylor — 3.

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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.

Resolution Authorizing the Sale of Revenue Anticipation Notes

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 2022-2023 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(l)(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 fo1th 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 Milwaukee Board of School Directors 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, state aid revenue payments under Section 121.15, Wisconsin Statutes, received in June and July for the Fiscal Year in the amount of the principal of the RANs; 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 with 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 copes 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 authorizing the sale of Revenue Anticipation Notes.

Director Herndon moved to approve the request from the City Comptroller to adopt the resolution.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, O'Halloran, Leonard, Siemsen, Taylor, and President Peterson — 9

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

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 also included in the following report.

STEM Fair

On May 5, 2022, the District held the 15th annual MPS STEM Fair. This year we were able to see the efforts of nearly 400 students, at 37 schools, in the form of 207 science, engineering design, and research projects. As in other years, the majority of participants came from grades 3-8, but this year we had increased participation from high-school students. Parents and families walked around proudly as they were wowed by our students' projects.

In addition to the schools' participation, the District also welcomed more than 100 volunteers from outside MPS to judge projects, to support logistics, and to provide activities for students to engage in throughout the event. GE Healthcare had the strongest presence as the executive sponsor for the event, and it added a prize category for future leaders in STEM. The winners of the GE Leaders Award each received an iPad from GE Healthcare.

Students and volunteers alike have already expressed their desire to enter or to support the 2023 STEM Fair.

Congratulations to the STEM Fair's participants for showcasing their talents and to the winners of the 2022 STEM Fair.

Herbie Hancock Peer-to-Peer Education Program

The Herbie Hancock Institute of Jazz has selected Milwaukee Public Schools as one of only three districts nationwide to take part in a peer-to-peer jazz education program in May 2022. Five guest artists visited the district on May 9-13 to share experiences. Workshops took place at Milwaukee High School of the Arts, Ronald Reagan High School, Milwaukee School of Languages, Golda Meir School, and Rufus King High School, where guest artists interacted with 3,000 students.

Besides playing jazz at a level far beyond their years, visiting students talked with their Wisconsin peers about what jazz is, why it is important to America, and the important values that jazz represents: teamwork, freedom with responsibility, unity with ethnic diversity, hard work and goal accomplishment, and the importance of finding a passion early in life, being persistent, and believing in yourself.

MPS is grateful to have been chosen by the Herbie Hancock Institute of Jazz for this impressive program. On behalf of our students, thank you!

49th Biennial Music Festival

On May 4 and 5, 2022, more than 3,500 MPS students from more than 70 schools across the district assembled at the UWM Panther Arena and filled it with music! Children in grades 1-12 performed in orchestras, bands, and choirs, as proud parents and visitors took in their beautiful music.

Four thousand attendees were treated to performances by honors band and drumline; modern band; world drums; overture band, choir, and orchestra; festival band, choir, and orchestra; and combined bands, choirs, and orchestras performing "The Star-Spangled Banner" and "Hymn to Freedom."

The festival has been held every other year since 1924, with this year marking the 49th biennial celebration. Over the years, thousands of students have experienced the thrill of performing live and gaining the confidence that comes with displaying their musical talents in front of a live audience.

This year featured a special appearance by MPS Superintendent, Dr. Keith P. Posley, as guest conductor of the festival band, leading students in a lively performance of "On, Wisconsin!"

Congratulations to the many students, teachers, directors, and staff who made this monumental event possible!

Superintendent's Student Advisory Council

The Superintendent's Student Advisory Council (SSAC) is a place for our young student leaders to have an unfettered voice with one another and the Superintendent. On April 21, 2022, the SSAC held its last meeting of the school year. The goal for this meeting was to celebrate and to recognize SSAC members for their dedicated work as student ambassadors for their schools.

During this final meeting, SSAC members were asked to provide Dr. Posley with key topics of interest for the SSAC members to consider for the 2022-23 school year. After much discussion and conversation, the SSAC members provided a host of ideas to be shared with the incoming SSAC members for the 2022-23 school year to help determine their focus as they carry the Council forward.

The group from Ronald Reagan High School prepared a PowerPoint presentation on Hope Squad, a national peer-to-peer suicide-prevention program. The students applied for and received a grant to establish their Hope Squad this past year.

Districtwide Spelling Bee Finals

Milwaukee Public Schools students faced off on May 14 and 21, 2022, to find the best spellers in the district. Students spent months preparing for the challenge, learning how to spell such mind-bending words as *pseudonym, mnemonic,* and *queue.* Onlookers were impressed by the amazing talents of our students as they spelled word after word correctly.

Before participating in the spelling bee finals, students had to make it through round after round of the preliminaries and semifinals. As they competed fiercely against one another, causing a busy-bee buzz around the district, the spelling bee's participants persevered through each round before the last spellers standing were named the 2022 spelling bee champions. First-, second-, and third-place winners were announced on the MPS home page and have expressed their excitement for next year's competition. Congratulations to this year's winners!

Staff Appreciation

On May 6, 2022, the Metropolitan Milwaukee Alliance of Black School Educators (MMABSE) held its 20th annual Teacher of the Year gala, honoring 182 teachers from surrounding school districts. Of the 182 teachers honored, 112 of the honorees were from Milwaukee Public Schools. This event took place during Teacher Appreciation Week, when teachers across the district were recognized for their continued commitment to the students of MPS.

Celebrations for Administrative Assistants Day, April 27, 2022, took place all over the district, recognizing assistants for the work they do to keep schools, departments, and offices running efficiently. Both their visible and behind-the-scenes work is very much appreciated.

Principals were celebrated on May 1, 2022, in honor of School Principals Day. We know that it takes everyone to run a school. Our dedicated principals are front and center daily, ensuring that everything is in place to keep the schools moving forward.

We thank all our staff for the work they do daily with the spotlight being on principals, teachers, and administrative assistants this month. Thank you!

College Decision Days

As graduations drew near, MPS high-school seniors shared their plans to attend college or technical school, to enter military service, to earn certificates, or to embark on apprenticeships. To celebrate students' plans, 24 MPS high schools hosted College Decision Day events on May 2-10, 2022.

Each school planned an individual ceremony, with some events in person and some virtual. Of the thousands of seniors who will graduate, every one who declared their career plan was recognized to celebrate

their hard work toward graduation and the journey to the career of their choice. Congratulations to all of our students!

Green Ribbon School Recognition

To mark Earth Day on April 22, 2022, the U.S. Department of Education announced a list of 27 schools across the country to receive recognition for efforts toward reducing environmental impact and improving the health of schools. Of the five Wisconsin schools to be honored, two were our very own — A. E. Burdick and Golda Meir.

These schools worked with Reflo, a nonprofit organization, to implement schoolyard redevelopment projects. These projects removed more than 36,000 square feet of impervious surface and added features — such as porous engineered wood-chip surfacing, stormwater trees, native landscaping, bioswales, and above-ground and underground cisterns — to reduce stormwater runoff.

Congratulations to the A. E. Burdick and Golda Meir school communities!

M^3 College Connections Program

The M^3 College Connections Program hosted a student/family information session on May 4, 2022, for students interested in participating in the Nursing Pathway at Milwaukee Area Technical College (MATC). The Nursing Pathway provides an opportunity for juniors to take courses at MATC, to work toward completion of coursework, and to pass state exams in nursing. Students have the potential to earn their state certifications as certified nursing assistants and their licensed practical nursing degrees. The session featured Imunique Triplett, a current Milwaukee Public Schools senior, who earned her technical diploma in practical nursing from MATC in December and will graduate from high school in May. Imunique shared her individual experience in the program. Additionally, faculty and staff from both MATC and MPS went through the program's sequence and expectations with the future participants and their families.

M^3 Smart Start Program

M^3 Smart Start recruitment has taken place, and a virtual informational meeting was held on Thursday, May 12, 2022. The Smart Start program is designed to help students successfully transition from Milwaukee Public Schools to Milwaukee Area Technical College or the University of Wisconsin-Milwaukee. The M3 Smart Start program provides MPS graduates with multiple interventions over the summer and fall semesters to increase the likelihood of enrollment and success the first year.

The summer activities include a math program to improve placement-test scores, connections to student employment at their intended institutions, and increased connections to help with paying for college. Smart Start students will start working with a success coach in July and meet monthly to address any needs during the fall semester. There will be multiple opportunities to strengthen peer connections and a career-focused field trip to Kohler Co., one of the pilot year's funding partners. Currently, 128 MPS students have submitted the interest form to participate in the program.

Milwaukee Youth Symphony Orchestra

On April 28, 2022, MPS received the Milwaukee Youth Symphony Orchestra's Collaborative Spirit Award. This award is granted to an individual, foundation, nonprofit, corporation, or community leader who has demonstrated vision supported by action that illustrates extraordinary leadership, service, and commitment to create impactful collaborative partnerships for the Milwaukee Youth Symphony Orchestra. These alliances will have resulted in stronger MYSO programming and community offerings that would otherwise not be possible without such a relationship.

With this award, we recognize our Central Services music department for its continued to commitment to the children of MPS.

MPS Language Festival

The MPS Language Festival held on May 7, 2022, offered information booths, live performances, and a special ceremony to honor 65 graduating seniors who received the Seal of Biliteracy., which is awarded to high-school seniors who successfully complete criteria related to English language proficiency and demonstrate a high level of proficiency in another language.

MPS started the Seal of Biliteracy program just three short years ago, with biliteracy being offered in three languages. Now MPS offers the Seal of Biliteracy in 14 languages:

- American Sign Language
- Arabic
- Burmese
- Chin
- Chinese
- French
- German
- Italian
- Karen
- Karenni
- Malay
- Rohingya
- Spanish
- Urdu.

MPS Refugee and Immigrant Family Community Resource Fair

Also on May 7, 2022, nearly 100 participants joined the MPS Refugee and Immigrant Family Community Resource Fair. Families had the opportunity to connect to resources and community organizations in Milwaukee, including healthcare, childcare, employment, food access, housing, legal support, language services, and education and literacy options.

This is the third year that MPS has offered the fair to provide resources to families. We look forward to serving more families as this annual event becomes more recognized by our refugee and immigrant families.

Wisconsin Association for Bilingual Education

Milwaukee Public Schools congratulated 14 MPS educators and five students who were honored during the annual convention of the Wisconsin Association for Bilingual Education (WIABE). Held annually, the convention brings together educators from across Wisconsin to promote bilingual education and to advance the needs of individuals who are learning English.

This year, 23 educators received Educator of the Year awards, with 13 MPS teachers among this honored group. In addition, Yolanda Hernández-Garcia was presented with the Tony Báez Advocacy Award for 32 years of service with MPS and for actively promoting bilingual education.

WIABE also hosts annual student art and writing contests, with the winners recognized during the convention. Five MPS students received top honors for their exemplary work.

WIABE Educators of the Year

- Adam French, Allen-Field School
- Jeannette Ortiz, Rogers Street Academy
- Lucia V. Segovia Van Berkel, Lincoln Avenue School
- Holt Andrus, Hayes Bilingual School
- Paula Wall, Forest Home Avenue School
- Jean Guzman, Alexander Mitchell Integrated Arts School
- Marielle Rivera, Milwaukee School of Languages
- MariLou Rocha, ALBA
- Ericka Zihomara Ceyca-Chaidez, Riley Dual Language Montessori
- Julieta Saavedra-Rivera, Escuela Vieau
- Lara Vance, La Escuela Fratney
- Irma Borrero, South Division High School
- Anita Higgins, H. W. Longfellow School

Tony Báez Advocacy Award

- Yolanda Hernández-Garcia

WIABE Art Contest Winners

- Grades 3-5: Kimberly Ortiz, Escuela Vieau
- Grades 6-8: Janelis Roche, Hayes Bilingual School
- Grades 9-12: Chika Akhfadel Ariesta, Milwaukee School of Languages

WIABE Writing Contest Winners

- Grades 3-5: Juana Vanessa Santiago-Chel, Hayes Bilingual School
- Grades 9-12: Muhammad Kahanan, South Division High School

Congratulations to these awardees! You make us MPS Proud!

Sixth-graders at Roosevelt Middle School Express Their Concerns about Reckless Driving

Students at Roosevelt Middle School let their voices be heard. Sixth-graders wrote letters to the mayor with their concerns about reckless driving and its impact in their respective communities.

Mayor Cavalier Johnson received the letters and acted, setting a meeting with the students and inviting Superintendent Dr. Keith Posley, Milwaukee Police Chief Jeffrey Norman, and Milwaukee Board of School Directors Bob Peterson and Jilly Gokalgandhi to join him.

Students were able to ask tough questions and to get feedback from members of the panel. During the student-interaction portion of the meeting, Police Chief Norman deputized the students to always be aware and speak up about issues. Mayor Johnson called the students "the most powerful people in the room."

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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

As of May, 2022, there are $5.6 billion of available funds at the state level. Those funds could be immediately put to use to support Wisconsin schools, municipalities, and communities. As seen in the documents provided under separate cover, which have been developed by colleagues in South Milwaukee and Madison, in no year since 2008-2009 has per-pupil funding kept pace with the rate of inflation. As a result, since 1993, school districts have been challenged by a revenue-limit system that has limited support for students, and since 2008-2009, the State Legislature has enforced a systematic underfunding of students in which revenues are not provided, nor are they allowed to be raised locally, that keep pace with costs. As is stated clearly in these documents, the decade of underfunding has negatively impacted school services and hurt the teacher pipeline.

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

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 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, May 2022

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 FY22 OAE Work Plan.

Accountability and Efficiency Services

Between April 11, 2022, and May 16, 2022, Accountability and Efficiency Services fulfilled seven requests for information/research and five constituent inquiries. The service area also fulfilled one request for data analysis and closed two whistleblower reports.

Also during the reporting period, Accountability and Efficiency Services' team members participated in the Harvard Strategic Data Project's annual convening. The convening was attended by a network of data strategists, education leaders, and research faculty who came together to exchange knowledge and to share what works in making evidence-informed change. This year's convening theme, which was Learning Unfinished, provided an opportunity to focus efforts on improving systems and decisions so that students complete their pathways from preschool to college into the workforce.

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

Contract Compliance Services

During the reporting period, Contract Compliance Services' (CCS) staff members focused efforts on the Communities in Need (COIN) and Student Engagement Programs.

CCS certified 20 Communities In Need (COIN) participants in the roofing and labor skilled-trade areas. The individuals will complete workforce hours on upcoming integrated project-delivery ESSER II and III general construction projects.

Also during the reporting period, CCS staff members attended a tour of Vincent High School of Agricultural Science. Vincent has six agriculture pathways: animal science, horticulture, agribusiness and entrepreneurship, culinary arts, environmental science, and food science. The programming provides hands-on agriculture experiences to teach 21st-Century skills to prepare students for high-wage careers. CCS will sponsor four paid summer internships, including barn, garden, greenhouse, and farmers market assistants.

Finally, eight high-school students engaged in interviews for internships in administration, architecture, culinary arts, and music conservatory. Two students were hired — one in administrative services and one in music conservatory.

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

Twenty six reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times were forwarded to the Board for its consideration and action:

- April 20, 2022, at 8:00 a.m., 9:00 a.m., 10:00 a.m., and 11:00 a.m.
- April 25, 2022, at 8:00 a.m.
- April 26, 2022, at 10:00 a.m.
- May 2, 2022, at 11:00 a.m. and 12:00 p.m.
- May 3, 2022, at 9:00 a.m.
- May 4, 2022, at 9:00 a.m., 10:30 a.m., and 12:00 p.m.
- May 5, 2022, at 9:00 a.m. and 10:00 a.m.
- May 6, 2022, at 9:00 a.m.
- May 9, 2022, at 9:00 a.m. and 10:00 a.m.
- May 12, 2022, at 9:00 a.m. and 3:00 p.m.
- May 13, 2022, at 9:00 a.m.
- May 20, 2022, at 8:00 a.m., 10:00 a.m., 11:00 a.m., and 12:00 p.m.
- May 23, 2022, at 9:00 a.m. and 10:00 a.m.

Also forwarded under separate cover to the Board for its information were the monthly expulsion summaries

Director Siemsen moved to accept the reports of the Independent Hearing Officers of April 20, 25, and 26, 2022, and of May 2, 3, 4, 5, 6, 9, 12, 13, 20, and 23, 2022.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel, Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassification, Salary Increase/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days, which had been forwarded to the Board without recommendation; and
- 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.

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, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Herndon 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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Christina Cherry	Building Service Helper I	$18.22/hr.	04/04/2022
2	Debra Jackson	Building Service Helper I	$16.20/hr.	04/18/2022
2	Marvin Thomas	Building Service Helper I	$15.18/hr.	04/18/2022
2	Keturah Chesser	Food Service Assistant	$15.18/hr.	04/04/2022
2	Sammy Crowell	Food Service Assistant	$15.18/hr.	04/11/2022
4	Ivette Del Valle	Food Service Assistant	$15.18/hr.	04/11/2022
2	Kevintre Hampton	Food Service Assistant	$15.18/hr.	04/05/2022
4	Naimixa Negron	Food Service Assistant	$15.18/hr.	04/11/2022
2	Charlesha Williams	Food Service Assistant	$15.18/hr.	04/11/2022
2	Marquitta Anderson	Para Ed Assistant	$20,028.00	04/04/2022
5	Taylor Heigl	Para Ed Assistant	$20,028.00	03/21/2022
2	Linda Hopgood	Para Ed Assistant	$18,872.00	04/04/2022
4	Cesar Miranda	Para Ed Assistant	$18,872.00	04/11/2022
2	Nigel Alexander Williams	School Safety Assistant	$23,513.00	04/19/2022
2	Shemmida Brown	School Safety Assistant	$23,513.00	04/19/2022
2	Xaviondre Grant	School Safety Assistant	$24,993.00	04/19/2022
2	Marques Spears	School Safety Assistant	$26,781.00	04/19/2022
2	Antonio Walker	School Safety Assistant	$23,513.00	04/19/2022
2	Mystique Walker	School Safety Assistant	$26,781.00	04/19/2022
2	Sabrina Buchanan	School Secretary I – 10 Month	$26,104.00	04/13/2022
Promotions				
5	Evan Close	Human Resources Assistant	$36,151.00	04/04/2022
2	Diane Green	Human Resources Assistant	$40,885.00	04/04/2022
4	Erendira Jimenez	Human Resources Assistant	$43,251.00	04/19/2022
2	Mozella Knox	Para Ed Assistant	$18,872.00	04/04/2022
2	Anthony Bentley	School Engineer I	$48,553.00	04/04/2022
4	Angel Mercado	School Engineer I	$47,409.00	04/04/2022
2	Tommy Ormond	School Engineer I	$54,275.00	04/04/2022
2	LaTrean Payne	School Engineer I	$47,409.00	04/04/2022
2	Demetrie Woods	School Engineer I	$47,409.00	04/04/2022
2	Gloria Hemphill	School Kitchen Manager Trainee	$16.45/hr.	04/19/2022
2	Tyler Scales	Secretary II	$37,849.00	04/18/2022
Rehires				
2	Cazzie Smith	Boiler Attendant Trainee	$37,102.00	04/18/2022
2	Carlone Joseph	School Safety Assistant	$24,993.00	04/04/2022

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
Occupational Therapist					
5, nr	Susac, Holly	Therapist — Occupational	01/OTM	$67,940.00	4/4/2022
Teacher,-IB					
2, r	Flagg, Drapondra Ree'n	Trade & Tech Ed	01/BA	$44,870.00	4/4/2022
School Counselor, Early Start					
5, nr	Wolff, Mark	Guidance	01/MA	$47,962.00	4/4/2022

Codes		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0
2	African American	10	0	0	0	1
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	0	0	0	0	0
5	White	0	0	0	2	2
6	Other	0	0	0	0	0
7	Two or more ethnic codes	0	0	0	0	0
	Males	1	0	0	0	1
	Females	1	0	0	1	2

r Resident
nr Non-resident
a Reappointment without tenure
b Reappointment with tenure
(B) (BA) Bachelor's Level (Teachers)
(C) (CA) Master's Level (Teachers)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, January 2022		
Ambar Vazquez Rosas	Forest Home Avenue School	January 21, 2022
Illness Leave, April, 2022		
Victoria Johnson	North Division	April 19, 2022
Personal Leave, April 2022		
Jill Heitman	Hopkins-Lloyd Community School	April 4, 2022
Cornell Stallworth	Andrew S. Douglas Middle School	April 4, 2022
Rachel Crumpton	Milw. High School of the Arts	April 7, 2022

Report of Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Other Dist	1.8	5	Julianna Basile	Teacher	Meir	05/28/2022
Retire	19.9	2	Mary Bell McGhee	Teacher	Hamilton	05/27/2022
Retire	12.4	2	Donald Bennett	Coord II	Recreation	08/01/2022
Retire	29.0	5	John Blinkhorn	Teacher	Starms	05/26/2022
Personal	3.7	5	Jaci Brantley	Teacher	Pratt	05/29/2022
Other Dist	22.6	5	Jennifer Bustos	Teacher	Gaenslen	04/04/2022
Retire	41.4	2	Jean Cockerham	Teacher	WCLL	05/30/2022
Personal	7.4	5	Joshua DelColle	Teacher	Obama SCTE	04/12/2022
Personal	5.7	5	Peter DeLuc	Teacher	Meir	05/27/2022
Retire	35.1	5	Jeanne DeMint	AP	Garland	06/23/2022
Personal	2.3	5	Mya DeVecchis	Supervisor	Central Svcs	04/22/2022
Personal	1.7	5	Megan Dewane	Teacher	Washington HS	05/27/2022
Personal	1.7	5	Mary Diderrich	Teacher	Jackson	06/16/2022
Retire	20.0	5	Joan Dorazil	Teacher	Vieau	08/01/2022
Personal	10.7	5	Sarah Dosmann	Teacher	Central Svcs	06/16/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	24.2	2	Larry Ellis	SSW	Central Svcs	06/03/2022
Retire	25.4	2	Tamera Ellis	Principal	Rufus King MS	06/10/2022
Personal	0.7	5	Hilary Emerson	Teacher	Victory	06/16/2022
Personal	1.7	5	Joseph Gauthier	Teacher	Roosevelt	05/27/2022
Retire	31.7	5	Jennifer Glueckert	Teacher	Parkside	06/16/2022
Personal	3.8	4	Sebastian Gonzalez	Teacher	Milw Sch of Lang	05/27/2022
Retire	32.7	5	Christine Grudnowski	Teacher	Engelburg	06/16/2022
Other Dist	9.1	4	Claudia Guerrero	Teacher	Rogers Street	05/06/2022
Personal	10.3	4	Matthew Gutierrez	Counselor	Rogers Street	06/16/2022
Retire	20.0	3	Marites Haack	Teacher	Riverwest	09/06/2022
Personal	7.7	5	Alexander Hagedorn	Teacher	South Division	04/01/2022
Personal	1.7	5	Jenna Hauner	Teacher	Bryant	06/16/2022
Personal	11.2	5	Elizabeth Hawkins	Teacher	Fernwood	06/16/2022
Personal	1.2	2	Brittany Herrera	Teacher	Marshall	05/27/2022
Retire	30.2	5	Patricia Horigan	Teacher	Parkside	06/16/2022
Personal	4.7	5	Josep Horn	Teacher	Mac Dowell	05/27/2022
Retire	31.5	5	Kimberly Hubbell	Teacher	Thoreau	06/16/2022
Retire	20.5	5	Lydia Jasti	Teacher	Gaenslen	05/04/2022
Retire	32.2	5	Amy Johnson	Teacher	Bay View HS	06/01/2022
Personal	1.8	5	Kimberly Johnson	Teacher	Obama SCTE	05/27/2022
Personal	0.7	5	Rachel Johnson	Teacher	Hartford	06/20/2022
Other Dist	13.7	5	Chip Johnston	AP	MacDowell	06/01/2022
Personal	2.8	5	Sinclair Johnston	Teacher	Bay View HS	05/31/2022
Retire	36.5	5	Julie Jurss Langfeldt	Teacher	Central Svcs	05/27/2022
Personal	7.0	5	Christopher Kasun	Teacher	Vincent	05/27/2022
Retire	33.7	5	Susan Kendl	Teacher	Alcott	06/16/2022
Personal	6.7	3	Ka Kong	Teacher	Audubon	05/27/2022
Personal	26.5	5	Mary Krawczyk	Teacher	Gaenslen	06/19/2022
Retire	24.5	5	Lisa Kromraj	Teacher	North Division	05/28/2022
Other Work	2.7	5	Natalie Kusch	SSW	Roosevelt	06/03/2022
Personal	0.3	5	Megan Lane	Teacher	Washington	05/27/2022
Personal	19.4	3	Mary Lawler	Teacher	MacDowell	05/27/2022
Personal	0.7	5	Hannah Lee	SLP	Congress	05/27/2022
Retire	15.6	5	Ann LaFleur	Teacher	Milw Sch of Lang	05/27/2022
Retire	30.6	5	Katherine Loesl	Teacher	Rufus King MS	05/27/2022
Retire	9.7	5	Mary Logan	SLP	Central Svcs	05/31/2022
Other Dist	1.2	2	Haley Lubow	Teacher	Hartford	06/16/2022
Personal	14.0	2	April Luderus	Library Spec	Lancaster	04/01/2022
Personal	2.7	4	Georgina Marti Espinet	Teacher	Fratney	06/16/2022
Personal	0.6	5	David Martin	Teacher	North Division	04/19/2022
Other Dist	2.7	5	Tiller Martin	Teacher	French Imm	06/16/2022
Personal	0.7	4	Itzel Matamoros Santos	SLP	Allen Field	06/30/2022
Personal	3.7	5	Kaitlin McKeogh	Teacher	Carver	06/16/2022
Personal	3.8	5	Kathleen McMeans	Teacher	Lincoln MS	05/27/2022
Personal	1.8	5	Paige Mowery	Teacher	Wedgewood Park	05/27/2022
Retire	22.0	5	Rebecca Neumann Schwabe	Nurse	Central Svcs	06/03/2022
Retire	25.7	2	Lavance Nicholson	Teacher	Obama SCTE	05/27/2022
Personal	2.7	5	Stacy Olson	Teacher	Fratney	06/16/2022
Personal	0.2	5	Maurina Paradise	Teacher	Milw Sign Lang	04/01/2022
Other Dist	6.7	5	Ashley Parker	Teacher	Lincoln Ave	06/16/2022
Personal	0.8	2	Whitni Perry	Psych	German Imm	06/22/2022
Retire	27.7	5	Julie Plank	Teacher	95th Street	06/16/2022
Personal	2.8	5	Jacob Punzel	Teacher	Bradley Tech	05/27/2022
Personal	26.4	5	Dawn Ramirez	Teacher	Manitoba	06/16/2022
Personal	3.0	2	Kamelah Reed	Psych Asst	Central Svcs	06/24/2022
Other Dist	0.7	2	Jabari Robinson	Teacher	Carver	06/17/2022
Personal	0.7	5	Katie Rogalinski	Teacher	Brown Street	04/07/2022
Personal	6.7	5	Taryn Ross	Teacher	Doerfler	06/16/2022
Retire	26.3	4	Mary Saldana	Principal	Kagel	06/25/2022
Retire	30.6	2	Roslyn Sampson	Teacher	Stuart	06/16/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Dist	2.7	5	Sarah Scott	Teacher	Burbank	06/16/2022
Personal	1.7	5	Lauren Shaurette	Teacher	Audubon	05/27/2022
Personal	1.7	5	Amelia Sigmon	Teacher	Jackson	06/16/2022
Retire	20.3	2	Gloria Smith	Teacher	Vincent	05/27/2022
Retire	31.2	4	Ricarda Soto Renta	Teacher	Vieau	06/17/2022
Personal	0.8	5	Thomas Spitz	Teacher	Wedgewood Park	05/27/2022
Personal	2.2	5	Alexa Stempihar	Teacher	Honey Creek	06/16/2022
Retire	34.6	5	Kim Stocke	Teacher	Thoreau	07/01/2022
Personal	5.6	4	Rosio Suchil	Teacher	Rogers Street	06/16/2022
Personal	8.8	5	Molly Tennessen	Teacher	Central Svcs	06/22/2022
Retire	25.7	5	Maria Van Dusen	Teacher	Clemens	08/05/2022
Retire	33.5	5	Allison Verhaalen	Teacher	Grantosa	06/16/2022
Personal	17.5	2	Nicolette Voss	Teacher	South Division	05/27/2022
Personal	2.7	5	Nicole Wagner	Psych	Dr King Elem	06/22/2022
Retire	20.8	3	Kang Xiong	Teacher	Bethune	06/17/2022
Classified Retirements						
Retire	41.8	5	Cynthia Eggert	Secretary II	Milw Sch of Lang	04/01/2022
Retire	25.3	5	Barbara Scherer	FSA In Chg	Kluge	03/26/2022

Reasons

Other District 9
Other Work 1
Personal 48
Retirement..... 34 (2 Classified & 32 Certificated)

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for April 2022 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. direct the Administration to bring a report to the Board by the November board cycle with information on the impact of the retention bonus on resignations and retirements.

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

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassification, Salary Increase/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.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Nuntiata Portis Buck	Manager II, Liberal Arts	Office of the Chief of Academics	03	12A	$119,274
2, r	Krissy Washington	Manager II, Early Childhood Learning	Office of the Chief of Academics	03	12A	$117,120
4, r	Jesus Castillo	Manager II, Payroll	Office of the Chief of Finance	03	12A	$116,682

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
6, nr	Charles Wade	Mechanical Engineer	Office of the Chief of Operations	03	11A	$111,166
5, nr	Timmothy Walker	Procurement Specialist III	Office of the Chief of Operations	03	10A	$106,942
5, nr	Melissa Beck	Employee Benefits Manager II	Office of the Chief of Human Resources	03	12A	$106,823
4, r	Regina Navejar	Principal II, Starms	Office of the Chief of School Administration	03	13T	$104,863
4, r	Ingrid Nigaglioni	Principal I, Hawley	Office of the Chief of School Administration	03	13T	$103,890
4, nr	Richard Anderson	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	$101,669
5, r	Casey McEvilly	Principal I, 53rd St	Office of the Chief of School Administration	03	13T	$99,467
2, r	Tianna Evans	Principal I, Pratt	Office of the Chief of School Administration	03	13T	$96,886
5, nr	William Luedtke	Assistant Principal III, Milwaukee Virtual Program	Office of the Chief of School Administration	03	12C	$95,110
5, r	Myah Herro	Supervisor I, School Psychology	Office of the Chief of Academics	03	09A	$94,494
2, r	Nathaniel Deans	Director I, Black & Latino Male Achievement	Office of the Chief of School Administration	03	14A	$93,756
4, nr	Jason Gonzalez	Assistant Principal I, Greenfield	Office of the Chief of School Administration	03	10C	$92,954
5, r	Gena Stezala	Assistant Principal I, Holmes	Office of the Chief of School Administration	03	10C	$92,954
4, nr	Miguel Rodriguez	Coordinator III, Black & Latino Male Achievement	Office of the Chief of School Administration	03	08A	$78,750
2, r	Jasmine Bounds	Associate III, Extended Learning	Office of the Chief of Academics	03	05A	$72,202
5, r	Jamie Bergener	Employment Relations Specialist I	Office of the Chief of Human Resources	03	08A	$70,465
5, r	Julie Schneider	Planning Assistant III	Office of the Chief of Academics	03	02A	$66,117
2, r	Joshua Gee	Planning Assistant III	Office of the Chief of Academics	03	02A	$57,747
2, nr	Jazmyn Smith	Recreation Associate II, After School Program	Office of the Chief of Operations	03	04A	$53,246

Recommended LTE Contracts Exceeding 60 Days

The Superintendent recommends that the Board approve the following 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
2, r	Carol McKay	Professional Development Specialist	Office of the Chief of Academics	$40.00	02/01/22-06/30/22

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, nr	Cynthia McMahon	Professional Development Specialist	Office of the Chief of Academics	$40.00	02/01/22-06/30/22
5, r	Geoffrey Carter	Expulsion — Online Services	Office of the Chief of School Administration	$30.00	03/07/22-05/31/22
5, r	Teresa Mitchell	SEE US! Grant Support	Office of the Chief of Academics	$30.00	04/30/22-09/30/22
5, r	Doreen Nehmer	SEE US! Grant Support	Office of the Chief of Academics	$30.00	05/16/22-09/30/22
5, r	Paul Westfahl	Percussion Instructor, Music Department	Office of the Chief of School Administration	$30.00	08/10/22-12/26/22
5, nr	Mariella Kuehn	School Bookkeeper	Office of the Chief of Finance	$27.00	07/01/22-12/31/22
2, r	Natyra Crawford	Planning Assistant III	Office of the Chief of Academics	$26.00	04/16/22-12/16/22
5, r	Malin Ehrsam	Law Clerk	Office of the Chief of Human Resources	$20.00	03/10/22-09/10/22
5, r	Anders McLeod	Law Clerk	Office of the Chief of Human Resources	$20.00	05/05/22-11/05/22
5, r	Noah Poole	Law Clerk	Office of the Chief of Human Resources	$20.00	05/05/22-11/05/22

Committee's Recommendation

Your Committee is reporting this item to the Board without recommendation.

Director O'Halloran moved to approve the Administration's recommendations.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, O'Halloran, Leonard, Siemsen, Taylor, and President Peterson — 8.
Noes — None.
Recused — Director Herndon — 1.

* * * * *

(Item 3) Action on a Request for Approval of Job Descriptions for Director I — Remote Work, Manager I — Health Services, and Civil Engineer

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job descriptions for the Director I — Remote Work, Manager I — Health Services, and Civil Engineer, as summarized below.

Director I, Remote Work

Last Revised/Approved: April 2022
Job Code: NEW
Reports to: Chief, Human Resources
Office: Office of Human Resources
Department: Remote Services
Pay Grade: 14A
Pay Range: $93,386-$134,865
FLSA Status: Exempt
Term of Employment: Full-time

Position Summary/Purpose:

Builds, develops, and executes the District's remote-work strategy. Ensures operational agility to meet the needs of the workforce, while optimizing performance. Manages remote-work operations and supports leaders in supervising hybrid teams.

Manager I, Health Services

Last Revised/Approved: May 2022
Job Code: NEW

Reports to: Senior Director, Specialized Services
Office: Academics
Department: Specialized Services
Pay Grade: 11A
Pay Range: $81,090-$117,004
FLSA Status: Exempt
Term of Employment: Full-time

Position Summary/Purpose:

Leads the district-wide work aiding and training school-based healthcare providers to enhance their scope and quality of services provided to students. Oversees the work of the MPS occupational nurses and participates in shaping the growth and future direction of employee health in the organization. Works closely with the Sr. Director, Specialized Services, and various staff, such as those in the Office of Human Resources and the Office of the Superintendent, during health crises.

Civil Engineer

Last Revised/Approved: May 2022
Job Code: NEW
Reports to: Manager, Design & Construction
Office: Office of Operations
Department: Facilities & Maintenance Services
Pay Grade: 11A
Pay Range: $81,090-$117,004
FLSA Status: Exempt
Term of Employment: Full-time

Position Summary/Purpose:

Oversees project management and construction administration on all major exterior sites and green infrastructure projects and related building renovations. Oversees and manages the performance of prime contractors, MPS trades personnel, and architects/engineers during the construction phase of major site projects. Supervises trades personnel, as assigned, to oversee and inspect major site projects. Represents the Department of Facilities & Maintenance Services with respect to design, construction, and building-code-related issues.

See the attachments to the minutes of your Committee's meeting for detailed descriptions of the positions.

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

The item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the job descriptions as attached to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board approve the descriptions for Director I, Remote Work; Manager I, Health Services; and Civil Engineer, 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 Staff-recruitment Incentives

Background

Currently, 55 MPS schools (not including charter or partnership schools) have been identified for Comprehensive Support and Improvement (CSI). Federal grant dollars have been made available to CSI schools to assist with implementing improvement strategies. MPS has been awarded funding to support the District's CSI schools.

One of the improvement strategies for CSI schools is to increase the number of highly-qualified teachers in front of students. To assist in this effort and in the District's overall recruitment efforts, the Administration is proposing that the following incentives be implemented for staffing positions in the 2022-2023 school year:

- a $6,000 recruitment bonus for new teacher hires who will teach in high-need subject areas; and
- a $5,000.00 relocation stipend for out-of-state and foreign teachers recruited by the District.

To receive these incentives, the employee must commit to staying with the District for three years.

To further enhance the District's recruitment efforts, the Administration proposes the implementation of an employee-referral program through which employees would receive bonuses if they refer individuals to work in select positions for the district. The referring employee would receive $250 if the candidate is hired and completes 90 days of service with the district.

Staff Recruitment Incentive Plan

The purpose of this plan is to address the staffing needs of the district through various recruitment incentives to attract new talent to MPS.

Mission and fit of positions

- Increase academic achievement for all students
- Improve district climate and culture
- Develop pathways for staff
- Improve communication and collaboration

Working environment

- Collaborative teams
- Wide range of social, emotional, academic, and leadership supports
- Opportunities for growth
- More than 150 locations
- Technology-rich district

Total compensation and rewards

- Competitive pay within Southeastern Wisconsin
- Tuition reimbursement, bilingual scholarship, and dual-licensure stipend

Professional growth

- Professional learning opportunities (Lead teacher, mentor, and coach)
- Professional pathways for entry to district-level management positions
- Full-time and part-time career opportunities

Attracting and Recruiting New Talent

New employees joining Milwaukee Public Schools for the 2022-23 school year who select to work in the Comprehensive Support & Improvement (CSI) schools, specifically targeting the following content areas, will be eligible for a staff incentive (as outlined below) and, if applicable, a one-time housing stipend of $5000.00 if relocating from out-of-state.

Content Areas

- Regular K-8 teachers
- Mathematics (middle/high school)
- Science (chemistry and physics)
- Special education — comprehensive behavioral special education — academic units
- Special education — autism units
- Teacher — manufacturing

Specialty Areas

- Art
- ESL
- Head start
- JROTC — instructor
- Montessori
- Music
- Physical education
- World language

Staff Incentive Amount = $6,000.00

Employees are expected to remain in their CSI schools for 36 months after joining the team. Employees that fail to meet the 36-month commitment will be responsible for repayment of the staff incentive as follows:

- 100%, if they resign or are terminated during the first year of hire
- 50%, if they resign or are terminated during the second year of hire
- 25%, if they resign or are terminated during the third year of hire.

Housing Allowance for Out-of-state Recruitments (College and International Recruits Only)

The District has made a concerted effort to visit and to recruit students from historically Black colleges, Hispanic-serving institutions, and universities which current employees have attended. Additionally, the District has engaged in the recruitment of teachers outside of the continental U.S., e.g., in Mexico, Spain, and Puerto Rico. To reduce barriers for out-of-state and international teachers, the District is offering a one-time housing allowance of $5000.00 to cover transportation, moving expenses, first month's rent, and security deposit to relocate to Milwaukee. (Please note that landlords typically charge non-resident individuals who lack any type of credit history in the United States triple to secure housing.)

MPS Employee Referral Program

Milwaukee Public Schools is committed to recruiting and retaining the best professional and support staff to educate and to engage our students, families, and communities. The goal of the Office of Human Resources is to ensure that every classroom and department is fully staffed. We understand that the best recruitment tool is word of mouth, and we are excited to present this referral program to existing employees in the district.

We are seeking to fill many positions in the district, and we need the assistance of all staff in recruiting highly-qualified candidates. Research has shown that new hires who come into an organization through employee referrals are excellent contributors, stay with the employer longer, and are more cost-effective recruits.

Eligible employees who refer qualified candidates that are subsequently hired are eligible to earn a referral bonus.

Common Questions

Which vacant positions would qualify for the referral bonus?

Teachers and Specialized Services

All teaching positions; school counselors; school nurses (BA); psychologists; social workers; substitute teachers; and speech pathologists

Facilities and Maintenance

Building Service Helper I and Boiler Attendant Trainee (BAT)

Food and Nutrition Services

Food service assistants and food service managers

School Supports

Paraprofessionals; safety assistants; scan monitors; children's health assistants; secretarial staff; administrative and professional staff; and sign language interpreters

Who is eligible for the referral bonus?

All MPS employees are eligible for the bonus, excluding senior administration, human resources staff, and employees who participate on the referred candidate's interview team.

How does an employee refer an applicant?

Any applicant must complete the "Who referred you" section on the application by entering the referring employee's first and last names.

How much will the employee get paid?

Employees who refer new hires for the district for positions identified in the titles above will receive a bonus of $250.00 for each candidate that meets the requirements ands remain employed with the district for at least 90 days. If an employee refers five or more candidates, and at least five of the referred candidates meet the 90-day employment requirement, the referring employee will be paid an additional $500.00 bonus.

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

Upon approval of the incentives, CSI grant funds in the amount of $600,000 will be allocated for the new-teacher incentive, and $250,000 will be allocated for the relocation stipends.

The employee referral program is estimated to cost $100,000.

Implementation and Assessment Plan

Upon approval, the Administration will pay the noted incentives to eligible employees.

Committee's Recommendation

Your Committee recommends that the Board approve the staff incentives as noted in this item.

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

* * * * *

(Item 5) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, and Material Purchase

Construction Contracts

Auditorium Lighting Upgrade — Division 1

MacDowell Montessori at Solomon Juneau Campus

Prime Contractor
ALLCON LLC
12704 West Arden Place
Butler, WI 53007

Low Bidder, Base Bid of.....$556,936.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
34	10	4	Yes	15%	44%	$242,236.00	10%	400	10

Funds are available for the Auditorium Lighting Upgrade project from account code FCM 00 ECE MC ECNC7 (Project No. 7584). The project's start date is scheduled for May 27, 2022, and completion date is November 18, 2022.

Auditorium Lighting Upgrade — Division 1

Milwaukee French Immersion at Steuben Complex

Prime Contractor
ALLCON LLC
12704 West Arden Place
Butler, WI 53007

Low Bidder, Base Bid of.....$597,378.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
34	10	4	Yes	15%	49%	$290,578.00	10%	500	10

Funds are available for the Auditorium Lighting Upgrade project from account code FAM 00 ECE FI ECNC7 (Project No. 7585). The project's start date is scheduled for May 27, 2022, and completion date is November 18, 2022.

Cooling Tower System Replacement

Central Services

Prime Contractor
Lee Plumbing Mechanical Contractors, Inc.
2915 60th Street
Kenosha, WI 53144

Low Bidder, Base Bid of $336,887.00, plus $29,887.00 for Mandatory Alternate
Bid #1, to provide new Square D distribution panels, for a total cost of.....$366,774.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
287	21	17	No	11%	11.7%	$39,327.00	10%	300	10

Funds are available for the Cooling Tower System Replacement project from account code FAR 00 MM2 DW ECNC (Project No. 7478). The project's start date is scheduled for May 27, 2022, and completion date is November 11, 2022.

Playfield Improvements

Stark Playfield

Prime Contractor
Poblocki Paving Corporation
525 South 116th Street
West Allis, WI 53214

Low Bidder, Base Bid of $5,608,557.00, plus $162,000.00 for Mandatory Alternate Bid #1, for flood light poles, plus $67,200.00 for Mandatory Alternate bid #2, for additional concrete paving, 1 pedestrian light pole & trees, plus $37,500.00 for Mandatory Alternate bid #4, for field underdrains, plus $187,508.00 for Mandatory Alternate bid #5c, for playground system installation, plus $111,280.00 for Mandatory Alternate bid #6, for fencing demolition & installation, plus $135,648.00 for Mandatory Alternate bid #7, for vehicular concrete, plus $42,169.00 for Mandatory Alternate bid #8, to crown soccer/football fields, for a total cost of $6,351,862.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
190	69	12	No	25%	30.25%	$95,000	25%	Scale Hours	Scale Hours

Funds are available for the Playfield Improvement project from account code STS 00 RFI RC ECNC (Project No. 7094). The project's start date is scheduled for May 27, 2022, and completion date is November 1, 2022.

Carmen Playfield

Prime Contractor
Poblocki Paving Corporation
525 South 116th Street
West Allis, WI 53214

Low Bidder, Base Bid of $4,655,078.00, plus $108,432.00 for Mandatory Alternate Bid #1, for the demolition of existing chain-link fence & installation of ornamental fence, plus $139,080.00 for Mandatory Alternate Bid #2, for concrete paving type 1 & vehicular paving, plus $23,760.00 for Mandatory Alternate Bid #3, for concrete seat walls, plus $24,210.00 for Mandatory Alternate Bid #4, for field underdrain, for a total cost of $4,950,560.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
190	69	12	No	25%	25.23%	$1,174,625.00	25%	Scale Hours	Scale Hours

Funds are available for the Playfield Improvement project from account code STS 00 RFI RC ECNC (Project No. 7097). The project's start date is scheduled for May 27, 2022, and completion date is November 1, 2022.

Summary

Total construction contract dollars awarded.....$12,823,510.00
Total dollars HUB participation $1,842,766.00
% of HUB participation..... 15.68%
% Minority employees within company..... 32.19%
% Women employees within company 6.42%

Professional Services Contracts

RFP #21-004 Utility Data Management — Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide utility data management at various MPS Locations.

Selected Firm: Conservice, LCC, DBA Goby ES

Contract Period: May 27, 2022-May 26, 2025

Budget Code: Various, not to Exceed.....$170,100.00

RFP #22-003 Project Inspection & Project-management Services — Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide project inspection and project-management services at various MPS sites.

Selected firms:
Division 1 — Electrical Inspectors: Class A Standards:
Pieper Electric, Inc.
Division 2 — Low-voltage Inspectors & Project-management Services:
Decibel Associates, LLC
True Vine Development
Division 4 — General Construction Inspectors & Project-Management Services:
True Vine Development

Contract Period: May 27, 2022-May 26, 2025

Budget Code: Various, not to exceed annually per contractor.....$100,000.00

Material Purchase

HVAC Filters

Various MPS Sites

Prime Contractor
CL Benson Company
1461 1st Avenue NW
New Brighton, MN 55112

Authorization to approve a blanket contract for the purchase of HVAC filters for various MPS sites.

Term: November 1, 2021-October 31, 2024

Budget Code: Various.....$1,000,000.00

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

Listed below are the contracts recommended for the Board's approval at this meeting:

Construction Contracts Requested for Approval:

- ALLCON LLC for auditorium lighting upgrade - Division 1 at MacDowell Montessori; Code: FCM 00 ECE MC ECNC7.....$556,936.00
- ALLCON LLC for auditorium lighting upgrade - Division 1 at Milwaukee French Immersion; Code: FAM 00 ECE FI ECNC7.....$597,378.00
- Lee Plumbing Mechanical Contractors Inc. for cooling tower system replacement at Central Services; Code: FAR 00 MM2 DW ECNC.....$366,774.00
- Poblocki Paving Corporation for playfield improvements at Stark Playfield; Code: STS 00 RFI RC ECNC.....$6,351,862.00
- Poblocki Paving Corporation for playfield improvements at Carmen Playfield; Code: STS 00 RFI RC ECNC.....$4,950,560.00

Total.....$12,823,510.00

Professional Services Contracts Requested for Approval:

- Conservice, LCC, DBA Goby ESG, for Utility Data Management at various MPS sites; Code: Various: not to exceed $170,100.00
- Class A Standards for Division 1 Electrical Inspection at various MPS sites; Code: Various: not to exceed annually $100,000.00
- Pieper Electric, Inc. for Division 1 Electrical Inspection at various MPS sites; Code: Various: not to exceed annually $100,000.00
- Decibal Associates, LLC for Division 2 Low-voltage Inspection & Project-management Services for various MPS site; Code: Various: not to exceed annually $100,000.00
- True Vine Development for Division 2 Low-voltage Inspections, Project-management Services, & Division 4 General Construction Inspection at various MPS sites; Code: Various: not to exceed annually.....$100,000.00

  Total $570,100.00

Material Purchase:

- CL Benson Company for a blanket contract for the purchase of HVAC filters for Various MPS Sites; Code: Various: $1,000,000.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contracts, professional services contracts, 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 construction contracts, professional services contracts, and material purchase 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 Third Amendment to the Lease Agreement with Milwaukee Teacher Education Center, Inc., at the 65th Street School Located at 6600 West Melvina Street

Background

Milwaukee Teacher Education Center operates the Milwaukee Environmental Sciences Academy (MESA), which is a Milwaukee Public Schools non-instrumentality charter school program that serves students from K4 through 8th grade. The program is guided by the Expeditionary Learning Education philosophy: students are prepared for college and career success through a program that combines engaging projects, academic rigor, and character development in a safe, child-centered environment.

In January 2013, the Board entered into a lease agreement with Milwaukee Teacher Education Center for the 65th Street School property, located at 6600 West Melvina Street. In June 2018, the Board authorized a lease amendment that extended the lease term through June 30, 2020. In June 2020, the Board authorized a lease amendment that extended the lease term through June 30, 2022.

The Administration is requesting approval of the proposed Third Amendment to the Lease Agreement with Milwaukee Teacher Education Center that will extend the lease term from July 1, 2022, through June 30, 2025, which aligns with the term of the current charter school contract with Milwaukee Teacher Education Center. The lease rent revenue shall be as follows:

July 1, 2022-June 30, 2023	$352,956
July 1, 2023-June 30, 2024	$360,015
July 1, 2024-June 30, 2025	$367,215
Total	$1,080,186

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 term. Total lease revenue for the MTEC amendment is $1,080,186.

Implementation and Assessment Plan

Upon the Board's approval, the Third Amendment to the Lease Agreement between Milwaukee Public Schools and Milwaukee Teacher Education Center, 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 Milwaukee Teacher Education Center, Inc. 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 to Approve the Fourth Amendment to the Lease Agreement with Banner Day Learning Corp. at the 35th Street School Property Located at 3517 West Courtland Avenue

Background

Milwaukee Pubic Schools and Banner Preparatory School of Milwaukee (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 aor behavioral issues have become major barriers to those students' success in school.

In June 2018, the Board entered into a lease agreement with Banner Day Learning Corp. 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.

The Administration is requesting approval of the proposed Fourth Amendment to the lease agreement with Banner Day Learning Corp. that will extend the lease term from July 1, 2022, through June 30, 2023, which aligns with the term of the current partnership contract with Banner Day Learning Corp.

The lease rent revenue shall be as follows:

July 1, 2022-June 30, 2023 ..... $107,070.00.

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 term. Total lease revenue for the Banner Day Learning Corp. amendment is $107,070.

Implementation and Assessment Plan

Upon the Board's approval, the Fourth Amendment to the Lease Agreement with Banner Day Learning Corp. 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 Banner Day Learning Corp, as attached to the minutes of your Committee's meeting, while concurrently working with the Banner Prep school community to find a more suitable space.

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

* * * * *

(Item 8) 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 School Fund 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 CTL Corporation, for LTE-enabled Chromebooks under The Interlocal Purchasing System (TIPS) Contract #200105

The Administration is requesting authorization to purchase, from CTL Corporation, 500 LTE (Long-term Evolution)-enabled Chromebooks. These devices have the capability to have existing Verizon data plans transferred to them with no cost for the data to the District. These devices will be used as replacements for devices that have been assigned to students.

The District has been provided with 5,393 LTE-enabled Chromebooks from Verizon and Digital Promise for staff and students since the summer of 2020. There are currently nine Verizon Innovative Learning Schools, with four more schools joining this fall, to total 13 schools.

This purchase will be made under The Interlocal Purchasing System (TIPS) Contract #200105. This will be a one-time purchase, and funds expended will not exceed $198,500.00

Budget Code: ITS-0-S-9P2-TC-ECPU (ESSER III Funding — Technology) $198,500.00

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 from Edgenuity Inc., Learnzillion for High-school Mathematics Supplemental Curriculum

The Administration is requesting authorization to make a one-time purchase from Edgenuity, Inc,. of a supplemental curriculum for high-school mathematics and corresponding professional development. High school mathematics classrooms will be given the Illustrative Mathematics (IM) curriculum, digital dynamic tools, and high-quality teaching strategies by using the Learnzillion IM digital platform and the student's workbook material.

High school mathematics teachers need uniform, high-quality supplemental materials/resources and a systematic digital platform that will facilitate the implementation of the curriculum and math lessons following the pacing guide. By implementing these rich resources, mathematics teachers will have better and easier access to the IM curriculum. Students will have digital and printed access to the IM material and will be engaged intellectually in the math tasks throughout the Learnzillion digital platform.

This purchase is made under The Interlocal Purchasing System (TIPS) Contract #200105. The total cost of goods purchased from Edgenuity, Inc., will not exceed $609,500.00. This curriculum and support will be available from July 1, 2022, through June 30, 2024.

Budget Code: ITS-0-S-9S2-AQ-ESWR (ESSER III — Technology Software).....$609,500.00

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 a Purchase Order to Newsela, Inc., for a Two-year Subscription to the Online Platform, Including Science, Social Studies, and ELA Packages for Grades 2-12

The Administration is requesting authorization to issue a purchase order to Newsela, Inc., for a two-year subscription to its online platform for grades 2-12, including the science, social studies, and ELA packages for current, supplemental content aligned to standards. The purchase will be made under the Cooperative Purchasing Connection Consortium.

The primary purpose of the Newsela platform is to grant students access to timely news articles that are accessible at different Lexile levels in both Spanish and English. The content-specific packages include materials aligned to support current happenings in specific content areas and include alignment to several district-adopted texts, including HMH Science Dimensions. This resource allows students to access grade-level content while also working to improve reading skills.

Newsela is a tier 1 educational resource designed to help students stay current with news related to grade-level standards and topics in grades 2-12. This resource is for all students, and articles are available in Spanish.

The total cost will not exceed $1,348,061.00

Budget Code: ITS-0-S-9Q2-AQ-ESWR (Instructional Technology) $1,348,061.00

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 a Purchase Order to News-2-You Products (N2Y) for the Unique Learning System for Students with Significant Intellectual Diabilities

The Administration is requesting authorization to purchase from News-2-You Products (“N2Y”) the 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. This purchase will be made under the Allied States Cooperative #19-7335.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction so students can participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include visual representations onscreen, text-to-speech as selected text is read aloud, hands-on learning with experiments, and opportunities for written expression. 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.

The total cost will not exceed $215,027.50.

Budget Code: SSU-0-A-IF3-DW-ECTS.....$215,027.50

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	0	0	0	NA	0	0

——— Authorization to Issue a Purchase Order to Scholastic, Inc., for the Next Step Forward in Guided Reading Book

The Administration is requesting authorization to issue a purchase order to Scholastic, Inc., for 1,800 copies of the Next Step Forward in Guided Reading book for K5-8th-grade teachers. Guided reading is a specific teaching approach in which teachers work with students in small groups to provide explicit teaching and support for reading increasingly challenging texts. This method of differentiated instruction is critical to meeting the needs of the various reading levels in our classrooms, which has been exacerbated by the COVID-19 pandemic. The primary purpose of purchasing these texts is to provide K5-8th-grade teachers with a foundational understanding of the guided-reading method, to provide a resource that will be referenced in ongoing guided-reading professional development, and to help teachers better structure small-group instruction while using our newly-adopted reading materials.

The purchase will be made under the cooperative agreement Choice Products Contract 20/0332KN-22. The total cost will not exceed $56,149.20

Budget Code: SDV0S9C2CIESUP (Curriculum & Instruction — Purchases).....$56,149.20

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 under the respective cooperative agreement listed for each below. 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 databases' renewal costs are outlined below:

Vendor	Products	Subscription Period	Area of Focus	Amount	Cooperative Agreement
BrainPOP	BP, JR, ELL, Espanol, Creative Coding	Oct. 1, 2022-Sept. 30, 2023	K4-12	$305,713.25	Gurnee School District 56, IL_NDPA_SWC CCASE
Capstone	Pebble Go	June 30, 2022-June 30, 2023	K4-3	$124,768.95	Omnia Partners, R170702
Cengage Learning	Biography in Context, Gale in Context MS, Opposing Viewpoints	June 30, 2022-June 29, 2023	5-12 and7-12	$98,354.29	Choice Partners, 20/051SG-02
Defined Learning LLC	Defined STEM	August 1, 2022-July 31, 2023	K-12	$277,860.00	TIPS, #200105

Vendor	Products	Subscription Period	Area of Focus	Amount	Cooperative Agreement
Follett School Solutions, LLC	Library Manager	August 30, 2022-August 31, 2023	K4-12	$182,165.31	PACE, P00176
Follett School Solutions, LLC	Resource Manager	August 30, 2022-August 31, 2023	K4-12	$99,048.61	PACE, P000176
Nearpod Inc. (formerly Flocabulary)	Flocabulary Digital Citizenship & Literacy	August 5, 2022-August 4, 2023 August 5, 2022-August 4, 2023	K4-12	$156,506.00 $9,455.31	TIPS, #18/056KD-39
OverDrive	Digital Library, eBooks, Video, and Audio	August 1, 2022-July 31, 2023	K-12	$70,000.00	Commonwealth of Massachusetts, 21-DOC-9009
Proquest LLC	SIRS Discoverer/SIRS Issues Researcher	August 1, 2022-July 31, 2023	6-12	$22,585.28	CTR057656
Proquest LLC	Culture Grams Online	July 1, 2022-June 30, 2023	3-12	$59,138.81	CTR057656
Texthelp, Inc.	Read & Write Google/Snapverter	August 1, 2022-July 31, 2023	K4-12	$125,627.40	DIR-CRO-4479
World Book Inc.	Digital Subscription	July 1, 2022-June 30, 2023	K4-12	$35,078.00	Purchasing Cooperative of America (PCA), OD-350-21
Anaca Technologies, Ltd., dba Xello	Xello for Elementary School	Oct. 1, 2022-Sept. 30, 2023	K-5	$55,125.00	PCA, 3-177-17

The subscription renewals (including Follett's Destiny Library Manager) will be paid for with Common School Funds and textbook funds, and the total cost of subscription services will not exceed $1,522,377.54.

The renewal for Follett's Destiny Resource Manager will be paid with textbook funds, and the total cost will not exceed $99,048.61

The District will pursue an RFB for the 2023-24 school year.

Budget Codes: SLB-0S-CSF-DW-ESWR (School Library — Non-textbooks).....$1,522,37.54
DWC 00 AAC DW ETXB (Textbook Funds — for Resource Manager).....$99,048.61

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 Montessori Materials from Various Vendors

The Administration is requesting authorization to purchase Montessori materials for the schools listed below. These purchases will be made under the respective cooperative agreement listed for each.

Precise materials are at the heart of Montessori education. While most Montessori material is similar in style, the actual dimensions vary from one manufacturer to another. The conformity of the parts to accomplish the expected outcomes is important. Even more important is replacing with like parts, as most manufacturers are not interchangeable.

The materials must be consistent and, therefore, must all be purchased from the same vendor. Due to the precise nature of the materials, we are requesting the following purchases be approved. The total of the orders will not exceed $576,110.04.

Vendor	Products	School	Amount	Cooperative Agreement
Bruins Montessori Int'l	Montessori Materials	Bay View Montessori	$132,869.39	RFP #21-1200, WACO independent school district

Vendor	Products	School	Amount	Cooperative Agreement
Heutink USA (nienhuis)	Montessori materials	Fernwood Montessori	$79,904.40	Tempe School District No. 3
School Specialty	Montessori materials; Specialty Furniture	Fernwood Montessori	$250,590.71	Association of Educational Purchasing Agencies Preferred Pricing Program Furniture, contract #IFB022-A) Athletic Equipment & Supplies, Contract #IFB018-C School & Instructional Supplies, Contract #IFB019- E
Erleichda LLC, d/b/a Waseca Biomes	Montessori Materials	Maryland Avenue	$112,745.54	IFB Tempe School District No. 3

Budget Codes:

Bruins Montessori
OPR-0- S-9K2-FM-ECTS.....$86,133.85
OSC-0-S-9B2-CI-ESUP.....$15,173.10
DWC-00-AAC-DW-ETXB.....$31,562.44
Total.....$132,869.39

Heutink USA (Nienhuis)
OPR-0- S-9K2-FM-ECTS.....$79,904.40

School Specialty
OPR-0- S-9K2-FM-ECTS.....$245,503.74
DWC-00-AAC-DW-ETXB.....$48.99
OSC-0-S-9B2-CI-ESUP.....$5,037.98
Total.....$250,590.71

Erleichda LLC, d/b/a Waseca Biomes
OPR-0- S-9K2-FM-ECTS.....$41,330.00
DWC-00-AAC-DW-ETXB.....$20,309.00
OSC-0-S-9B2-CI-ESUP.....$51,106.54
Total.....$112,745.54

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

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.

C030147 Boys & Girls Club of Greater Milwaukee

Original Contract Amount.....$3,899,000.00
Increase.....$401,500.56
Second Increase.....$365,250.00
Ending amount.....$4,336,750.56

On August 1, 2021, the Milwaukee Board of School Directors and Boys & Girls Club of Greater Milwaukee entered into Professional Services Contract number C030147, with a term of August 1, 2021, through June 30, 2022, for Community Learning Centers (CLCs) in 27 schools. On February 24, 2022, and March 23, 2022, additional carryover funds were added to the budget.

C029511 Owners Group, d/b/a Learning Exchange

Original Contract Amount.....$16,486,349.97
Increase.....$6,026,763.23
Ending amount.....$22,513,113.20

On July 1, 2020, the Milwaukee Board of School Directors and Owner's Group, d/b/a Learning Exchanged, entered into Professional Services Contract number C029511, with a term of July 1, 2020, through June 30, 2021, for Title I, II, III, and IV services. The contract was modified in the first year to include Elementary and Secondary School Emergency Relief (ESSER) funds and the Governors Emergency Education Relief services. The contract was extended for a second term, from July 1, 2021, through June 30, 2022, with compensation not to exceed $16,486,349.97. Additional carryover funds of $6,026,763.23 were added in February 2022.

C029512 Mainstream Development Educations Group, LLC

Original Contract Amount $3,707,646.49
Increase..... $1,291,697.52
Ending amount $4,999,344.01

On July 1, 2020, the Milwaukee Board of School Directors and Mainstream Development Educational Group, LLC, entered into Professional Services Contract number C029512, with a term of July 1, 2020, through June 30, 2021, for Title I, II, III, and IV services. The contract was modified in the first year to include Elementary and Secondary School Emergency Relief (ESSER) funds and the Governors Emergency Education Relief services. The contract was extended for a second term, from July 1, 2021, through June 30, 2022, with compensation not to exceed $3,707,646.49. Additional carryover funds of $1,291,697.52 were added in March 2022.

C029513 Catapult Learning West, LLC

Original Contract Amount $10,974,753.39
Increase..... $3,212,262.28
Ending amount $14,187,015.67

On July 1, 2020, the Milwaukee Board of School Directors and Catapult Learning West, LLC, entered into Professional Services Contract number C029513, with a term of July 1, 2020, through June 30, 2021, for Title I, II, III, and IV services. The contract was modified in the first year to include Elementary and Secondary School Emergency Relief (ESSER) funds and the Governors Emergency Education Relief services. The contract was extended for a second term, from July 1, 2021, through June 30, 2022. Additional carryover funds of $3,212,262.28 were added in March 2022.

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on school fund transfers, the report on contracts 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	NeighborGood	$300.00	Girls on the Run
Allen-Field School	James LeDuc	$100.00	Girls on the Run
Allen-Field School	Big Green	$2,000.00	Garden Program
Burdick School	RSR Services, LLC	$2,000.00	MS Book Club Book
Congress School	Milwaukee World Festival, Inc.	$2,500.00	Let the Music Play
Fernwood School	Milwaukee World Festival, Inc	$3,200.00	Let the Music Play
Fratney Street School	Anonymous Donor	$70.00	Green School Project
Garland School	Garland PTA	$150.00	PTA Donation
Garland School	Garland PTA	$300.00	PTA Donation
Garland School	Garland PTA	$2,600.00	PTA Donation
German Immersion School	Janice Penczykowski	$125.00	General School Supplies
German Immersion School	Milwaukee German Immersion School's Students	$3,822.24	Penny Challenge
German Immersion School	Milwaukee German Immersion School Students	$338.27	Penny Challenge

Location	Donor	Amount	Gift or Purpose
Hawthorne School	Van Anh Le	$150.00	Bus Field Trip Support
Hayes Bilingual School	Infinity Exteriors	$50.00	Winter Clothes for Students
Hopkins Street School	Office of Human Resources	$206.00	Student Needs
Humboldt Park School	General Mills Box Tops for Education	$42.60	General School Supplies
Office of Academics-Parent Information	Green Bay Packers	$5,000.00	Empowerment and Attendance Campaign
Keefe Avenue School	Office of Human Resources	$195.00	Student Needs
Keefe Avenue School	Mary Bowie*	$100.00	Uniforms
King High School	Zachary Leubner	$500.00	General School Supplies
Longfellow Elementary	Ernst & Young, LLP	$3,000.00	Education Counts
MacDowell Montessori	Center for Dairy Excellence Foundation of PA	$1,900.00	Cozy Farm Field Trips
Maple Tree School	Charities Aid Foundation America	$50.00	General School Supplies
Milwaukee Academy of Chinese Language	Jessica Sachs	$124.50	PBIS Student Achievement Incentive
Milwaukee School of Languages	Milwaukee World Festival, Inc.	$4,225.00	Let the Music Play
Milwaukee School of Languages	Riveredge Nature Center, Inc.	$200.00	Testing the Waters Stipend
North Division High School	Marilyn and Elton Gillie*	$245.00	Pajamas Sewing Project
Office of Finance-Milwaukee Recreation	Local Initiatives Support Corporation	$2,000.00	Mandi & Peoples Choice Awards
Office of Finance-Milwaukee Recreation	United States Tennis Association, Inc.	$1,092.00	Tennis Program
Riley School	General Mills Box Tops for Education	$30.80	General School Supplies
Story School	Mr Jon Henderson	$260.00	Bus Payment for Field Trip
Thoreau School	Educator Credit Union	$500.00	Family Engagement Event
Thoreau School	Anonymous Donor	$300.00	Gifts for Teachers
Vincent High School	Rural Mutual Insurance Company	$2,500.00	Funds
Wedgewood Park School	Katelyn Sheahan	$135.00	Katelyn Sheahan Sunshine Club
Wedgewood Park School	Milwaukee World Festival, Inc.	$2,500.00	Let the Music Play
	Total Monetary Donations	*$42,811.41*	
Non-monetary Donations			
Albert E. Kagel School	DonorsChoose	$142.74	Terrific Tigers PBIS Incent
Albert E. Kagel School	DonorsChoose	$139.90	Terrific Tigers PBIS Incent
Audubon High School	DonorsChoose	$212.16	Brain Breaks Healthy Snacks
Audubon High School	DonorsChoose	$1,298.75	Grief Educator PD
Bradley Trade & Tech	DonorsChoose	$611.08	Reading Corner
Clement Avenue School	DonorsChoose	$222.93	HP Ink-Combo Pack
Emerson School	DonorsChoose	$413.71	Clothing Closet Supplies
Engleburg School	DonorsChoose	$339.45	Social Studies Supplies and Books
Engleburg School	DonorsChoose	$356.74	Art Supplies and Snacks
Fernwood School	DonorsChoose	$539.05	Enjoy Our Room More
French Immersion School	Milwaukee French Immersion PTA	$879.50	Storyplayr Subscription
German Immersion School	DonorsChoose	$457.24	General School Supplies
Goodrich School	DonorsChoose	$314.16	Everyone Gets a Mask
Goodrich School	DonorsChoose	$476.88	Let's Get Organized
Goodrich School	DonorsChoose	$225.29	Incentives and PPE
Goodrich School	DonorsChoose	$330.45	Personal Hygiene
Goodrich School	DonorsChoose	$208.63	Finish Off Strong
Goodrich School	DonorsChoose	$521.52	Library Refresh
Goodrich School	DonorsChoose	$280.99	Diverse Early Chapter Books
Goodrich School	DonorsChoose	$402.19	Books, Books + More Books

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	$291.68	It's Tricky to Read Tricky Words
Goodrich School	DonorsChoose	$227.42	Floor Cushions for Safe Flex
Goodrich School	DonorsChoose	$241.46	Make Indoor Recess Educational
James Groppi High School	DonorsChoose	$559.94	Dynamic Seating
James Groppi High School	DonorsChoose	$1,767.78	Kindness Rock Garden
James Groppi High School	DonorsChoose	$160.00	Hiphop Spoken Therapy
Lafollette School	Walmart	$75.00	Walmart Gift Card
MacDowell Montessori	DonorsChoose	$443.30	Montessori Mats
MacDowell Montessori	DonorsChoose	$579.40	Circuit Machine
MacDowell Montessori	DonorsChoose	$212.61	Masks
Maple Tree School	DonorsChoose	$301.17	General School Supplies
Milw High Sch of Arts	DonorsChoose	$348.59	Classroom Fans
Milwaukee School of Languages	DonorsChoose	$480.50	Books-Curious Case
Mitchell School	Daisie Foundation	$5,000.00	Presents for Students Staff
Morgandale School	DonorsChoose	$150.17	Supplies/PPE for Speech Therapy
Ninety-Fifth Street School	Hunger Task Force	$4,415.02	Food Donation
Ninety-Fifth Street School	DonorsChoose	$201.54	Animal Specimen Kits
Ninety-Fifth Street School	DonorsChoose	$189.48	PBIS Incentives
Ninety-Fifth Street School	DonorsChoose	$252.12	Board Games
Ninety-Fifth Street School	DonorsChoose	$324.35	Library Furniture
Ninety-Fifth Street School	DonorsChoose	$310.08	General School Supplies
Ninety-Fifth Street School	DonorsChoose	$134.96	Animals
Ninety-Fifth Street School	DonorsChoose	$133.98	General School Supplies
Ninety-Fifth Street School	DonorsChoose	$141.58	Games
Ninety-Fifth Street School	DonorsChoose	$377.07	Books
Ninety-Fifth Street School	DonorsChoose	$453.26	Seat Pockets
Parkside School	DonorsChoose	$1,005.87	Sensory Gym Supplies
Parkview School	DonorsChoose	$496.76	Classroom Organizing Material
Riverside High School	Riverside University Student Council	$280.00	Heavy-duty Cage
Riverside High School	DonorsChoose	$748.24	Mobile Wire Display Islands
Riverside High School	DonorsChoose	$535.82	Literature Books
Riverside High School	DonorsChoose	$272.63	Personal Hygiene Supplies
Sherman School	Hunger Task Force	$3,747.31	Food
Starms Early Childhood School	Baby Jack Co.	$372.50	COVID-19 Masks
Thurston Woods	DonorsChoose	$241.21	General School Supplies
Thurston Woods	DonorsChoose	$191.31	General School Supplies
Trowbridge School	DonorsChoose	$250.51	General School Supplies
Vincent High School	DonorsChoose	$218.38	Food
	Total Non-monetary Donations	*$34,506.36*	
Total Value of Donations		$77,317.77	
**Donations from MPS Alumni*		*$345.00*	

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.

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(Item 9) Action on the Award of Professional Services Contracts

RFP 1040 Authorization to Enter into Contracts with Curriculum Associate, LLC, and Imagination Station, 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 for the Every Student Succeeds Act (ESSA) for evidence — and research-based interventions, to align with WI DPI's vision for RtI, and to support DPI's special-education corrective-action compliance. 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 online and are available for students to access during the schools' 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 identified 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, 2021s through June 30, 2022s with the option of two additional one-year terms if certain performance metrics were met. We are now asking to issue the first one-year option to extend the contract to run from July 1, 2022, through June 30, 2023.

Curriculum Associates, LLC, will provide online licenses 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 $445,200.00.

Curriculum Associates, LLC, will also provide teacher-led intervention materials for schools identified through the Every Student Succeeds Act as Comprehensive Support and Improvement (CSI), Targeted Support and Improvement (TSI) and Additional Targeted Support and Improvement (ATSI). The total cost of this portion will not exceed $574,940.00.

Curriculum Associates, LLC, will also provide ongoing professional development sessions and onsite support which will provide school-based support in the effective delivery and monitoring of online and teacher-led interventions. The professional learning will include how to use data to support students' learning. The total cost of this portion will not exceed $313,000.00.

The total cost of this contract to Curriculum Associates, LLC, will not exceed $1,333,140.00

A contract not to exceed $100,000.00 will be issued to Imagination Station, Inc., dba Istation. This contract will provide online intervention licenses for students and 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.

Funding for the Istation's services will come from Title funds.

Budget Code: OSC-0-S-1T3-RH-ECTS $858,200.00
SDV-0-S-3Z3-DW-ECTS.....$574,940.00

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	491	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 ("Playworks") 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 onsite 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 program 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 first contract extension will run from August 1, 2022, through July 31, 2023 ("Year 2"). The total cost of the contract in Year 2 will not exceed $532,140.

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	25%	39%	$2,294.44	NA	300	10

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

The Administration is requesting authorization to enter into 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, two to three leave coverages of 12 weeks or more occur. Occupational therapists and physical therapists 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 and district enrollment fluctuations.

Contractor was chosen pursuant to RFP 1048, which closed on May 7, 2021. The contract will run from July 1, 2022, through June 30, 2023, (initial term) with one additional one-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the initial term will not exceed $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
3,279	1,601	1,248	No	5%	5%	TBD	NA	300	10

RFP 1070 Authorization to Contract with Robert Munger, d/b/a Munger Technical Services, for Low-voltage Telecommunications Cabling and Consumer Electronics Installation Services

The Administration is requesting authorization to enter into a contract with Robert Munger, d/b/a Munger Technical Services, ("Munger") to provide telecommunications cabling and consumer electronics installation services across the district. These services are to include installation, termination, and acceptance testing of low-voltage cabling, including category 3/5/6 UTP, coaxial, and fiber optic cables available on the market today. Services will also include assembly, installation, removal, and transportation of consumer electronics and low-voltage equipment, including, but not exclusive to, telephones, network devices, wireless access points, digital display monitors, classroom interactive flat panels, monitor stands, network switches, security cameras, hardware cabinets, mounting brackets, and racks.

Contractor was chosen pursuant to RFP 1070, which closed on April 4, 2022. The contract will run 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.

The total cost of the contract in the Initial Term will not exceed $15,193,040.00

Budget Code: ITS-0-S-9P2-TC-ECTS.....$15,193,040.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)*	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	2	1	No	25%	62%	$4,120,000	NA	3,300	90

	*Student Engagement Hours	
Expenditure Range	Paid Student Employment	Educational Experience
$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	30
Total	3,300	90

RFP 1076 Authorization to Contract with Edmentum, Inc., for Recovery and Acceleration of Online Credited Coursework

The Administration is requesting authorization to enter into a contract with Edmentum, Inc., for recovery and acceleration of online credited coursework. This contractor will be used to deliver recovery and acceleration of online credited (or accredited) courses for students in grades 6 through 12, as well as professional development, support, and report generation.

Edmentum was chosen pursuant to RFP 1076 to provide a credit-recovery/acceleration solution that is a self-paced interactive tool that will engage students in a user-friendly way. After an extensive review, Edmentum met MPS's performance needs and more. The platform provides tools to support diverse populations while identifying students' academic knowledge and creating individualized learning paths to address standards which students have yet to meet. This will allow students to recover credits efficiently.

Contractor was chosen pursuant to RFP 1076, which closed on March 8, 2022. The contract will run 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.

The total cost of the contract in the Initial Term will not exceed $300,000.

Budget Code: GSP-0-S-SRT-DW-ECTS .(Contracted 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
1,200	365	480	No	NA	NA	NA	NA	300	10

RFP 1077 Authorization to Contract with Johnson Controls Fire Protection LP for Supply, Installation, and Support of Avigilon Hardware and Software

The Administration is requesting authorization to enter into a contract with Johnson Controls Fire Protection LP for supply, installation, and support of Avigilon hardware and software. This contractor will be used to install, to support, and to repair new and existing cameras and recording hardware at more than 160 sites across Milwaukee, including schools, district support facilities, and recreation parks and playfields.

Contractor was chosen pursuant to RFP 1077, which closed on March 21, 2022. The contract will run 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.

The total cost of the contract in the Initial Term will not exceed $1,500,000.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology — Contracted Services) $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
8,637	1,853	1,399	No	NA	NA	NA	NA	300	10

RFP 1024 Authorization to Enter into an Agreement with Catapult Learning West, LLC; Mainstream Development Educational Group, LLC; and Owners Group, dba Learning Exchange, for Title IA Services to Eligible City of Milwaukee Students Enrolled in Non-public Schools, Title IIA Professional Development Services, Title IIIA Language-instruction Services, Title IVA Student-support/Academic Achievement Services to Non-public School Personnel, Elementary and Secondary School Emergency Relief (ESSER) Services, and the Governor's Emergency Education Relief (GEER) Services

The Administration is requesting authorization to enter into a contract with Catapult Learning West, LLC; Mainstream Development Educational Group, LLC; and Owners Group, dba Learning Exchange, for Title IA, Title IIA, Title IIIA, Title IVA, ESSER, and GEER services.

MPS is required by federal legislation to provide equitable Title IA services to eligible Milwaukee-resident students in non-public schools, Title IIA professional development services for non-public school personnel, Title IIIA services to eligible non-public school students who are English learners, Title IVA student-support/academic achievement services to non-public school personnel. and ESSER/GEER services to help address changes in students' needs due to COVID-19. Services include supplemental instruction for students at risk of failing or who are English learners, professional development for educational staff, parental-involvement activities, mental health services, and educational technology for educational staff and students.

These vendors were chosen pursuant to RFP 1024. These contracts originally ran from July 1, 2020, through June 30, 2021. The contracts provided for two additional one-year extensions upon mutual written consent of the parties and in consideration of the performance metrics listed therein. The parties agreed to extend the contracts for the first additional one-year term ("Year 2"), from July 1, 2021, through June 30, 2022, and based on the contractors' achievement of those performance metrics, the parties now agree to extend the contracts for the second and final one-year term ("Year 3"), from July 1, 2022. through June 30, 2023.

The second, and final, contract-extension amounts are based on estimated preliminary budget amounts, using a formula determined by federal law and the Wisconsin Department of Public Instruction's guidance.

The contracted amount for non-public school services in Year 3 is not to exceed $31,240,001.69 and is available through the following budget codes for the following third-party providers:

Budget Codes: Catapult Learning West, LLC
GOE-0-I-1N3-1S-ECTV0000 (Instructional Services — Title IA).....$4,183,029.47

MSS-0-S-1N3-1S-ECTV0000 (Professional Development — Title IA).....$220,131.25
PRT-0-S-1N3-1S-ECTS0000 (Family-engagement Services — Title IA).....$44,026.21
MSS-0-S-T23-1S-ECTS0000 (Contract Services — Title IIA).....$457,170.63
GOE-0-I-T33-1S-ECTS0000 (Contract Services — Title IIIA).....$326,472.02
MSS-0-S-4B3-1S-ECTS0000 (Contract Services — Title IVA).....$328,333.85
MSS-0-S-6H3-1S-ECTS0000 (Contract Services — ESSER) $1,520,810.98
GOE-O-I-6Z3-1S-ECTV0000 (Contract Services — GEER) $854,566.09
Total not to exceed.....$7,934,540.50

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
150	125	136	No	20%	20%	TBD	NA	600	10

Budget Codes: Mainstream Development Educational Group, LLC
GOE-0-I-1N3-1S-ECTV0000 (Instructional Services — Title IA).....$3,404,137.16
MSS-0-S-1N3-1S-ECTV0000 (Professional Development — Title IA).....$179,142.18
PRT-0-S-1N3-1S-ECTS0000 (Family-engagement Services — Title IA).....$35,828.42
MSS-0-S-T23-1S-ECTS0000 (Contract Services — Title IIA).....$314,493.85
GOE-0-I-T33-1S-ECTS0000 (Contract Services — Title IIIA).....$9,205.88
MSS-0-S-4B3-1S-ECTS0000 (Contract Services — Title IVA).....$225,865.29
MSS-0-S-6H3-1S-ECTS0000 (Contract Services — ESSER) $612,469.49
GOE-O-I-6Z3-1S-ECTV0000 (Contract Services — GEER) $294,927.07
Total not to exceed.....$5,076,069.34

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
5,700	2,249	6,644	Yes	20%	20%	TBD	NA	600	10

Owners Group, dba Learning Exchange
GOE-0-I-1N3-1S-ECTV0000 (Instructional Services — Title IA).....$11,562,009.20
MSS-0-S-1N3-1S-ECTV0000 (Professional Development — Title IA).....$608,448.91
PRT-0-S-1N3-1S-ECTS0000 (Family-engagement Services — Title IA).....$121,689.75
MSS-0-S-T23-1S-ECTS0000 (Contract Services — Title IIA).....$1,204,637.61
GOE-0-I-T33-1S-ECTS0000 (Contract Services — Title IIIA).....$297,058.10
MSS-0-S-4B3-1S-ECTS0000 (Contract Services — Title IVA).....$865,154.66
MSS-0-S-6H3-1S-ECTS0000 (Contract Services — ESSER) $3,044,767.49
GOE-O-I-6Z3-1S-ECTV0000 (Contract Services — GEER) $525,626.13
Total not to exceed.....$18,229,391.85

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
91	15	86	Yes	20%	20%	TBD	NA	600	10

——— Authorization to Contract with Boys and Girls Club of Greater Milwaukee and Children's Outing Association for 21st Century Community Learning Centers and Safe Places

The Administration is requesting authorization to enter into contracts with Boys and Girls Club of Greater Milwaukee and Children's Outing Association to provide comprehensive summer learning programs at 33 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 programs is contingent upon the State of Wisconsin's legislative orders, community need, community-based partners' capacities, and building-modification projects.

The Administration recommends contracts run from June 1, 2022, through August 31, 2023. Actual program start and end dates will vary. The total amount of the contracts will not exceed $1,186,678 and will be distributed among the CLCs as follows:

Boys and Girls Club of Greater Milwaukee	$1,005,010
Children's Outing Association	$181,668
Total	$1,186,678

Budget Codes:		
	CSV-0-0-CNR-XX-ECTS (Extension Fund — Contracted Services)	$940,000
	PRC-0-0-9W2-XX-ECTs (ESSER III)	$111,678
	000-0-0-W2C-XX-ECTS (Wisconsin Shares)	$135,000
	Total	$1,186,678

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:

- Curriculum Associate, LLC and Imagination Station, Inc., dba Istation, for Tier 2 and Tier 3 Interventions;
  OSC-0-S-1T3-RH-ECTS $858,200.00
  SDV-0-S-3Z3-DW-ECTS $574,940.00
- Playworks Education Energized, for Recess-support Services and Professional Development:
  000-0-0-000-BL-ECTS $532,140
- The Stepping Stones Group, LLC, for Physical and Occupational Therapy Services;
  OTS-0-0-SES-DE-ECTS $100,000
- Robert Munger, d/b/a Munger Technical Services, for Low-voltage Telecommunications Cabling and Consumer Electronics Installation Services;
  ITS-0-S-9P2-TC-ECTS $15,193,040.00
- Edmentum, Inc., for Recovery and Acceleration of Online Credited Coursework;
  GSP-0-S-SRT-DW-ECTS $300,000
- Johnson Controls Fire Protection LP for Supply, Installation, and Support of Avigilon Hardware and Software;
  TSV-0-0-TLN-DW-EMTC $1,500,000
- Catapult Learning West, LLC, for Title IA Services to Eligible City of Milwaukee Students Enrolled in Non-public Schools, Title IIA Professional Development Services, Title IIIA Language-instruction Services, Title IVA Student-support/Academic Achievement Services to Non-public School Personnel, Elementary and Secondary School Emergency Relief (ESSER) Services, and the Governor's Emergency Education Relief (GEER) services;
  GOE-0-I-1N3-1S-ECTV0000 $4,183,029.47
  MSS-0-S-1N3-1S-ECTV0000 $220,131.25
  PRT-0-S-1N3-1S-ECTS0000 $44,026.21
  MSS-0-S-T23-1S-ECTS0000 $457,170.63
  GOE-0-I-T33-1S-ECTS0000 $326,472.02

MSS-0-S-4B3-1S-ECTS0000 .....$328,333.85
MSS-0-S-6H3-1S-ECTS0000 .....$1,520,810.98
GOE-O-I-6Z3-1S-ECTV0000.....$854,566.09

- Mainstream Development Educational Group, LLC, for Title IA, Title IIA, Title IIIA, Title IVA, ESSER and GEER services;
  GOE-0-I-1N3-1S-ECTV0000 .....$3,404,137.16
  MSS-0-S-1N3-1S-ECTV0000.....$179,142.18
  PRT-0-S-1N3-1S-ECTS0000.....$35,828.42
  MSS-0-S-T23-1S-ECTS0000.....$314,493.85
  GOE-0-I-T33-1S-ECTS0000 .....$9,205.88
  MSS-0-S-4B3-1S-ECTS0000 .....$225,865.29
  MSS-0-S-6H3-1S-ECTS0000 .....$612,469.49
  GOE-O-I-6Z3-1S-ECTV0000.....$294,927.07
- Owners Group, dba Learning Exchange, for Title IA, Title IIA, Title IIIA, Title IVA, ESSER and GEER services.
  GOE-0-I-1N3-1S-ECTV0000 .....$11,562,009.20
  MSS-0-S-1N3-1S-ECTV0000.....$608,448.91
  PRT-0-S-1N3-1S-ECTS0000.....$121,689.75
  MSS-0-S-T23-1S-ECTS0000.....$1,204,637.61
  GOE-0-I-T33-1S-ECTS0000 .....$297,058.10
  MSS-0-S-4B3-1S-ECTS0000 .....$865,154.66
  MSS-0-S-6H3-1S-ECTS0000 .....$3,044,767.49
  GOE-O-I-6Z3-1S-ECTV0000.....$525,626.13
- Boys and Girls Club of Greater Milwaukee and Children's Outing Association for 21st Century Community Learning Safe Place Centers and Safe Places;
  CSV-0-0-CNR-XX-ECTS.....$940,000,
  PRC-0-0-9W2-XX-ECTS $111,678
  000-0-0-W2C-XX-ECTS $135,000

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 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 the Award of Professional Services Contracts Related to Transportation

RFPs 1036 & 1050 Authorization to Extend Contracts with Six School Bus Contracts for Regular School Day Transportation Services for Students

The Administration is requesting authorization to extend the contracts for regular school day transportation services for students with Durham School Services LP, formerly known as National Express Holding Corporation; First Student, Inc.; Lakeside Buses of Wisconsin, Inc.; Lamers Bus Lines, Inc.; North American Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC; and Specialized Care Transport, Inc.

These contractors were chosen pursuant to RFPs 1036 and 1050, with term dates beginning July 1, 2021, and ending June 30, 2022, with two additional one-year options to extend if certain performance metrics were

met. These metrics have been met, and the Administration is now requesting the first extension be authorized. This first extension will run from July 1, 2022, through June 30, 2023, in an amount not to exceed $72,994,029.56. Following is information on the amount not to exceed for each particular contract:

- Durham School Services LP* $6,871,443.40
- First Student, Inc. $19,045,788.36
- Lakeside Buses of Wisconsin, Inc. $17,715,169.00
- 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

*When first brought in April 2021,this vendor was known as National Express Holding Corporation, dba Durham School Services LP. It is now known as Durham Schools Services LP.

Budget Code: Various.....$72,994,029.56

Durham School Services LP

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
18,541	8,429	11,417	No	5%	5%	TBD	NA	600	20

First Student, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
48,000	21,000	27,000	No	5%	5%	TBD	NA	600	20

Lakeside Buses of Wisconsin, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
445	425	313	No	5%	5%	TBD	NA	600	20

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
1,681	141	634	No	5%	5%	TBD	NA	600	20

North American Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4,385	1,949	2,537	No	5%	5%	TBD	NA	600	20

Specialized Care Transit, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
43	37	28	No	5%	5%	TBD	NA	600	20

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 contract for regular school-day transportation services for students, pursuant to RFP 1050:

- Durham School Services LP $6,871,443.40
- First Student, Inc. $19,045,788.36
- Lakeside Buses of Wisconsin, Inc. $17,715,169.00
- 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

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 11) Action on the Award of Exception-to-bid Requests

——— Authorization to enter into a Contract with Cooperative Education Agency (CESA) #1 Service for Title IA, Title ID, Title IIA, and Title IVA services

The Administration requests authorization to enter into a contract with Cooperative Education Service Agency #1 (CESA) for Title IA, Title ID, Title IIA, and Title IVA services at Milwaukee Academy, St. Rose Youth and Family Center, and St. Charles Youth and Family Center, Focus Program. The contract will also provide Title ID services at Bakari Center. In addition, the contract includes the CESA #1 membership and service flat fee for Milwaukee Public Schools. 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 request is for the second, and final, contract extension.

This contract will run from July 1, 2022, through June 30, 2023. The updated total cost of the agreement in this year will not exceed $168,019.02.

Budget Codes: SCF-0-0-CTG-DW-ECTS (The Basic CESA Membership Fee) (Estimated).....$12,500.00

SCF-0-0-CTG-DW-ECTS (A Basic Service Flat Fee) (Estimated).....$900.00
Subtotal, Service Fees (Estimated).....$13,400.00
GOE-0-I-9A3-KY-ECTS (Title ID Services at Milwaukee Academy) (Estimated).....$52,162.13
GOE-0-I-1N3-1S-ECTV (Title IA Services at Milwaukee Academy) (Estimated).....$15,433.14
MSS-0-S-T23-1S-ECTS (Title IIA Services at Milwaukee Academy) (Estimated).....$1,401.69
MSS-0-S-4B3-1S-ECTS (Title IVA Services at Milwaukee Academy) (Estimated).....$1,006.67
Subtotal, Services at Milwaukee Academy (Estimated).....$70,003.63
GOE-0-I-9A3-25-ECTS (Title ID Services at St. Charles Youth & Family Services) (Estimated).....$41,526.37
GOE-0-I-1N3-1S-ECTV (Title IA Services at St. Charles Youth & Family Services) (Estimated).....$12,184.06
MSS-0-S-T23-1S-ECTS (Title IIA Services at St. Charles Youth & Family Services) (Estimated).....$1,106.59
MSS-0-S-4B3-1S-ECTS (Title IVA Services at St. Charles Youth & Family Services) (Estimated).....$794.74
Subtotal, Services at St. Charles Youth & Family Services (Estimated).....$55,611.76
GOE-0-I-9A3-57-ECTS (Title ID Services at St. Rose Youth & Family) (Estimated).....$10,519.80
GOE-0-I-1N3-1S-ECTV (Title IA Services at St. Rose Youth & Family) (Estimated).....$3,249.08
MSS-0-S-T23-1S-ECTS (Title IIA Services at St. Rose Youth & Family) (Estimated).....$295.09
MSS-0-S-4B3-1S-ECTS (Title IVA Services at St. Rose Youth & Family) (Estimated).....$211.93
Subtotal, Services at St. Rose Youth & Family (Estimated).....$14,275.90
GOE-0-I-9A3-5A-ECTS (Title ID Services at Bakari Center) (Estimated).....$14,727.73
Total contract not to exceed.....$168,019.02

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 Virtual Program/School

The Administration is requesting authorization to continue its 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 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 be used to provide guidance and training for MPS's 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 the establishment of an 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 deliver a variety of online and blended-learning opportunities. WVS provides high-quality, media-rich online courses that meet Wisconsin and national standards and are taught by instructors holding appropriate Wisconsin DPI licensing. WVS also offers assistance and training to districts in developing their own virtual programs. As such, WVS is uniquely situated to provide the services requested by MPS.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis 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, 2022, through June 30, 2023. The total cost of the contract in this term will not exceed $350,000.

Budget Codes: Title I GOE-0-I-1T3-SM-ECTV.....$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
NA	NA	NA	NA	0	0	NA	NA	200	10

——— Authorization to Enter into a Contract with Instruction Partners for Professional Development, Support, and Curriculum Development in Science, Math, and Reading

The Administration is requesting authorization to enter into a contract with the Instruction Partners for professional development, support, and curriculum development in science, math, and reading. Instruction Partners provides in-depth support to the Curriculum and Instruction team for the launch of the science curriculum, including thinking through expectations for use, ongoing supports for teaching and learning, and incorporating strategies for unfinished learning.

MPS is also developing multi-year plans for a new adoption of high-quality math materials for grades K-8.

The costs included will be subsidized in part by the grant from the Kellogg Foundation that Instruction Partners has received in partnership with the Wisconsin Department of Instruction.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the service under this contract is one- of-a-kind (Administrative Policy 3.09 (7)(e)(b)(i)).

The contract will run from October 10, 2022, through June 30, 2024. The total cost of this contract will not exceed $599,837.00

Budget Code: SDV-0-S-8H2-CI-ECTS (Contracted Services).....$599,837.00

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 Brink's U.S., a Division of Brink's, Incorporated, for Armored Car Services

The Administration is requesting authorization to enter into a contract with Brink's U.S., a Division of Brink's Incorporated, for armored car services. The Department of Procurement issued RFP 1073, which closed on April 12, 2022, with one respondent, who quoted five times the cost of what we are currently paying. We would like, therefore, to continue services with Brink's.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the service under this contract provides continuity (Administrative Policy 3.09 (7)(e)(b)(i)).

The contract extension will run from July 1, 2022, through June 30, 2023, with the option to extend for two one-year terms.

The total cost of this contract will not exceed $70,000.00

Budget Code: FSC-0-0-S0S-FN-ECTS (Contracted Services).....$70,000.00

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	NA	NA	NA	0	0

——— Authorization to Issue a Purchase Order with Discovery Education, Inc., for Streaming Web-resource Licenses

The Administration is requesting authorization to issue a purchase to Discovery Education, Inc., for streaming web-resource licenses for 135 schools, K4-12. Discovery Education is a collection of instructional videos, skill builders, games, audio files, images, writing prompts, and encyclopedia reference materials which support multiple learning styles. It also features a video library with exclusive, award-winning titles from Discovery Channel, Animal Planet, Science Channel, and more. New Common Core destination provides curriculum, instruction, and assessment resources for 21st century skills. Our students will see Discovery Education as a component of their everyday lives. Our teachers have embedded content from this resource in the core curriculum. There has been 140,298 searches (videos, images, interactives, activities, and channels) to date.

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 license period will be from July 1, 2022, through June 30, 2023. The total amount will not exceed $414,180.00

Budget Code: SLB-0S-CSF-DW-ESWR.....$414,180.00

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

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 requests:

- Cooperative Education Agency (CESA) #1 Service for Title IA, Title ID, Title IIA, and Title IVA services;
  SCF-0-0-CTG-DW-ECTS $13,400.00
  GOE-0-I-9A3-KY-ECTS..... $52,162.13
  GOE-0-I-1N3-1S-ECTV..... $30,866.28
  MSS-0-S-T23-1S-ECTS $2,803.37
  MSS-0-S-4B3-1S-ECTS..... $2,013.34

GOE-0-I-9A3-25-ECTS $41,526.37
GOE-0-1-9A3-57-ECTS $10,519.80
GOE-0-I-9A3-5A-ECTS $14,727.73
Total $168,019.02

- Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School, for the provision of virtual program/school; GOE-0-I-1T3-SM-ECTV $350,000.00
- Instruction Partners, for professional development, support, and curriculum development in science, math, and reading; SDV-0-S-8H2-CI-ECTS $599,837.00
- Brink's U.S., a Division of Brink's, Incorporated, for armored car services; FSC-0-0-S0S-FN-ECTS $70,000.00
- Discovery Education, Inc., for streaming web resource licenses; SLB-0S-CSF-DW-ESWR $414,180.00

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 requests 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 12) Action on the Award of an Exception-to-bid Request Related to Employ Milwaukee, Inc.

Background

The Administration requests authorization to enter into a contract with Employ Milwaukee, Inc., for a Youth Early Intervention Summer Program designed to serve male youth ages 10-15 who are residents of the City of Milwaukee 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 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 will run from May 27, 2022, through August 31, 2022. The total amount of the contract will not exceed $200,000.

Budget Code: DTI-0-S-9Y2-SO-ECTS $200,000

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid request as set forth in the attachment 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 Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Airoldi Brothers, Inc., for a Fifth Year for Leased Refrigerated Trucks

Background

The Administration is requesting authorization to extend a contract with Airoldi Brothers, Inc., to lease eight 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.

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 an additional fifth one-year term.

The request to waive administrative policy and to issue the contract for a fifth extension, or sixth year, is to ensure the delivery trucks' availability for next school year, as delivery of new trucks is expected to take longer than normal due to Covid-19-related supply-chain issues.

This contract extension will run from September 1, 2022, through August 31, 2023. The total cost of the contract in this extension year will not exceed $320,000.

Budget Code: LNC-0-0-LNH-NU-ECTS. $320,000

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

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 request to waive Administrative Policy 3.09(9)(e) and to extend the contract for a fifth additional one-year term 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) Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Oliver Packaging and Equipment Company for a Fourth Year for the Lease of Heat-seal Machines and Food-packaging Supplies

Background

The Administration is requesting authorization to extend a contract with Oliver Packaging and Equipment Company for the lease of heat-seal machines and food-packaging supplies. Contractor is supplying five six-foot 1908 heat-seal machines and three 12-foot 1908 heat-seal machines, as well as food-packaging supplies for use at various central kitchen locations throughout the district.

Oliver Packaging and Equipment has waived the monthly fees on the lease of these machines, provided that the District purchase a minimum of 1.7 million units of food-packaging supplies through them annually for use in the heat-seal machines. The Department of Nutrition Services has determined the minimum purchase required under this lease to be approximately $450,000/year. The projected volume of food-packaging supplies needed for SY22-23 is approximately seven million units, or $1,750,000.

RFB 5772 was closed on April 5, 2019. Oliver Packaging was the lowest-complying bidder for award Group B.

Due to numerous supply-chain, logistic, and labor issues, the Administration is requesting that the Board approve an extension for a fourth year for this contract in the hope that the supply-chain, logistic, and labor issues subside, at which time we will then issue an RFB.

The contract will run from August 1, 2022, through July 31, 2023.

The total cost of the contract will not exceed $1,750,000.

Budget Code: LNH-0-0-LNH-NU-ESUP $1,750,000

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

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 authorized the request to waive Administrative Policy 3.09(9)(e) and extend the contract for a fourth year 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 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

Despite the COVID-19 pandemic-related supply-chain issues and staffing shortages, School Nutrition Services has remained focused on serving students with healthful, nutritious meals throughout the 2021-22 school year. We have served approximately 8.9 million meals so far during the 2021-22 school year.

Our workforce is down 27% from where it should be. We currently have 236 open positions. The workforce shortage is at a national average of 30%. Unfortunately, with over a quarter of the workforce gone, we are limited in the number of entrée options that we can provide at this time. As our staffing rates increase, we are hoping we can increase the number of entrée options and diversify our menus on a daily basis.

The District transitioned to a pre-pack system during the start of the pandemic to address food-safety issues. In order to address meal-quality concerns, Nutrition Services will focus on professional development for current and newly-hired staff during the 2022–23 school year. One of our newest initiatives is hiring four chefs. We are excited about this initiative, as it will assist us in creating new recipes to reflect our student customers' needs and in diversifying our menu offerings.

Nutrition Services is also working to implement a new menu-writing process starting next school year and will continue to engage students in food tasting and nutrition education.

School Nutrition Services proudly participates in the USDA's Fresh Fruit & Vegetable Program (FFVP). 78 MPS schools were awarded this grant in 2021-22 school year, totaling $1,648,080.

Nutrition Services Report

Meal Counts & Staffing

Current-year Meal Count

Summer Program — Meals served since July 1, 2021

Breakfast..... 61,178
Lunch..... 84,037
Dinner..... 25,321
Total 170,536

Meal Count Summary, as of April 30

Program	Meal	Total
SSO*	Breakfast	3,134,955
SSO	Lunch	5,149,634
NSLP**	Snack	153,901
CACFP***	Lunch/Supper	11,401
CACFP	Snack	180,837
Total		8,630,728

*Seamless Summer Option — The United States Department of Agriculture's program with state child-nutrition agencies to provide safe and flexible meal service to children during the COVID-19 pandemic.
**National School Lunch Program
***The Child and Adult Care Food Program, a federal program that provides reimbursements for nutritious meals and snacks to eligible children and adults who are enrolled for care at participating childcare centers, daycare homes, and adult daycare centers.

Although we have improved our meal count compared with last year, we are at about 60 percent of pre-pandemic meal-count levels. Despite staffing shortages, we were able to increase the number of production kitchens from 12 to 22 during this school year. We continue to identify schools to transition back to production kitchens.

Sites to Move Back to Production in 2022-23

- Bethune
- Brown Street
- Browning
- Burbank
- Carmen Northwest
- Carson
- Congress
- Doerfler
- Fernwood
- Fifty-third Street School
- Forest Homes
- Fratney
- Grantosa
- Hartford
- Hayes
- Humboldt Park
- Lincoln Avenue
- Lincoln Middle School
- Manitoba
- Meir Middle School
- Mitchell
- Riley
- Victory
- WCLL
- Zablocki

Meal Quality & Staff Training

In order to address meal-quality concerns, Nutrition Services will focus on training current and newly-hired staff during the 2022-23 school year.

Nutrition Services is in the process of hiring four chefs to create new recipes and to teach culinary skills to staff.

Nutrition Services is working on implementing a new menu-writing process starting next year.

Nutrition Services will engage students for food tasting.

Meal Choices and Options

Current Daily Options at High Schools

- Four Entrees
- Salads
- Vegetarian

Future Options at All Schools

- Diversified Menu
- Student Input
- Build-your-own

Fresh Fruit & Vegetables Program

MPS proudly participates in the USDA's Fresh Fruit & Vegetable Program. 78 Schools received this grant in 2021-22 School Year.

Allocation A $247,165
Allocation B $1,400,915
Total Award Amount.....$1,648,080

	Cases	Servings
November	1,650	39,600
December	4,437I	106,488
January	1,932	58,464
February	5,712	137,088
March	5,887	150,552
April	6,607I	158,568
Total	26,225	650,760

Equipment Replacement

Process

Step 1

Working with Facilities, determine repairability based on a point system. Condemn equipment if not repairable.

Step 2

Review the DPI's pre-approved equipment list to ensure that any item needing to be replaced is on the list. Complete Purchase Attestation Statement and maintain on file.

Step 3

Using appropriate purchasing method based on the price of the equipment, procure needed equipment — USDA's Requirements and MPS Administrative Policy 3.09 Policy.

Needs

Condemned	Number of Schools
Cooler, two-door	2
Cooler, walk-in	2
Cooler, Milk — Six cs	15
Cooler, Milk — 12 cs	3
Convection Oven	5
Dish Machine	4
Freezer, two-door	10

Condemned	Number of Schools
Freezer, three-door	3
Freezer, walk-in	4
Steamer	5
Steam Kettle	4
Stove, four-burner	3
Total	60
Approximate Cost	$831,417

USDA's Meal Planning — Five Components

	Grades			
	K-8		9-12	
Component	Daily	Weekly	Daily	Weekly
Fruits	½ cup		1 cup	
Grains	1 oz.		2 oz.	

	Grades			
	K-8		9-12	
Component	Daily	Weekly	Daily	Weekly
Meat/Meat Alternative	1 oz.		2 oz.	
Milk	1 cup		1 cup	
Vegetables	¾ cup	3¾ cups	1 cup	5 cups
Dark Green		½ cup		½ cup
Red/Orange		¾ cup		1 cup
Beans/Peas		½ cup		½ cup
Starchy		½ cup		½ cup
Other		1 cup		1 cup

USDA's Meal-pattern Requirements

- Required portion sizes for all components
- Source of vegetable component
- Minimum and maximum caloric requirements
- Fat requirements
- Sodium targets

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

N/A

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Garcia 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) Report with Possible Action Regarding Discipline Disproportionality Updates & Progress

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 2014-15, the U.S. Department of Education's Office for Civil Rights (OCR) conducted a biennial review of MPS's disciplinary data and discovered that a disproportionality of African American students were receiving referrals, suspensions, and other disciplinary actions.

The Administration has been working with the OCR to fulfill ten agreed-upon action items to ensure the equity of discipline measures within the District and compliance with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance.

In September 2020, the Administration provided a report regarding the submission of the District's end-of-year report to the OCR. At that time, the Board directed the Administration to report its progress on a monthly basis. The April 2022 and the May 2022 reports follow.

Monthly Discipline Disproportionality Report, March 1-31, 2022

The following is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2021-22 school year. The monthly reporting associated with disproportionality for the 2021-22 school year will focus on the following proactive approaches:

- promote and provide resources to schools on alternatives to suspension including the Alternatives to Suspension Toolbox.
- work with schools to make certain that counseling and support services are being used.
- analyze and evaluate individual school data related to suspensions to determine best course of action to address disproportionality.
- continue and expand book studies.
- form district committees to identify, to develop, and to implement strategies to reduce suspensions.

Promoting and Providing Resources to Schools on Alternatives to Suspension

All discipline champions receive a monthly Why Race Matters update from the District Discipline Manager, focusing on specific best practices to support positive student behaviors. The March monthly update focused on preventative strategies to support positive behaviors, including using “I statements”, repeating requests, using start requests, using descriptive requests, and other best practices.

In collaboration with WI RtI Center and Dr. Markeda Newell, two self-paced modules within the Culturally-responsive Problem Solving for teams has been created and made available to all schools The first two modules are on team readiness and reframing deficit mindsets. Two additional modules, on identifying vulnerable decision points and interrupting bias, are being created.

Children’s Wisconsin has created cyberbullying modules and resources for grades 6-12 that are available to all MPS schools to use with their students. Student Discipline Committees are engaging in a cohort with Children’s Wisconsin providing feedback and next steps.

Ensuring That Counseling and Support Services Are Being Used by Schools

The District Discipline Disproportionality (3D) Leadership Team met on March 3, 2022, to begin to look closer at root-cause analysis at identified schools after conducting focus groups and gathering additional data metrics from the schools. Some of the initial trends in the focus groups have included students looking for additional clubs and activities to participate in at school, increasing academic engagement in class, school lunch, and providing opportunities for increased student voice within schools’ decision making.

Through March 31, 2022, there have been more than 781 meetings of school-based Discipline Work Groups. Looking at March minutes, submitted topics of discussion included data access and understanding, professional development needs, communication methods, specific strategies, and systems for school climate.

The MPS Culture & Climate Toolkit outlines specific strategies for schools and individual staff members to use to support positive behaviors and school climate. The use of specific redirection strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. The total documented strategies for all year, through March 31, 2022, can be found below.

Acknowledge verbally or tangibly	24,289.00	Move their seats	2,311.00
Brain breaks	654.00	One-on-one conversation	29,233.00
Behavior contract	469.00	Proximity control	4,799.00
Buddy classroom	2,257.00	Praise 5:1	178.00
Community service	138.00	Parent contact	21,006.00
Collect property	1,341.00	Planned ignoring	4,209.00
Go Guardian	456.00	Redirection	15,367.00
Independent work	302.00	Recovery area (within room)	1,660.00
Mindfulness	618.00	Restorative conversation	2,362.00

Secret signal	143.00	Self-monitoring	212.00
Support staff consultation	9,435.00	Reflection sheet	682.00

Analyzing and Evaluating Individual Schools' Data Related to Suspensions to Determine Best Course of Action to Address Disproportionality

Below are all behavioral events that led to out-of-school suspensions or student services suspensions across the district from March 1, 2022, through March 31, 2022, as documented in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Hawaiian/Pacific Islander	White	Multiple	Total
Arson				8		1		9
Assault	8	1		40			1	50
Battery	6	3	5	57	1		1	73
Bullying	5	1	1	26		1		34
Burglary								
Chronic Disruption or Violation of School Rules	73	5	5	552	3	13	5	656
Disorderly Conduct	135	6	8	530	1	18	11	709
Endangerment of Physical Safety/Mental Wellbeing	20	2	3	166		3	5	199
False Fire Alarms	1			2				3
Fighting	81	8	8	669		10	9	785
Gambling	1			15		1		17
Gang Activity	1			1				2
Inappropriate Personal Property	5	1		20		2		28
Inappropriate use of electronic communication devices	5		1	62		2		70
Intent to Distribute Drugs/Alcohol/Meds				2				2
Leaving the Classroom Without Permission		1		8				9
Loitering				2				2
Other Substances/Materials	3		3	31		1	2	40
Personal Threat	6		1	75		3		85
Possession of Drug Paraphernalia	2			16		1		19
Possession of stolen property	1					1		2
Possession/Ownership/Use of Alcohol				2				2
Possession/Ownership/Use of Drugs	14		1	38			1	54
Possession/Ownership/Use of Gun				1				1
Possession/Ownership/Use of Weapon Other than Gun	4	1	2	26		3		36
Possession/Use of Fireworks				1				1
Reckless Vehicle Use				1				1
Robbery								
Sexual Assault	3			13		1		17
Sexual Harassment	2	1		13				16
Skipping Class	1			5				6
Substantial Environmental Disruption	24	2	5	78		6		115
Theft	1			9		1	1	12
Trespassing				2				2
Use of Tobacco, Including Chewing	18	1	3	45		4	1	72
Vandalism	6			16		1		23
Verbal Abuse/Profanity/Harassment	8			30		3		41
Total	434	33	46	2,562	5	76	37	3,193

In March of 2019, there were 3,422 suspensions, compared with 3,193 in March 2022.

The following alternatives to suspension were used by schools when handling disciplinary events.

	Hispanic	American Indian	Asian	Black	Hawaiian Pacific Islander	White	Multiple	Total
Conference	25	2	2	101		10	3	143
Counsel	265	14	16	1,170	2	53	36	1,556
Detention	9	1	4	64	1	3	1	83
Mediation	6			63			2	71
Referral BIT	5		1	10				16
Repairing Harm Circle	1	1		14		3	1	20
Restorative Conference	10			18	1		2	31

The following charts show district demographics and year-to-date disproportionality of suspensions through March 31, 2022.

	MPS Population	Suspensions
American Indian	<1%	1%
Asian	8%	1%
Black	51%	79%
Hawaiian/Pacific Islander	<1%	<1%
Hispanic	28%	14%
White	9%	3%
Multiple	4%	2%

The following table displays suspension by grade level and race for March 2022.

Grade	Hispanic	American Indian	Asian	Black	Hawaiian/Pacific Islander	White	Multiple	Total
K4/K5	52			118		8	6	184
1	39	1	4	205		7	6	262
2	22	4	3	270		9	5	313
3	43	4		397		19	11	474
4	72	7	7	429		17	16	548
5	82	2	7	484	1	14	16	606
6	150	9	12	826	5	32	16	1,050
7	161	11	17	1,043	5	28	21	1,286
8	220	21	5	992		37	26	1301
9	216	18	18	1117		19	12	1400
10	81	12	14	505	2	13	3	630
11	28	1	12	350		7	2	400
12	24	4	1	145		18	2	194

Book Studies

On March 25, 2022, the third Leadership Experiences and Administrative Development Series (LEADS) with *Courageous Conversations about Race* (CCAR) occurred with all SSTs, Community Schools Coordinators, and central services coaches, totaling more than 87 individuals. This session focused on reflecting on the role of race in our K-12 experiences as a student and how that affects us in our role today as educational leaders.

Our District Equity Leadership Team (DELT) met with CCAR on March 8, 2022, focusing on the phases of DELT development, review of existing equity focused policies and practices, adaptive challenges vs. technical solutions, and identifying strategic partnerships in the work using the Transformational Resistance model as equity leadership development.

All ten CCAR Practitioners presented their racial autobiographies and equity statements to mentors at Courageous Conversations about Race to formally complete their practitioners' cohort. The team is now beginning the facilitators' cohort, starting with a book study of Beyond Courageous Conversations about Race, followed by self-paced modules and support from a CCAR mentor.

A book cohort with participants reading "These Kids Are Out of Control: Why We Must Reimagine Classroom Management for Equity" by Richard Milner has been organized and will begin in April.

Staff members who had read *Pushout* by Monique Morris attended a webinar called "Countering Pushout: Skills to Support Black Girls" with Monique Morris, providing best practice on supporting Black girls in schools.

Form District Committee to Identify, to Develop, and to Implement Strategies to Reduce Suspensions

The City-wide Discipline Committee completed its work in updating the language within the Code of Conduct for implementation in the 2022-23 school year.

Across all traditional middle and high schools there have been more than 199 meetings of the school-based Student Discipline Committee.

The next quarterly Community Conversation will occur on May 4, 2022, at 6:00 p.m.

Next Steps

- Conduct Additional Courageous Conversations about Race LEADS and DELT series for school and district leaders.
- Collaborate with schools with the highest numbers of suspensions towards root-cause analysis and next steps to support students and school climate.
- Hold after-school sessions of Courageous Conversations about Race collaboration for staff members to engage online across the district using the protocols to hold conversations about why race matters in education and our community.
- Fall Student Leadership Summit to occur virtually on April 21, 2022.

Monthly Discipline Disproportionality Report, April 1-30, 2022

The following is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2021-2022 school year. The monthly reporting associated with disproportionality for the 2021-2022 school year will focus on the following proactive approaches:

- promoting and providing resources to schools on alternatives to suspension including the Alternatives to Suspension Toolbox;
- working with schools to ensure that counseling and support services are being used;
- analyzing and evaluating individual schools' data related to suspensions to determine best course of action to address disproportionality;
- continuing and expanding book studies; and
- forming district committees to identify, to develop, and to implement strategies to reduce suspensions.

Promoting and providing Resources to Schools on Alternatives to Suspension

All discipline champions receive a monthly Why Race Matters update from the District Discipline Manager, focusing on specific best practices to support positive student behavior. The April monthly update focused on reframing deficit mindset and on culturally-responsive problem solving.

In collaboration with WI RtI Center and Dr. Markeda Newell, two additional self-paced modules within culturally-responsive problem solving for teams has been created and made available to all schools There are modules on team readiness, reframing deficit mindsets, identifying vulnerable decision points, and interrupting bias during team meetings.

Working with Schools to Ensure That Counseling and Support Services Are Being Used by Schools

The District Discipline Disproportionality (3D) Leadership Team met on April 7, 2022, to look at root-cause analysis at identified schools after conducing focus groups and gathering additional data metrics from the school. Some of the trends were creating welcoming and caring physical environments in schools, acknowledging academic and behavioral choices of students, increasing students' voice in school, consistency of cell phone policy, increased hands-on learning, awareness of accessing support staff, opportunities to build school spirit, additional activities and clubs, school-wide and classroom community building, and opportunities for students to express themselves outside the traditional classroom setting. Formal recommendations for each school have been shared with school leaders, and overall trends and recommendations were shared across district departments.

Through April 30, 2022, there have been more than 825 meetings of school-based Discipline Work Groups using data to address school climate and culture.

The MPS Culture & Climate Toolkit outlines specific strategies for schools and individual staff members to use to support positive behaviors and school climate. The use of specific redirection strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. The total documented strategies for all year to date through April 30, 2022, can be found below.

Acknowledge verbally or tangibly	27,811	Proximity control	5,349
Brain breaks	727	Praise 5:1	199
Behavior contract	539	Parent contact	24,096
Buddy classroom	2,718	Planned ignoring	4,924
Community service	154	Redirection	17,564
Collect property	1,505	Recovery area (within room)	1,883
Go Guardian	494	Restorative conversation	2,706
Independent work	351	Secret signal	177
Mindfulness	696	Support staff consultation	10,955
Move their seats	2,572	Self-monitoring	240
One-on-one conversation	32,972	Reflection sheet	812

Analyzing and Evaluating Individual Schools' Data Related to Suspensions to Determine Best Course of Action to Address Disproportionality

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from April 1, 2022, through April 30, 2022, as documented in Infinite Campus. In April 2019, there were 2,695 suspensions compared to 3,064 suspensions in April 2022.

	Hispanic	American Indian	Asian	Black	Hawaiian/Pacific Islander	White	Multiple	Total
Arson	2			2				4
Assault	1	1		21		2	1	26
Battery	7	2	1	56		1		67
Bullying	4			31		2	1	38
Burglary								
Chronic Disruption or Violation of School Rules	77	7	9	505		11	5	614
Chronic Lack of Supplies	1							1
Disorderly Conduct	106	7	6	550	1	12	10	692
Endangerment of Physical Safety/Mental Wellbeing	20	1	4	169		1	2	197
False Fire Alarms				8				8
Fighting	82	3	10	660	1	14	11	781
Gang Activity				3				
Gambling	1			21				22
Inappropriate Personal Property	3		1	29				33
Inappropriate use of electronic communication devices	7			34		1	1	43
Intent to Distribute Drugs/Alcohol/Meds	1			1				2
Leaving the Classroom Without Permission	3			10		2		15
Loitering				2		1		3
Other Substances/Materials	10			54		1	1	66
Personal Threat	7		1	46		4	2	60
Possession of Drug Paraphernalia	4			10		1		15
Possession/Ownership/Use of Alcohol	1							1
Possession/Ownership/Use of Drugs	7			42		1		50
Possession/Ownership/Use of Gun				3				3
Possession/Ownership/Use of Weapon Other than Gun			1	26				27
Possession/Use of Fireworks	1			1				2

	Hispanic	American Indian	Asian	Black	Hawaiian/Pacific Islander	White	Multiple	Total
Reckless Vehicle Use				2				2
Robbery				2				2
Sexual Assault	1		2	9		2		14
Sexual Harassment	6			17			1	24
Skipping Class	1			5				6
Substantial Environmental Disruption	11	1	7	92			2	113
Theft	3			17				20
Trespassing				2				2
Use of Tobacco, Including Chewing	7			41			1	49
Vandalism	2		1	19		3		25
Verbal Abuse/Profanity/Harassment	9		1	21		2	1	34
Total	385	22	44	2,511	2	61	39	3,064

The following alternatives to suspension were used by schools when handling disciplinary events.

	Hispanic	America Indian	Asian	Black	Hawaiian/Pacific Islander	White	Multiple	Total
Conference	41	2		68		4	3	118
Counsel	198	20	24	1,139	1	39	24	1,145
Detention	21		2	81	1		1	106
Mediation	12	1	2	65	1	3	1	85
Referral BIT	5			7				12
Repairing Harm Circle	2			5				7
Restorative Conference	2			21		6		29

The following charts show district demographics and year-to-date disproportionality of suspensions through April 30, 2022.

	MPS Population	Suspensions
American Indian	<1%	1%
Asian	8%	1%
Black	51%	81%
Hawaiian/Pacific Islander	<1%	<1%
Hispanic	28%	13%
White	9%	3%
Multiple	4%	1%

The following table displays suspension by grade level and race for April 2022.

	Hispanic	American Indian	Asian	Black	Hawaiian/Pacific Islander	White	Multiple	Total
K4/K5	4			9				13
1	5		1	29			2	37
2	6	1		46		1	1	55
3	10			75		4	2	91
4	14	1		118		1	1	135
5	22	1	1	153		5	5	187
6	41	3	8	309	1	11	3	376
7	79	3	12	439		14	8	555
8	61	5	4	348		3	7	428
9	74	3	7	580	1	7	5	677
10	42	4	8	213		8	2	277
11	21		2	141		5		169
12	6	1	1	51		2	3	64

Book Studies

On April 22, 2022, the fourth Leadership Experiences and Administrative Development Series (LEADS) with *Courageous Conversations about Race* (CCAR) occurred with all SSTs, Community Schools Coordinators, and central services coaches, totaling more than 90 individuals. The session, which focused on

creating culturally-relevant schools and classrooms, had participants reflecting on leaders that have inspired them throughout their lives and how the racial identities of these individuals have guided them as leaders today, using the "ladder of inference" in our work in interrupting racial bias, and how to learn more about racially-diverse leaders in the world.

Our District Equity Leadership Team (DELT) met with CCAR on April 12, 2022, focusing on our personal educational leadership experience, practicing our skills using protocols and framework within CCAR, embedding the CCAR's Four Agreements within our leadership development, and areas in which we are challenged to speak our truth and to talk about race in leadership, as well as continuing to look at district policies and practices through a lens of why race matters.

In April, 2022, additional sessions of CCAR Explorations for Central Services staff members were held, with 220 staff members attending the all-day seminar. Since March 2021, more than 2,800 staff members have attended.

CCAR collaboration sessions were held after school for staff members to meet virtually and to practice the use of the protocols and framework to discuss the role of race in education and the world around us. Topics discussed included the Supreme Court's nomination hearings and increasing counter-narrative storytelling in schools.

A book cohort with 34 participants reading "These kids Are Out of Control: Why We Must Reimagine Classroom Management For Equity" by Richard Milner met twice in April.

Forming a District Committee to Identify, to Develop, and to Implement Strategies to Reduce Suspensions

Across all traditional middle and high schools there have been over 212 meetings of the school-based Student Discipline Committee. The next quarterly Community Conversation will occur on May 4, 2022, at 6:00 p.m.

The Spring Student Leadership Summit was held on April 21, 2022. There were more than 150 students from all middle- and high-school Student Discipline Committees in attendance. Students self-selected a variety of student-interest topics based on feedback from previous summits as well as monthly meetings. Breakout sessions included mental health, college readiness, financial planning, suicide awareness, cyber bullying, school community building, BLMA, and gender inclusion, as well as other topics. Facilitators from each breakout captured students' feedback and recommendations. Some of these included students' feedback on barriers to accessing mental health support, importance of trusting relationships with adults, studying and academic-preparation skills, recommendations for adults showing respect towards students, microaggressions that they have observed, recommendations on the importance of learning more about personal finance, students' perceptions on attending college, and potential student leadership opportunities, among other ideas.

Next Steps

- Holding after-school sessions of *Courageous Conversations about Race* collaboration for staff members to engage online across the district, using the protocols to hold conversations about why race matters in education and our community.
- CCAR Facilitators complete cohort and become certified facilitators and began to lead Explorations seminars throughout MPS.
- End-of-year survey and recommendations collected from Discipline Champions across the district.
- District Discipline Disproportionality Leadership Team end-of-year data assessment and action planning for 2022-23 school year.
- Update of Culture & Climate Toolkit, to include additional best practice for supporting positive student behavior based upon data and student focus groups' input.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

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) Action on the Superintendent's Proposed 2022-23 Budget, Including the Budgets for the School Operations, Construction, and Extension Funds

Background

Your Committee reports the following activities during the month of May 2022:

- on May 5, 2022, your Committee received an overview of the Superintendent's proposed 2022-23 budget and gave hearing to the public;
- on May 17, 2022, the Board held its Statutory Public Hearing to receive public testimony on the proposed budget. This hearing was conducted in accordance with the provisions of Wisconsin Statutes, §119.16(8(a);
- on May 19, 2022, your Committee received additional information on the proposed budget and gave hearing to the public, after which, the Committee conducted a work session on proposed amendments to the FY23 proposed budget; and
- on May 24, 2022, your Committee received additional information on the proposed budget and gave hearing to the public, after which, the Committee conducted a work session on additional proposed amendments to the FY23 proposed budget.

Summaries of the proposed amendments are provided below. The full text of all proposed amendments is available in the attachments to the minutes of your Committee's meeting.

Proposed Amendments to the Proposed 2022-23 Budget

- Amendment #1, by Directors Peterson and O'Halloran, to use funding from two vacant restorative coaches' positions to fund a director-level position and a planning assistant for restorative practices.
- Amendment #2, by Directors Peterson, Taylor and Leonard, to fund a lobbying specialist to assist the Board with advocacy on behalf of the District at the local, state, and national levels. Funding is to come from special and contingent funds (unalloted salaries).
- Amendment #3, by Directors Leonard and Taylor, to add one more step to the pay scale for secretaries and clerical staff as a long-term incentive to remain with the district. Funds are to be taken from unalloted funds.
- Amendment #4, by Directors Peterson and Gokalgandhi, to set aside unalloted funds to provide more support with MPS communications, social media, media relations, and marketing, with the actual positions to be guided by the position study that is currently underway.
- On Amendment #5, by Directors O'Halloran and Taylor, to allocate $100,000 to increase the salary levels of Nutrition staff through a possible dollar-for-dollar match on the funding allocation for this effort and to develop a process to waive the civil service exam in the hiring process for one year to stabilize staffing.
- Amendment #6, by Directors Garcia, Peterson, Leonard, Taylor, and Carr, to support a centrally-funded Newcomers Center at South Division High School with three FTE positions that will support students in obtaining credits towards graduation while still getting specialized support using funds from unallotted salaries.
- Amendment #7, by Directors Peterson, Taylor, and Garcia, to add one additional salary step to the salary schedules of classified staff by decreasing the longevity bonus.

- Amendment #8, by Director Carr, to offer a certified nursing assistant, and community-based residential facility training class at North Division for youth 16 years of age and older at no cost to the student and that MPS students receive elective credits for course completion.
- Amendment #9, by Director Carr, to support retention of paraprofessionals by increasing the minimum annual salary of six-hour paras to $23,000 per year and of eight-hour paras with at least three years of experience to $30,000.
- Amendment #10, by Director Carr, to support the retention of secretaries by increasing the minimum salary of 10-month secretaries to $29,000 per year and of 12-month secretaries with at least three years of experience to $35,000 per year. Use pre-paid debt-service dollars to fund the increases.

The Amendment was withdrawn by the sponsor.

- Amendment #11, by Director Carr, to support teacher recruitment through life-sustaining salaries by implementing a minimum of a $50,000 salary for permit teachers and $55,000 as a minimum salary for teachers with at least three-years of licensed experience, both requiring a three-year commitment to teach in MPS. Use pre-paid debt-service dollars to fund the increase

Amendment #12, by Director Carr, to support the recruitment and retention of MPS Nutrition drivers by increasing their pay by $2 per hour.

Committee's Recommendation

Your Committee recommends that the Board

1. in regard to the proposed amendments:
   - adopt Amendment #1 as submitted;
   - adopt Amendment #2 as submitted;
   - adopt amendment #3 as submitted;
   - adopt amendment #4 as submitted;
   - regarding Amendment #5, adopt the Administration's recommendation to use $100,000 from ESSER funds to add professional development time for food service staff to learn more about ways to improve the food to meet the needs of the students. Staff would be paid for this extra time;
   - adopt Amendment #6 as submitted;
   - regarding Amendment #7, adopt the amendment for classified employees, including, but not limited to, paraprofessionals, safety assistants, interpreters, food service assistants, children's health assistants, school nurse associates, social worker aides, building service helpers (I and II), and general education assistants;
   - adopt Amendment #8, using ESSER funds as the funding source;
   - in regard to Amendment #9, adopt the Administration's recommendation to set aside $500,000 from ESSER III funds to provide a one-time bonus for paraprofessionals.
   - in regard to Amendment #11, adopt the recommendation of the Administration to provide a bonus for hard-to-fill permit teacher positions using $100,000 from ESSER funds; and
   - adopt Amendment #12, based on the Administration's guidance that funds currently in the School Lunch program are sufficient to cover the costs; and
2. adopt the proposed FY23 budget, including the following budgetary 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 $1,096,785,942 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and for the making of material improvements to school property during the 2023 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that *$[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 2023, 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 $2,942,559 will be required for the 2023 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $1,816,630 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2023, 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 $38,175,042 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2023 Fiscal Year, and that $30,560,795 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 2023, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Siemsen moved approval of the Committee's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

* * * * *

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 Revisions to the MPS Montessori Strategic Plan

Background

At its meeting on September 27, 2018, the Board passed resolution 1819R-004, formalizing the development of a district-established MPS Montessori Strategic Plan Advisory Committee (MAC) tasked to begin work on the MPS Montessori Strategic Plan. The plan was to include long- and short-term planning. The Montessori Strategic Plan, which was adopted on March 28, 2019, is a framework for structural supports for our eight Montessori schools, which educate more than 4,000 students. Since the Board's action, the Montessori Strategic plan has been implemented, and quarterly updates have been presented to the Board.

On February 10, 2022, the Montessori Advisory Committee (MAC) requested a revised Montessori Strategic Plan, due to the COVID-19 pandemic and other constraints, that made revision necessary for successful implementation. Since that time, the Montessori Advisory committee has held multiple public work sessions for feedback on the current plan to better serve the community. This revised and updated Montessori Strategic Plan has been developed to ensure continual and appropriate guidelines to implement, to support, to enhance, and to expand Montessori education within the Milwaukee Public Schools. The specific tasks, items, and timelines have been revised based on the feedback from staff, families, and

community stakeholders, to provide continual growth, development, and support of Montessori schools in MPS.

As the revised Strategic Plan draws to a close in 2027, it will be proposed to analyze the need to review, to revise, and to extend the Montessori Strategic Plan for continued formal Montessori support within MPS.

Montessori Strategic Plan Revision

Revision Process

The Montessori Strategic Plan Advisory Committee (MAC) met on February 10, March 7, April 4, and May 2.

The MAC's Executive Committee met on February 24, February 14, March 24, April 7, and April 21.

Public input was received on March 23, April 6, and April 21.

Paid teachers' input was received on March 23 and April 11.

Timelines

New Organizational Schema

- Tasks' clarity
- Timeline's categories
- Duration accuracy
- Status transparency

Tasks

- Terminology was defined.
- Explanations were elaborated upon.
- Completed, outdated, and redundant items were removed.
- Additional tasks were added as needed.

Budgetary Updates

- Positions' permanency
- Montessori certification pathway
- Scholarship to Sponsorship Model
- Program support
- Teacher recruitment
- Professional development
- Secondary teachers' certification
- Marketing, explore expansion

Next Steps

- Monthly MAC meetings
- Quarterly board reports
- Analysis of the need to review, to revise, and to extend

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 2.10, Board Advisory Committees

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending approval, the modified funds for the revised Montessori Strategic Plan budget will be authorized as part of the FY24 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the revised Montessori Strategic plan will be implemented, and quarterly updates to the Board will be provided.

Committee's Recommendation

Your Committee recommends that the Board approve the Revised Montessori Strategic Plan as attached to the minutes of your Committee's meeting, to be effective upon approval by the Board.

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

* * * * *

(Item 2) Report with Possible Action on the Regional Showcase — Northwest 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

The 2021-22 monthly Regional Showcase item provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region are included in this presentation.

This month, the Northwest Region is featured. The Northwest Region comprises 25 schools and serves 8,652 students in diverse settings to meet the varied needs of our students. Schools in the Northwest Region include Barton, Bruce, Browning, Bryant, Carson Academy, Congress, Craig Montessori, Eighty-first Street, Emerson, Engleburg, Goodrich, Grantosa Drive, Hampton, Hawthorne, Kilbourn, Kluge, Lancaster, Maple Tree, Milwaukee Sign Language, German Immersion, Ninety-fifth Street, Parkview, Stuart, Thoreau, and Thurston Woods.

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

Regional Showcase: Northwest

Schools

K-5 Neighborhood

- Barton
- Bryant
- Bruce
- Eighty-first
- Emerson
- Engleburg
- Goodrich
- Hampton
- Hawthorne
- Kilbourn
- Kluge
- Maple Tree
- Ninety-fifth
- Parkview

K-8 Neighborhood

- Carson Academy
- Congress
- Thoreau
- Thurston Woods

Specialty

- Craig Montessori
- MKE German Immersion
- MKE Sign Language
- Stuart

Community/Verizon

- Browning
- Grantosa Drive
- Lancaster

Current Demographics

- 8,652 Students
- 25 Schools
- 2.0% English-language Learners
- 21.3% Special Education
- 85.2% Economically Disadvantaged

American Indian	0.4%
Asian	5.5%
Black	78.5%
Hispanic	5.1%
Hawaiian/Pacific Island	0.1%
White	5.3%
Multiple	5.1%

2021-22 State Report Card

School		Overall Accountability Score*
Hampton Elementary	79.2	Exceeds Expectations
Bryant Elementary	77.7	Exceeds Expectations

School		Overall Accountability Score*
Milwaukee German Immersion	77	Exceeds Expectations
Parkview Elementary	75.9	Exceeds Expectations
Kilbourn Elementary	71	Exceeds Expectations
Milwaukee Sign Language	70.2	Exceeds Expectations
Engleburg Elementary	70.1	Exceeds Expectations
Congress Elementary	66.9	Meets Expectations
Kluge Elementary	64.3	Meets Expectations
Thurston Woods Elementary	62.7	Meets Expectations
Grantosa Drive Elementary	62.4	Meets Expectations
Goodrich Elementary	59.5	Meets Expectations
Craig Montessori School	59.1	Meets Expectations
Stuart Elementary	58	Meets Expectations
Thoreau Elementary	56.6	Meets Few Expectations
Hawthorne Elementary	54	Meets Few Expectations
Emerson Elementary	52.4	Meets Few Expectations
Browning Elementary	52.2	Meets Few Expectations
Carson Academy	47.7	Fails to Meet Expectations
Ninety-fifth Street Elementary	46.3	Fails to Meet Expectations
Lancaster Elementary	34.1	Fails to Meet Expectations
Bruce Elementary	33.3	Fails to Meet Expectations
Maple Tree Elementary	26.1	Fails to Meet Expectations
Barton Elementary	AR	Alternate Rating — Needs Improvement
Eighty-first Street Elementary	AR	Alternate Rating — Needs Improvement

*Due to the COVID-19 pandemic, please use caution when interpreting scores and ratings.

Craig Montessori

Vision Statement

The vision of Craig Montessori School is to cultivate global learners and citizens through an authentic Montessori education. We believe in each child's ability to develop to his/her greatest potential through high-quality learning experiences that support intellectual, social-emotional, and physical growth.

Current Demographics

- 276 Students
- 0.0% English-language Learners
- 18.5% Special Education
- 73.2% Economically Disadvantaged

American Indian	0.4%
Asian	1.4%
Black	86.6%
Hispanic	2.9%
White	2.5%
Two or More	6.2%

STAR Results, 2021-22

	Early Literacy		Reading		Math	
	Fall	Winter	Fall	Winter	Fall	Winter
Significantly Below Target	68.4%	70.6%	50.7%	50.0%	50.0%	50.0%
Well Below Target	15.8%	17.6%	12.9%	14.8%	25.6%	22.9%
Below Target	15.8%	5.9%	25.0%	21.8%	21.3%	24.7%
On Target	0%	0%	5.0%	8.5%	0.1%	0%
Significantly Above Target	0%	5.9%	6.4%	4.9%	3.0%	2.4%

Craig Montessori on the Move

- Committed Staff
- Families and Community Engagement
- Safe and Supportive Culture
- Co-curricular Activities

Next Steps

- Ongoing professional development anchored in research-based strategies in implementing the Montessori's program with fidelity for all teaching staff.
- Ongoing professional development to build capacity of all staff in Restorative Practices.
- Ongoing professional development in de-escalation for all staff to support students' social and emotional learning.

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

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Monthly Report of the President of the Milwaukee Board of School Directors

The Board received the reports of its delegates to CESA 1, to the Milwaukee Library Board, 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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities from May 2022 included the following:

Academic Achievement

- Attended all the meetings of the Board's committees
- Met with Gerard Randell and Superintendent Posley to discuss a potential project with education departments at HBCUs.
- Took in the MPS Biennial Music festival
- Explored the MPS STEM Fair
- Met with Fratney teachers regarding student exhibitions
- Toured Vincent HS during its open house
- Participated in a national discussion on inter-district integration programs, including METCO, CREC, Urban/Suburban
- Participated in the High School Equity Workgroup
- Discussed curriculum-repair initiative with social studies specialists
- Attended Marquette Capstone's event regarding climate-justice teaching
- Enjoyed the Jazz Quintet's performance at Rufus King High School

Effective and Efficient Operations

- Met with Superintendent Posley and his staff regarding all matters having to do with the COVID-19 pandemic, including the return to in person learning
- Introduced budget amendments
- Attended Milwaukee Succeeds' planning meeting
- Met with Kane Communications Group
- Was interviewed by WPR

Student, Family, and Community Engagement

- Met with Superintendent Posley and appropriate staff regarding a variety of issues
- Met with the Middle and High School Equity Workgroup
- Worked with the Administration and OEA to continue planning for a suburban/MPS mini-conference on metropolitan segregation and integration
- Visited nine schools with Superintendent Posley
- Responded to parents', staffs', and community's inquiries regarding a multiplicity of issues
- Participated in the Voces de la Frontera's May March
- Participated in an anti-violence community meeting at the Coggs Center led by Director Sequanna Taylor
- Met with the JMAC Community School Youth Council about quality of lunches; ate lunch with the students and talked to the kitchen staff at JMAC
- Attended and gave opening welcome at the MMABSE
- Attended the visitation of an MPS student who had been killed tragically
- Attended the Milwaukee Language Gathering at Golda Meier
- Attended the MPS resource fair for immigrants and refugees
- Met with Superintendent and Sean Kane regarding Riverwest Food Pantry
- Visited Roosevelt Middle School with the Mayor, the Police Chief, and Supt, Posely and met with students
- Attended the Quarterly Tribal Consultation Meeting, Fratney Exhibition
- Attended the Milwaukee Succeeds Leadership Table
- Joined the many voices who attended an anti-violence rally

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UNFINISHED BUSINESS

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

Background

Board Rule 1.17(6) prescribes that

> The President is a member ex officio of the Library Board as of his/her election to the presidency. If he/she advises the Board that he/she elects not to serve as a member ex officio of the Library Board, the Board shall at the next regular meeting by roll-call vote elect one of its other members to serve as a member ex officio of the Library Board.

At the Board's organizational meeting on April 26, 2022, President Peterson advised that he did not wish to serve as the delegate to the Library Board. Pursuant to pursuant to Board Rule 1.17(6), this item was held for consideration on this meeting's agenda.

Director Siemsen has indicated a willingness to continue to serve as the Board's delegate to the Library Board.

A roll call vote is needed in order to determine the delegate.

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

The recommendation is that the Board determine how it wishes to proceed.

Director Siemsen indicated her willingness to continue to serve as the Board's delegate to the Library Board.

Director Gokalgandhi moved to designate Director Siemsen as the delegate to the Milwaukee Library Board for the 2022-23 board year.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, O'Halloran, Leonard, Siemsen, Taylor and President Peterson — 9.
Noes — None.

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NEW BUSINESS

(Item 1) Request to Revise Administrative Policy 7.37, Graduation Requirements, and to Approve Administrative Procedure 7.37, Graduation Requirements

Referred to the Committee on Legislation, Rules and Policies.

RESOLUTIONS

Resolution 2223R-001

By Directors Siemsen and Leonard

WHEREAS, Among the core beliefs adopted by Milwaukee Public Schools are the beliefs that "students come first" and that "student voice is encouraged and respected;" and

WHEREAS, Administrative Policy 8.18 , Student Involvement in Decision Making, upholds these beliefs by codifying a method for the inclusion of two high school students in the Board's policy deliberations; and

WHEREAS, In recent years, student participation at meetings of the Board has not been consistent; and

WHEREAS, The Board recognizes the value of student representation in Board deliberations, both for the participating student representatives and for MPS student population as a whole; and

WHEREAS, To ensure that students have a voice in the school environment, the district has adopted other polices to promote students taking responsibility for their education, including:

- Administrative Policy 7.19, Student-Initiated Student Groups;
- Administrative Policy 7.20, Student Publications;
- Administrative Policy 8.18, Student Involvement in Decision Making;
- Administrative Policy 8.04, Student Desegregation; and

WHEREAS, The Board previously adopted the spirit of a Student Bill of Rights which included the following provisions:

- Students have the right to organize and have a voice in their school;
- Student representatives should be included in any decision-making that significantly affects the student body;
- Students have the right to full disclosure by administration, as do parents, teachers, staff, and the community;
- Students have the right to organize across schools. The students of a district have the right to establish an inter-school organization in which the issues of different schools are shared and the entire student community can provide support to ensure that no school is isolated; and

WHEREAS, When the Board adopted Administrative Policy 9.14, Community Involvement in Decision Making, the Board codified its recognition of the value of broad citizen involvement with the program and operations of the Milwaukee Public Schools through such beliefs as:

- Parents and other citizens of the community should serve in a cooperating role
- That citizen involvement can be preventative in nature
- That quality education can best be achieved by utilizing the rich and diverse talents of people in the community
- That active interaction of the community's citizens with their schools is the best example to the student that schools are an integral part of the community; however, while the spirit of this policy is still relevant to the mission of the District, the beliefs, as currently stated, are adult-focused and do not emphatically include the voice of students or community youth; now, therefore, be it

RESOLVED, That the Administration, through the Superintendent's Student Advisory Council, be directed to regularly engage in and invite Board members to attend meetings with youth and student groups within the City of Milwaukee, including, but not limited to, Leaders Igniting Transformation (LIT); Youth Empowered in the Struggle (YES); and Urban Underground; and be it

FURTHER RESOLVED, That youth-led groups be invited to present to the Board quarterly on their mission and work and how it intersects with the mission and vision of MPS; and be it

FURTHER RESOLVED, That Administrative Policy 9.14, Community Involvement in Decision Making, be revised to include student-centered language that codifies the Board's desire to specifically include student and youth voice in its engagement with the community.

Referred to the Committee on Parent and Community Engagement

Resolution 2223R-002

By Director Garcia

WHEREAS, Our mission is that Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship; and

WHEREAS, The vision for MPS is that all district staff will be committed to providing an equitable educational environment that is child-centered, supports achievement, and respects and embraces diversity and that schools will be safe, welcoming, well-maintained, and accessible community centers that meet the needs of all; and

WHEREAS, Through Administrative Policy 1.06, Equity, the Board affirmed its commitment to the success of every student, regardless of, among other things, race, ethnicity, family economics, mobility, and initial proficiencies; and

WHEREAS, For over a decade, the District has operated a Newcomer Center located at Milwaukee Academy of Chinese Language (MACL); and

WHEREAS, The Newcomer Center has gained national attention for its focus on the whole child, earning recognition for going beyond ensuring that our newcomers develop English proficiency, but also for ensuring that children learn about how to be a student in American school; American culture and how it compares and contrasts to their culture of origin; American rules of etiquette and other social norms, and personal hygiene standards – all so that newcomers are better equipped to immerse themselves in their new communities; and

WHEREAS, The program and the standards set by the Newcomer Center at MACL are worthy of being replicated within the MPS system; and

WHERAS, In 2022, approximately 400 Afghan refugees were settled in Milwaukee; and

WHEREAS, South Division High School is currently home to 87 students who are identified as immigrants and/or refugees, as defined by the Department of Instruction's definition of these terms; and

WHEREAS, There are a plethora of languages spoken by students at South Division and their families, including, but not limited to, Spanish, Castilian, Burmese, Karen Languages, Swahili, Kayah, Eastern Karenni, Malay, Somali, Arabic, Kinyarwanda, Cushitic languages, Sino-Tibetan languages, Hmong languages, Maay, and Urdu; and

WHEREAS, South Division High School would be an ideal location to house an additional Newcomer Center, using the framework already established at the MACL location; now, therefore be it

RESOLVED, That the Administration explore establishing a Newcomer Center that is centrally funded to be located at South Division and report back to the Board by the August 2022 board cycle.

Referred to the Committee on Student Achievement and School Innovation

Resolution 2223R-003

By Director Gokalgandhi

WHEREAS, Board Governance Policy 2.03, Board Powers and Duties, states "The work of the Board is to serve as trustees for the people of the City of Milwaukee in determining and demanding appropriate organizational performance"; and

WHEREAS, Chapter 3 of Board Governance Policies define the roles of the Board's executive officers in 3.02, Role of the Superintendent, 3.05, Role of the Board Clerk/Chief Officer; and 3.08, Role of the Management of the Office of Accountability and Efficiency; and

WHEREAS, With respect to providing information and counsel to the Board, these policies state that the executive officers "… shall not permit the Board to be uninformed" and shall "keep the Board abreast of relevant trends, [and] anticipated adverse media coverage"; and

WHEREAS, The Board affirms its commitment to work through its chief executive officers in handling complaints, concerns, communications, and petitions in existing Board Rule and Board Governance Policy; and

WHEREAS, Recent events suggest these policies may not provide the flexibility or agility with which to keep the Board promptly informed given the speed of information in the digital age; now, therefore, be it

RESOLVED, That the Board direct the Office of Board Governance, in collaboration with the Administration and the Office of Accountability and Efficiency, to conduct a review of the policies and procedures that govern communications to the Board; and be it

FURTHER RESOLVED, That this review consider the duration of time in which appropriate information shall be delivered to the Board;

FURTHER RESOLVED, That this review consider input from various community stakeholders; and be it

FURTHER RESOLVED, That this review and possible recommendations be brought back to the Board no later than the September 2022 board cycle

Referred to the Committee on Legislation, Rules and Policies

Resolution 2223R-004

By Director Taylor

WHEREAS, Administrative Policy 6.01, states that the Board is committed to employing the most effective staff possible for all schools and departments and that the Board endorses the development of specific factors and conditions that make schools and departments more effective; and

WHEREAS, Paraprofessionals have responsibilities that vary widely and may include providing small-group instruction, providing one-on-one instruction, providing behavior support, supervising students, and doing clerical work; and

WHEREAS, Paraprofessionals often report that their roles are unclear and many are unprepared for the work schools ask of them, leading to job dissatisfaction; and

WHEREAS, Clearly defining the role of the MPS paraprofessional positions and providing proper onboarding will set up our paraprofessionals up to be effective in their roles, and can increase retention of effective paraprofessionals; and

WHEREAS, A well-rounded onboarding includes, but is not limited to:

- the philosophy or mission of the school or program
- specificity around the roles and job duties which the paraprofessional will fill
- conveying a sense of responsibility to maintain students' confidentiality
- schedules, school calendars, and workplace expectations relative to working hours and use of sick/vacation time
- other workplace expectations such as dress code, employee breaks, employee parking
- relevant district policies or procedures
- a tour of the worksite, including specific safety and emergency procedures and parking. The orientation to the building or work setting should include safety and emergency procedures
- equipment and essential phone numbers/contact information
- family, child, student, and classroom orientations specific to the paraprofessional's individual assignment; and

WHEREAS, Onboarding should also include a description of professional learning opportunities as well as a description of a path for career development; now, therefore be it

RESOLVED, That the Administration is directed to develop an onboarding program for new paraprofessionals to be presented to the Board by the October 2022 board cycle.

Referred to the Committee on Accountability, Finance, and Personnel

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The Board adjourned at 6:41 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 2, 2022

Special meeting of the Board of School Directors called to order by President Peterson at 5:39 p.m..

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 8.
Absent and Excused — Director Taylor— 1.

The Board Clerk read the following call of the meeting:

May 26, 2022

Special Board Meeting
5:30 p.m., Thursday, June 2, 2022

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Robert E. Peterson, a special meeting of the Board of School Directors will be held at 5:30 p.m., Thursday, June 2, 2022, for the purpose of conducting performance evaluations of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance.

The Board may retire to executive session pursuant to Wisconsin Statutes, §19.85(1)(c), which 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.

This meeting is for information and discussion purposes only. No action will be taken.

Public testimony will not be taken during this meeting.

Board members will meet in person at the Central Services Building; however, MPS buildings remain closed to the public due to the contingencies of the COVID-19 pandemic.

This meeting will be broadcast on Time- Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream, the links to which may be found at:

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director Herndon moved to retire to closed session to consider the performance evaluations of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance, pursuant to Wisconsin Statutes, §19.85(1)(c).

The motion passed, the vote being as follows:

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

The Board retired to closed session at 5:44 p.m.

Director Gokalgandhi left the closed session at 6:54 p.m. and returned at 6:57 p.m.

The Board adjourned from closed session at 9:49 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 7, 2022

Special meeting of the Board of School Directors called to order by President Peterson at 8:15 p.m.

Present — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Absent and Excused — Director Carr — 1.

The Board Clerk read the following call of the meeting:

June 2, 2022
REVISED

Special Board Meeting
6:30 p.m., Tuesday ,June 7, 2022
(or immediately following the meeting of the Committee on Parent and Community Engagement scheduled to begin at 5:30 p.m.)

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Robert E. Peterson, a special meeting of the Board of School Directors will be held at 6:30 p.m. on Tuesday, June 7, 2022, for consideration of the following items of business:

1. Update and Possible Action on the Performance Evaluations of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance; and
2. Action on a Request to Retire to Closed Session to Confer with Legal Counsel on Litigation in which the Board Is or Is Likely to Become Involved.

With respect to Item 1, above, the Board may retire to executive session pursuant to Wisconsin Statutes, §19.85(1)(c), which 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.

With respect to this Item 2, above, the Board may retire to executive session under the provisions of Wisconsin Statutes, §19.85(1)(g) which allows a governmental body to enter into a closed session for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may return to open session to take action on matters discussed in closed session. Otherwise, the Board will adjourn from closed session.

No public testimony will be taken.

MPS buildings are closed to the public due to ongoing public health concerns related to the COVID-19 pandemic. This meeting may be accessed virtually, however, members of the Board will join the meeting in person from the Central Services building.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Update and Action on the Performance Evaluations of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance

Background

The Board may retire to executive session on this item, pursuant to Wisconsin Statutes, §19.85(1)(c), which 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 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 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 BG 3.01, Board-appointed Officials

Recommendation

The recommendation is that the Board determine how it wishes to proceed.

* * * * *

(Item 2) Action on a Request to Retire to Closed Session to Confer with Legal Counsel on Litigation in Which the Board Is or Is Likely to Become Involved

Background

At the request of President Robert E. Peterson, a special meeting of the Board has been called for the purpose of conferring with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may retire to executive session on this item, pursuant to Wisconsin Statutes, §19.85(1)(g), which allows a governmental body to retire to a closed session for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The Board may reconvene in open session to take action on matters considered in executive session or to continue with the remainder of its agenda.

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 to consider this item.

* * * * *

Director Taylor moved to retire to closed session to consider the items on the agenda, pursuant to Wisconsin Statutes, §19.85(1)(c) and §19.85(1)(g), respectively.

The motion passed, the vote being as follows:

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

The Board retired to closed session at 8:21 p.m.

The Board reconvened in open session at 9:18 p.m.

Upon returning to open session, Director Peterson moved that the Board:

1. approve the third supplement to the contract with the Superintendent of Schools, to include the 4.7% COLA, commensurate with all district employees;
2. authorize the Board's President to work with the Office of the city Attorney to execute the contract under the terms and conditions as outlined in the closed session;
3. approve the seventh supplement to the contract with the Board Clerk/Chief Officer, Office of Board Governance; and
4. authorize the Board's President to work with the Office of the city Attorney to execute the contract under the terms and conditions as outlined in the closed session.

The motion passed, the vote being as follows:

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

The Board adjourned at 9:29 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 28, 2022

Special meeting of the Board of School Directors called to order by President Peterson 5:11 p.m.

Present — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Absent and Excused — Director Herndon — 1.

The Board Clerk read the following call of the meeting:

June 23, 2022

Special Board Meeting
5:00 p.m., Tuesday, June28, 2022

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Robert E. Peterson, a special meeting of the Board of School Directors will be held at 5:00 P.M., on Tuesday, June 28, 2022, to take action on a Request to retire to closed session to confer with legal counsel on litigation in which the board is or is likely to become involved.

The Board may retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(g) which allows a governmental body to retire to a closed session to confer with legal counsel on litigation in which the Board is or is likely to become involved.

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

Public testimony will not be taken during this meeting.

The Board of School Directors will continue to hold its committee meetings virtually; however, Board members will join the meeting in person from the Central Services building.

This meeting will be broadcast on Time-Warner/Spectrum Channel 13, and via livestream and on the MPS YouTube Stream at:

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

Director O'Halloran moved to retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(g), which allows a governmental body to retire to executive session for the purpose of conferring with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

The Board retired to closed session at 5:16 p.m.

The Board adjourned from the closed session at 5:48 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 30, 2022

Regular meeting of the Board of School Directors called to order by President Peterson at 5:40 p.m.

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Absent — None.

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

- Anne Baker, a retired teacher from Thoreau School;
- Mary Bell, a retired food service assistant from Golda Meir School;
- Tomorrow Brumfield, an 8th-grade student at Fifty-third Street School;
- Alexis Calles, a K3 student from Forest Home Avenue School;
- Camiona (Cami) Funches a 2021 graduate fromTransition High School;
- Erick Gonzalez an 11th-grade student from Reagan High School;
- Dechale Hampton, a 9th-grade student at Riverside High School;
- Muhammad Arman Rashidullah, a 5th-grade student at Zablocki School;
- "M" Joan Spahr, a retired substitute teacher;
- Rose Waldman, a retired clerical staff member; and
- Richard Warnke, a retired groundskeeper

AWARDS AND COMMENDATIONS

Excellence in Education Award

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 to the entire Milwaukee community. This month, the Milwaukee Board of School Directors is pleased to present the "Excellence in Education Award" to five influential leaders.

David Crowley, Milwaukee County Executive; Cavalier Johnson, Mayor, City of Milwaukee; Marcelia Nicholson, Milwaukee County Supervisor; Jeffrey Norman, Milwaukee Police Chief; and José Pérez, Milwaukee Common Council President

Each of these leaders holds a sitting position, representing the great City or County of Milwaukee. These influential leaders are at the forefront of our great city and the anticipated changes awaiting the community. Each of these leaders is a true representation that anything is possible when you grow up in Milwaukee, attend MPS, and believe in yourself.

* * * * *

APPROVAL OF MINUTES

The minutes of the Board's special and regular meetings of May 2022 were approved as printed.

* * * * *

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 17, at Rufus King International High School. The event helps students celebrate the end of high school and the start of new adventures. Class of 2022's graduates attended to enjoy food, music, games, and great prizes suited to college or apartment living.

A number of graduates were nominated for "Senior of the Year" honors, recognizing the seniors' persistence and determination that led them to exceptional achievement.

During the event, students also received information about supports available in MPS College and Career Centers this summer.

Summer Recreation Programs

As the 2021-22 school year comes to an end, families can find daily affordable childcare with MPS Recreation along with Childcare Camps, Community Learning Centers, and Safe Places.

Milwaukee Recreation provides a safe haven for young people during non-school hours throughout the year, including during the summer months, at Childcare Camps, Community Learning Centers, and Safe Places. Ages served vary by location — several locations offer programs to children as young as three years old.

Each summer program provides a variety of academic and recreational support, including:

- academic assistance
- enrichment activities (art and music)
- technology education
- sports and fitness activities
- leadership and social skills development.

More than 60 locations are currently open for affordable summer childcare and enrichment programs. Many sites operate daily summer programming from the morning to the evening, Monday through Friday, beginning Tuesday, June 21; however, programs' hours and dates vary by location.

Childcare Camps

Milwaukee Recreation leads a variety of activities at Childcare Camps to provide academic support, enrichment, and recreation to thousands of young people during the summer.

Our staff members foster environments that promote creativity, expand knowledge, and offer safe places for students to be themselves. Childcare Camps are affordable, and Wisconsin Shares childcare reimbursements are accepted (prices vary by location).

Summer 2022 Childcare Camps Site List

Camp	Days of Operation
Academy of Accelerated Learning	06/27/2022-08/12/2022 — 8:00 a.m.-4:30 p.m.
Bryant	06/21/2022-07/29/2022 — 7:00 a.m.-5:00 p.m.
Congress†	06/06/2022-07/29/2022 — 7:30 a.m.-5:00 p.m.
Cooper	06/27/2022-08/05/2022 — 7:00 a.m.-4:30 p.m.
Craig	06/27/2022-08/25/2022 — 7:00 a.m.-4:30 p.m.
Elm	06/27/2022-08/19/2022 — 7:00 a.m.-6:00 p.m.
Emerson	06/21/2022-07/31/2022 — 8:00 a.m.-5:00 p.m.
Fairview	07/05/2022-08/12/2022 — 7:00 a.m.-4:00 p.m.
Fernwood	06/21/2022-08/17/2022 — 7:00 a.m.-5:00 p.m.
Goodrich	06/27/2022-08/19/2022 — 7:00 a.m.-5:30 p.m.
Lloyd Barbee*	06/27/2022-08/12/2022 — 7:00 a.m.-5:00 p.m.
MacDowell*†	06/10/2022-08/05/2022 — 6:00 a.m.-6:00 p.m.
Milwaukee German Immersion	06/27/2022-08/19/2022 — 7:00 a.m.-5:30 p.m.
Ninety-Fifth	06/27/2022-08/19/2022 — 6:30 a.m.-5:30 p.m.
Parkview	06/21/2022-08/12/2022 — 7:00 a.m.-6:00 p.m.
Starms ECC*	06/06/2022-08/05/2022 — 7:30 a.m.-6:15 p.m. (Closed 06/20/2022 and week of 070/4/2022)
Thoreau*	06/21/22-08/26/2022 — 6:30 a.m.-6:00 p.m.
Trowbridge (Parkside)	6/21/2022-08/12/2022 — 6:30 a.m.-6:00 p.m.

*Camp K3 Program; †Early Start School

Community Learning Centers (CLCs) and Safe Places

In partnership with local youth-serving and neighborhood agencies, Milwaukee Recreation strives to increase student achievement and learning by offering engaging academic-enrichment activities at Community Learning Centers (CLCs). Our CLCs are safe, fun places for youth to learn and to play throughout the year. The programs provide positive out-of-school alternatives and serve as havens for young people. At these CLCs, Milwaukee Recreation offers educational, recreational, and social activities for youth, including youth-development activities, college and career readiness, social and emotional learning, technology education, art, music, family-engagement activities, and more.

CLC programs are funded by grants from the U.S. Department of Education and the Wisconsin Department of Public Instruction. CLC programs may charge a nominal program fee; however, the ability to pay is not a barrier to program participation. Scholarships may be available upon request.

Summer 2022 Community Learning Centers (CLC) & Safe Places (SP) Site List

Site	Address	Type	Dates of Operation	Lead Agency
Allen-Field	730 W. Lapham Blvd.	CLC	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Auer Ave.	2320 W. Burleigh St. @ The Goldin Center	CLC	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Children's Outing Association
Bay View	2751 S. Lenox Ave	CLC	June 21-July 29 — 11:00 a.m.-5:00 p.m.	Boys & Girls Club of America
Bradley Tech*	700 S. 4th Street	SP	June 21-July 29 — 1:00 p.m.-5:00 p.m. June 30-July 1 — 11:00 a.m.-5:00 p.m. July 5-July 29 — 1:00 p.m.-5:00 p.m.	Boys & Girls Club of America
Bethune*	1535 N. 35th St.	CLC	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America

Site	Address	Type	Dates of Operation	Lead Agency
Browning*	5440 N. 64th St.	SP	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Silver Spring Neighborhood Center
Carson	4920 W Capitol Dr.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Carver	1900 N. 1st St.	SP	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Clarke	2816 W. Clarke St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Doerfler	3014 W. Scott St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Children's Outing Association
Eighty-first Street	2964 N. 81st St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Engleburg	5100 N. 91st St.	CLC	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Fifty-third Street*	3618 N. 53rd St.	CLC	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Forest Home Avenue	1516 W. Forest Home Ave.	SP	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Milwaukee Christian Center
Fratney	3255 N. Fratney St	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Gaenslen*	1250 E. Burleigh St.	SP	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Grantosa Drive	4850 N. 82nd St	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Greenfield	1711 S. 35th St.	CLC	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Hayes	971 W. Windlake Ave.	CLC	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Holmes	2463 N. Buffum St.	SP	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Children's Outing Association
Hopkins-Lloyd*	1503 W. Hopkins St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Children's Outing Association
Jackson	2121 W. Hadley St.	SP	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Neu-Life Community Resource Center
Kagel	1210 W Mineral St.	SP	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Kluge	5760 N. 67th St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
LaFollette	3239 N. 9th St.	CLC	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Lincoln Avenue	1817 W. Lincoln Ave.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America

Site	Address	Type	Dates of Operation	Lead Agency
Maple Tree*	6644 N. 107th St.	CLC	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Mitchell	1728 S. 23rd St.	SP	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
North Division	1011 W. Center St.	CLC	June 21-August 5 — 11:00 a.m.-5:00 p.m.	Boys & Girls Club of America
Obama	5075 N. Sherman Blvd.	CLC	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Riley	2424 S. 4th St.	CLC SP	June 21-August 19 — 7:00 a.m.-6:00 p.m.	AmericaSCORES
Riverwest	2765 N. Fratney St.	CLC	June 21-August 12 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Sherman	5110 W. Locust St.	CLC	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Story	3815 W. Kilbourn Ave.	SP	June 21-August 5 — 7:00 a.m.-6:00 p.m.	Neighborhood House of Milwaukee
Townsend Street	3360 N. Sherman Blvd.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Vieau*	823 S. 4th St.	CLC	June 21-June 24 — 7:00 a.m.-6:00 p.m. June 27-July 27 — 12:00 noon-6:00 p.m. July 28-July 29 — 7:00 a.m.-6:00 p.m.	Boys & Girls Club of America
Washington	2525 N. Sherman Blvd.	CLC	June 21-July 29 — 11:00 a.m.-5:00 p.m.	Boys & Girls Club of America
Westside	1945 N. 31st St.	CLC	June 21-July 29 — 7:00 a.m.-6:00 p.m.	Children's Outing Association

*Summer Academy Sites: Open June 21-24; July 28-29 (K5-K8 — 7:00 a.m.-6:00 p.m.; middle and high school — 11:00 a.m.-5:00 p.m.); and June 27-July 27 (K5-K8 — 12:00 noon-6:00 p.m.; middle and high school — 1:00 p.m.-5:00 p.m.)

In partnership with local youth-serving and neighborhood agencies, Milwaukee Recreation offers educational, recreational, and social-enrichment activities for youth at Safe Places. Under the direction of trained staff from partner agencies, Safe Places provide youth with opportunities to engage in educational and social-enrichment activities and play in safe environments. Safe Places also support families by providing opportunities for parental involvement in various activities and social events.

A nominal program fee is charged; however, most Safe Place programs accept Wisconsin Shares child care subsidies.

We look forward to all of our families benefiting from the summer recreation programs.

Summer Enrichment Programs

Camp Rise

Camp Rise is a pilot program for male students ages ten to fifteen. Students in this program focus on leadership development and community engagement, along with a basic introduction to financial literacy.

Lead Generation Project

The Lead Generation Project serves MPS high schools by assisting students in reviewing, in assessing, and in improving their core academics. Students participate in ACT prep and financial-literacy courses, and they receive exposure to healthcare careers while preparing to compete at the postsecondary education level.

Summer Academy

Summer Academy helps high-school students to recover and to gain credits, to participate in internships, and to attend career camps. At the elementary level, students participate in academic enrichment in the areas of literacy, music, STEM, art, social studies, and mathematics.

Scholarship Awards

The class of 2022 set a new scholarship record with $107,000,000 in scholarships, exceeding the previous record by $11,000,000. The class of 2022 will be heading out to more than 70 out-of-state colleges and universities, including Harvard, Yale, the United States Military Academy at West Point, and 27 HBCUs (historically Black colleges and universities).

Free Summer Meals

MPS offers free summer meals for children under the age of eighteen. There is no application and no sign-up — just stop by one of the schools below, grab a lunch, and pick a comfy spot to sit and eat.

Site	Address	Dates	Breakfast	Lunch	Dinner
ALBA	1712 S. 32nd St.	06/07/22-08/09/22	NA	NA	5:30-7:30 p.m.
Allen Field	730 W. Lapham Blvd.	06/21/22-08/05/22	8:30-9:00 a.m.:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Bay View	2751 S. Lenox St.	O6/07/22-08/11/22	NA	NA	6:30-7:30 p.m.
Bay View	2751 S. Lenox St.	06/21/22-07/29/22	NA	12:00-12:30 p.m.	3:00-3:30 p.m.
Bethune	1535 N. 35th St.	06/21/22-07/29/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Bradley Tech	700 S. 4th St.	06/09/22-07/29/22	7:45-8:15 a.m.	1:00-1:30 p.m.	3:30-4:00 p.m.
Browning	5440 N. 64th St.	06/21/22-07/29/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Carson	4520 W. Capital Dr.	06/21/22-07/29/22	8:30-9:00 a.m.:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Carver	1500 N. 1st St.	06/21/22-07/29/22	8:30-9:00 a.m.:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Clarke	2816W.Clarke St.	06/21/22-07/29/22	8:30-9:00 a.m.:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Clement Ave.	3656 S. Clement Ave.	06/27/22-07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
Cooper	5143 S. 21st St.	06/27/22-07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
Doerfler	3014 W. Scott St.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Douglas	3620 N. 18th St.	06/07/22-08/11/22	NA	NA	6:30-7:30 p.m.
Eighty-first St.	2964 N. 81st St.	05/21/22-07/29!22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Elm	900 W. Walnut. Ave.	06/27/22-07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
Engleburg	5100 N. 91st St.	06/21/22-08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Fifty-third	3618 N. 53rd St.	06/21/22-07/29/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Forest Home	1516 W. Forest Home Ave.	06/21/22-08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Fratney	3255 N. Fratney St.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Gaenslen	1250 E. Burleigh St.	06/21/22-07/29/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Grantosa	4850 N. 82nd St.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.

Greenfield	1711 S. 35th St.	06/21/22-08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Hamilton	6215 W. Warnimont Ave.	06/07/22-07/27/22	7:45-8:15 a.m.	1:00-1:30 p.m.	NA
Hayes	971 W. Windlake Dr.	06/21/22-08/05/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Hayes	971 W. Windlake Dr.	06/21/22-08/11/22	NA	NA	6:30-7:30 p.m.
Holmes	2463 N. Buffum. St.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Hopkins Lloyd	1503 W. Hopkins St.	06/21/22-07/29/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Jackson	2121 W. Hadley St.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Kagel	1210 W. Mineral St.	06{21/22-08/05/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Kluge	5750 N. 67th St.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
LaFollette	3239 N. 9th St.	06/21/22-08/05/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Lincoln Ave.	1817 W. Lincoln Ave.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Lloyd Barbee	4456 N. Teutonia .Ave.	06/27/22-07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
MACL	2430 W. Wisconsin Ave.	06/27/22-07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
Maple Tree	6644 N. 107th St.	06/21/22-07/25/22	7:45-8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Metcalfe	3400 W. North Ave.	06/21/22-08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Mltchell St.	1728 S. 23rd St.	06/21/22-08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Morgandale	3635 S. 17th St.	06/27/22-07/27/22	7:45-8:15 a.m.	12:00-12:30 p.m.	NA
MSOL	8400 W. Burleigh St.	06/09/22-07/27/22	7:45-8:15 a.m.	1:00-1:30 p.m.	NA
North	1011 W. Center St.	06/21/22-08/05/22	NA	12:00-12:30 p.m.	3:00-3:30 p.m.
North	1011 W. Center St.	06/07/22-08/11/22	NA	NA	6:30-7:30 p.m.
Obama	5075 N. Sherman Blvd.	06/21/22-08/05/22	NA	12:00-12:30 p.m.	3:00-3:30 p.m.
Obama	5075 N. Sherman Blvd.	06/07/22-08/11/22	NA	NA	6:30-7:30 p.m.
Riley	2424 S. 4th St.	06/21/22-08/19/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Riverwest	2765 N. Fratney St.	06/21/22-08/12/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Rogers	2430 W. Rogers St.	06/21/22-08/19/22	7:45--8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Sherman	5110 W. Locust St.	06/21/22-08/05/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Story	3815 W. Kilbourn Ave.	06/21/22-08/05/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Townsend	33.60 N. Sherman Blvd.	06/21/22-07/25/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Veau	823 S. 4t h St.	06/21/22-08/12/22	7:45--8:15 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.
Washington	2525 N. Sherman Blvd.	06/21/22-07/25/22	NA	12:00-12:30 p.m.	3:00-3:30 p.m.
Washington	2525 N. Sherman Blvd.	06/07/22-08/11/22	NA	NA	6:30-7:30 p.m.

WCLL	1017 N. 12th St.	06/09/22-07/27/22	7:45-8:15 a.m.	1:00-1:30 p.m.	NA
Westside	1945 N. 31st St.	06/21/22-07/29/22	8:30-9:00 a.m.	12:00-12:30 p.m.	3:00-3:30 p.m.

* * * * *

(Item 2) Action on a Request to Authorize Funding for Hazard Pay

Background

School closures were mandated on March 16, 2020, due to the start of the COVID-19 pandemic. Some staff, who had to work on-site with the public to keep district operations functioning, received hazard pay for work performed on-site between March 18, 2020, and May 20, 2020. Other staff did not receive this additional compensation, however, even though they were required to work on-site with the public during the same time period. This item requests stipends, in the total amount of $150,000, for eligible staff who have not received hazard pay previously and who had been centrally mandated to work on-site with the public between March 18, 2020, and May 20, 2020.

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

This item requests $150,000 be set aside for stipends.

Implementation and Assessment Plan

If approved, the Administration will provide stipends to eligible staff who have not receive hazard pay previously and who had been centrally mandated to work on-site with the public at the beginning of the pandemic.

Superintendent's Recommendation

The Administration recommends that the Board authorize $150,000 for hazard-pay stipends for eligible staff who have not received hazard pay previously and who had been centrally mandated to work on-site with the public between March 18, 2020, and May 20, 2020.

Director Herndon moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

* * * * *

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

(Item 1) Monthly Report With Possible Action on Legislative Matters or Related Issues Concerning Milwaukee Public Schools.

Background

As of May, 2022, there are $5.6 billion of available funds at the state level which could be put to use immediately to support Wisconsin's schools, municipalities, and communities.

The memo from the Legislative Fiscal Bureau (provided under separate cover and summarized below) documents the percentage of funding reimbursement provided by the State to school districts in order to support students with disabilities.

State Special Education Funding as a Percentage of Costs, 1975-76 to 2021-22

Aid Year	Prior-year Aidable Costs	GPR* Appropriation Amount	GPR* Appropriation % of Aidable Costs
1975-76	N.A.	$49,775,700	N.A.
1976-77	N.A.	66,987,500	N.A.
1977-78	N.A.	77,464,800	N.A.
1978-79	N.A.	91,567,100	N.A.
1979-80	N.A.	96,056,700	N.A.
1980-81	$160,992,774	107,679,800	66.9%
1981-82	180,984,557	116,662,800	64.5
1982-83	201,367,758	122,646,400	60.9
1983-84	216,653,142	140,688,100	64.9
1984-85	236,273,202	148,408,700	62.8
1985-86	254,515,426	152,181,000	59.8
1986-87	286,214,733	160,257,200	56.0
1987-88	315,971,891	187,853,200	59.5
1988-89	350,519,727	198,064,400	56.5
1989-90	384,007,893	225,363,200	58.7
1990-91	425,652,941	246,757,200	58.0%
1991-92	479,550,078	253,957,200	53.0
1992-93	528,811,961	257,730,400	48.7
1993-94	585,879,920	261,330,400	44.6
1994-95	625,111,874	275,548,700	44.1
1995-96	661,268,995	275,548,700	41.7
1996-97	698,164,312	275,548,700	39.5
1997-98	747,324,650	275,548,700	36.9
1998-99	799,556,093	275,548,700	34.5
1999-00	839,923,150	288,048,700	34.3
2000-01	880,915,596	315,681,400	35.8
2001-02	936,787,956	315,681,400	33.7
2002-03	989,101,487	315,681,400	31.9
2003-04	1,037,592,026	316,466,900	30.5
2004-05	1,069,514,911	320,771,600	30.0
2005-06	1,110,784,291	320,771,600	28.9
2006-07	1,157,850,871	332,771,600	28.7
2007-08	1,213,607,540	350,192,500	28.9
2008-09	1,285,385,255	368,939,100	28.7
2009-10	1,322,974,688	368,939,100	27.9
2010-11	1,312,271,260	368,939,100	28.1
2011-12	1,385,983,348	368,939,100	26.6
2012-13	1,343,053,653	368,939,100	27.5
2013-14	1,359,647,100	368,939,100	27.1
2014-15	1,375,594,466	368,939,100	26.8
2015-16	1,391,199,161	368,939,100	26.5
2016-17	1,404,311,864	368,939,100	26.3
2017-18	1,435,356,008	368,939,100	25.7
2018-19	1,482,145,947	368,939,100	24.9
2019-20	1,534,311,880	384,472,300	25.1
2020-21	1,595,858,595	450,276,200	28.2
2021-22**	1,564,719,581	468,091,800	29.9

*General Purpose Revenue
**Preliminary

Where the State once reimbursed 66.9% of costs, it reimburses only 29.9% today. The decline in the reimbursement rate provided by the State has placed increasing financial pressure on school districts to move funds from other areas and has influenced decisions to pass operational referenda at the local level in order to support programs and services for all students. As illustrated below, in 2021-22, 71 school districts in Wisconsin had at least 10% of their revenue limits supplemented by non-recurring operational referenda.

Dependency on Operational Referendum (Source: Department of Public Instruction)

Districts that have at least 10% of their revenue limit supplemented by non-recurring operating referenda:

2013 30	2016..... 46	2019 66	2022..... 71
2014 36	2017..... 55	2020 68	
2015 39	2018..... 57	2021 72	

Numbers are based on 2021-22 base revenue limit from the 2021-22 Revenue Limit Worksheet.
The State Legislature will remain out of session until January of 2023.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

(Item 2) Action on a Resolution and Participation Agreement with the Southeastern Wisconsin Schools Alliance (SWSA)

Background

The mission of the Southeastern Wisconsin Schools Alliance (SWSA), which comprises school districts in southeastern Wisconsin, is to support and to promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region. In striving to achieve this mission, the goal of the Alliance is to identify issues on which member districts can agree and for which they can advocate. Pursuant to Section 66.0301 of the Wisconsin Statutes, member school districts agree to enter into the agreement as provided below and as defined by the Southeastern Wisconsin Schools Alliance's resolution, which is also provided below, 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.

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.

2022-23 Proposed Annual Budget
Southeastern Wisconsin School Alliance (SWSA)
May 11, 2022

	Proposed Budget
Expenses:	
Legislative Liaison Team	$34,125
Executive Director	54,000
Dues/Memberships	2,500
Operational Expenses (Web development/host, travel, printing, & supplies)	1,800
Special SWSA Projects (Communication, research, etc.)	4,000
Total Expenses	$96,425
Revenues:	
Fees from Participating School Districts (based on 29 members)	89,600
Total Revenue	$89,600
Use of Reserves:	$6,825

Basis for Prorating Costs: Equal distribution among member districts based upon 66.0301.

2022-23 Southeastern Wisconsin School Alliance Projected Participant Listing

District	SWSA Fee	District	SWSA Fee
Brown Deer	$3,200	Muskego-Norway	$3,200
Cudahy	$3,200	Nicolet	$3,200
Elmbrook	$1,600	Oak Creek/Franklin	$3,200
Fox Point/Bayside	$3,200	Oconomowoc	$3,200
Franklin	$3,200	Pewaukee	$3,200
Glendale/River Hills	$3,200	Port Washington-Saukville	$3,200
Grafton	$3,200	Racine Unified	$3,200
Greendale	$3,200	Saint Francis	$3,200
Greenfield	$3,200	Shorewood	$3,200
Hamilton	$3,200	South Milwaukee	$1,600
Kenosha	$3,200	Waukesha	$3,200
Kettle Moraine	$3,200	Wauwatosa	$3,200
Milwaukee Public Schools	$3,200	West Allis/West Milwaukee	$3,200
Menomonee Falls	$3,200	Whitefish Bay	$3,200
Mequon/Thiensville	$3,200	Whitnall	$3,200
Mukwonago	$3,200	Total	$96,000

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 2022-23 remains at $3,200.

Provided under separate cover is SWSA's 2021-22 annual report.

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2022-23 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.

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

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 to approve the recommendation of the Office of Board Governance.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

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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's) 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 following report includes activities from late May through mid-June.

Report to the Milwaukee Board of School Directors, June 2022

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. Each month, the

OAE's monthly report will provide a highlight of one area of the OAE's Work Plan and its progress from the previous month.

June is the last month of the OAE's fiscal year 2022 (FY22) Work Plan. A final report on work completed as part of the FY22 Work Plan will be transmitted to the Board subsequent to the close of FY22 on June 30, 2022. Additionally, the OAE's FY23 Work Plan is provided below. Implementation of the FY23 Work Plan will begin July 1, 2022.

Work Plan Highlight: Historically Underutilized Business Program (HUB)

HUBs are for-profit businesses that are 51% or more owned, controlled, or managed by minority, women, disadvantaged, SBA-8A, or other MPS-targeted businesses that are certified by a recognized agency. In accordance with Administrative Policy 3.10, Historically Underutilized Business Program, the HUB program strives to increase the number of diverse business enterprises that supply goods and services to the District. It is the declared policy of the Board and its administration to aid, to assist, and to protect, to the extent justified by the evidence, the interests of historically underutilized business concerns in order to preserve free competitive enterprise and to ensure that a fair proportion of the total purchases and contracts or subcontracts for goods and services for MPS be placed with HUBs. MPS routinely identifies business opportunities to certified HUB firms in its competitive bid/RFP process.

Accountability and Efficiency Services

Between May 16 and June 20, 2022, Accountability and Efficiency Services fulfilled six requests for information/research and five constituent inquiries. The service area also completed four special projects and satisfied one independent hearing officer (IHO) assignment request.

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

Contract Compliance Services

During the reporting period, Contract Compliance Services (CCS) staff members focused efforts on the Communities in Need (COIN) and student-engagement programs. CCS certified seven COIN participants in the carpentry, electrical, laborer, and masonry skilled trades areas. The individuals will complete workforce hours on upcoming integrated project-delivery ESSER II and III general construction projects.

CCS also participated in a meeting with one of our Mission Aligned Partners (MAPs) to discuss strategic partnership opportunities and leveraging resources to support its community members and our Latino students through internships and scholarships in the 2022-23 school year.

Finally, CCS successfully placed 36 students in employment opportunities with various MAPs, where they are developing their professional skills, including communication, self-advocacy, and the ability to effectively work in professional settings independently and with others. Additionally, four internal MPS departments have signed on to host summer student interns. Four students will have the opportunity to work alongside MPS staff members in providing support in administrative and clerical tasks, peer tutoring, and information technology.

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

Annual Work Plan, Fiscal Year 2023

Vision Statement

The Office of Accountability and Efficiency (OAE) will be a resource to all stakeholders and will strive to enhance operational efficiencies by building a collaborative and coordinated accountability and compliance program that accommodates the distinctiveness and complexities of all district activities.

Mission Statement

The Office of Accountability and Efficiency (OAE) will provide leadership on accountability and efficiency and support an accountability environment within the district. The OAE will also strive to bring public transparency to the District's financial operations.

Office Structure

As an independent office, the Office of Accountability and Efficiency reports directly to the Milwaukee Board of School Directors. This independence allows the OAE to review, to analyze, and to visually present data to increase the knowledge of all district stakeholders, ultimately leading to informed action aligned to the District's goals.

The Office of Accountability and Efficiency comprises two service areas: Accountability and Efficiency Services and Contract Compliance Services. It is important to note that the Accountability and Efficiency Services area implements both accountability and transparency services and process-improvement and efficiency services efforts as outlined in Administrative Policy 2.03, Administrative Organization Plan.

Accountability and Efficiency Services

The OAE's Accountability and Efficiency Services manages accountability, transparency, process-improvement, and efficiency projects to enhance district operations and public transparency. This includes, but is not limited to, producing the five-year financial forecast, processing district RFP/BID appeals, fulfilling Independent Hearing Officers (IHO) requests, implementing the District's whistleblower policy, and carrying out other projects as requested by the Milwaukee Board of School Directors, district departments, or members of the public.

Contract Compliance Services

The OAE's Contract Compliance Services manages efforts to fulfill the District's diversity and economic responsibility as a primary employer and purchaser of goods. This includes, but is not limited to, implementation of the Communities in Need Program (COIN), Historically Underutilized Businesses Program (HUB), and the student-engagement Program.

Fiscal Year 2022-23 (FY23) Overview

The FY23 Work Plan extends the work set in previous years related to baselining operations, increasing office capacity, and data-analysis programming. This provides the foundation for the focus on financial analysis and fiscal transparency in FY23.

The FY23 Work Plan is also inclusive of the following:

- directives outlined in current board and administrative policy and procedure;
- items carried forward by the Board at its annual organizational meeting (e.g., defined contribution);
- requests by the Board, district departments, or the public; and
- activities directed by the Senior Director of the Office of Accountability and Efficiency.

Using a largely project management approach, the Office of Accountability and Efficiency executes activities in the following three focus areas:

- Accountability and efficiency: Includes those activities that support an accountability environment, bring public transparency to the District's operations, enhance operational efficiencies, and improve district processes. These projects are managed and implemented by Accountability and Efficiency Services.
- Contract compliance: Includes those activities that fulfill the District's responsibility as a primary employer and purchaser of goods. These projects are managed and implemented by Contract Compliance Services.
- General operations: Includes day-to-day and recurring activities assigned to the Office of Accountability and Efficiency and those activities necessary to achieve operational efficiency with the OAE. These projects are managed and implemented by both service areas within the Office of Accountability and Efficiency.

While this Work Plan is intended to provide a comprehensive overview of intended work to be performed by the OAE during FY23, changes may be necessary based on the District's needs. As such, activities may be added throughout FY23 as directed by the Milwaukee Board of School Directors.

FY23 Planned Activities

Accountability And Efficiency Services

Includes both accountability and transparency services and process-improvement and efficiency services efforts.

Annual Review of Budget/Comprehensive Annual Financial Report (CAFR)

Board Governance Policy BG 3.08 charges the OAE with bringing oversight and accountability to the financial operations, evaluating fiscal performance and transparency, and making recommendations in the furtherance of fiscal stewardship for MPS. The OAE satisfies this responsibility by conducting an independent review of the district's most significant annual financial documents

Activities:

Receipt and review of financial documents, reasonableness testing and independent calculations, trending, forecasting, sensitivity analysis, examination of alignment to the Board's policies and priorities, and consultation with external auditors

Outputs:

Memoranda summarizing analysis to the Board and Administration, possible process-improvement projects, updated tracking of fund balances, updated tracking of long-term obligations, andupdated tracking of most significant cost drivers

Anticipated Outcome:

Improved balance-sheet position, reduced actuarial liabilities, stronger cash reserves, and stronger cash flows

Constituent Support

The Office of Accountability and Efficiency provides constituents with efficient service in response to inquiries, requests, and concerns received in person, via phone, or via e-mail.

Activities:

Request review, request processing, request follow-up, and constituent-inquiry trend analysis

Outputs:

Number of constituent inquiries, processing time in business days, and number of inquiries resolved/closed

Anticipated Outcome:

100% of constituents will receive an acknowledgement of their requests within 48 hours

Five-year Financial Forecast

In accordance with the Board's action of June 2013, the Office of Accountability and Efficiency works with the Office of Finance to project the District's revenues and expenditures over the next five years. Assumptions are calculated based on actuals, trends, economic indicators, and regional and local economics. Each year, the current five-year forecast is presented to the Milwaukee Board of School Directors to assist with the upcoming budget process.

Activities:

Budget and actuarial data acquisition, assumptions update, pro forma update, sustainability analysis, cash flow analysis, and debt analysis

Outputs:

Five-year enrollment forecast, five-year revenue forecast, and five-year expense forecast

Anticipated Outcome:

The five-year forecast will be completed and presented to the Board annually as part of the budget-development cycle

Independent Hearing Officer (IHO) Assignments

In accordance with Administrative Policy 6.16, Complaints and Grievances: Staff; the MPS Employee Handbook Part V; and district procedures for employee grievances, the Office of Accountability and Efficiency maintains a list of qualified Independent Hearing Officers (IHO) and randomly selects IHOs when requested by the Employment Relations Department.

Activities:

IHO request review, IHO request processing, IHO assignment, annual verification of IHO list, and assignment trend analysis

Outputs:

Number of IHO requests, number of IHO assignments, and average response time in business days

Anticipated Outcome:

100% of IHO requests will be fulfilled within two business days of receipt of request

Requests for Data Analysis/Visualization

The Office of Accountability and Efficiency routinely receives requests for data analysis and data visualization. Examples include third-Friday enrollment analysis and mapping of board districts.

Activities:

Activities will vary dependent upon the request

Outputs:

Number of requests received, number of requests fulfilled, and request-specific data presentation

Anticipated Outcome:

Outcomes will vary dependent upon the request

Requests for Information/Research

The Office of Accountability and Efficiency routinely receives requests for information, including research requests. Examples include sending and receiving reports, employee demographics reports, and vendor cost/spending information.

Activities:

Activities will vary dependent upon the request

Outputs:

Number of requests received, number of requests fulfilled, and request-specific information presentation

Anticipated Outcome:

Outcomes will vary dependent upon the request

RFP/BID Appeals

In accordance with Administrative Policy 3.09, Purchasing and Bidding Requirements, the bid/RFP-appeals process allows for vendors or prospective vendors to formulate protests regarding alleged irregularities or improprieties during the MPS procurement process. The OAE independently reviews all appeals and formulates a recommendation within 10 days of receipt.

Activities:

Appeal receipt, determination of standing, appeal processing, review of findings of fact, determination of corrective action, external consultation, and issuance of final report

Outputs:

Number of appeals received, number of appeals reviewed, number of recommendations made, response time in business days, and final report

Anticipated Outcome:

100% of RFP/bid appeals will be reviewed and recommendations will be made within 10 business days of receipt

Special Projects

The Office of Accountability and Efficiency routinely receives special accountability-, efficiency-, transparency-, or process-improvement-related requests. Recent examples include special contract reviews and automating the creation of the District's public budget presentation.

Activities:

Activities will vary dependent upon the project

Outputs:

Number of requests received, number of project hours, number of projects completed, and project-specific outputs

Whistleblower Protection

In accordance with Administrative Policy 6.35, Whistleblower Protections, the District's whistleblower process urges all members of the Milwaukee Board of School Directors, employees, independent contractors, and volunteers to report any known or suspected violations of legal, criminal, policy, or ethical nature. All violations or suspected violations may be reported to the Senior Director of the Office of Accountability and Efficiency, among others. The policy states that no action shall be taken against any board member, employee, or volunteer who makes a good-faith complaint. All complaints are treated as confidential to the extent possible, consistent with the parameters of adequate investigation.

Activities:

Complaint receipt, process overview, and case specific activities

Outputs:

Number of whistleblower complaints received, processing time in business days, and number of whistleblower complaints resolved/closed

Anticipated Outcome:

Outcomes will vary dependent upon the case

Contract Compliance Services

Communities in Need Program (COIN)

In accordance with Administrative Policy 3.13, Communities in Need Initiative, the COIN initiative is MPS's workforce-preference program which targets the employment of district constituents on construction contracts who are unemployed or under-employed and meet general free/reduced-priced lunch eligibility criteria. Facilities and Maintenance Services contractors provide regular work opportunities for COIN workers under this program. COIN individuals represent both skilled and unskilled workers.

Activities: Contract review, COIN assignments, COIN monitoring and control, focus groups, industry advisory committee, and mission-aligned partners

Outputs:

Number of contracts reviewed, number of contracts with COIN requirements, number of contracts monitored, number of COIN workers engaged, average COIN percentage assigned, and total COIN workers' hours

Anticipated Outcome:

% COIN participation will increase over that of the previous fiscal year.

Historically Underutilized Businesses Program (HUB)

In accordance with Administrative Policy 3.10, Historically Underutilized Business Program, the HUB program strives to increase the number of diverse business enterprises that supply goods and services to the District.

Activities:

Contract review, HUB assignments, HUB monitoring and control, vendor information sessions, and supplier diversity connections

Outputs:

Number of contracts reviewed, number of contracts with HUB requirements, number of contracts monitored, average HUB percentage assigned, and total HUB assignment

Anticipated Outcome:

% HUB participation will increase over that of the previous fiscal year.

Student-engagement Program

In accordance with Administrative Policies 3.10, Historically Underutilized Business Program, and 3.13, Communities in Need Initiative, student-engagement requirements expose MPS's students to career exploration through educational activities that may include paid employment. The student-employment requirement affords MPS's students the opportunity to gain meaningful employment experiences. Many vendors and contractors continue the partnership's commitment beyond the requirement period. Most MPS contracts now require a minimum of 10 hours of career education.

Activities:

Contract review, student-engagement assignments, student-engagement monitoring and control, job-readiness training sessions, and community connections

Outputs:

Number of contracts reviewed, number of contracts with student-engagement requirements, number of contracts monitored, number of students engaged, average student-engagement hours assigned, total student-engagement hours

Anticipated Outcome:

% student-engagement participation will increase over that of the previous fiscal year.

General Operations

In addition to these accountability and efficiency and contract compliance activities, the Office of Accountability and Efficiency is responsible for various general operations functions, including, but not limited to, the following:

- board agenda item review and analysis;
- board and board committee meeting participation;
- advisory committees' participation as directed by the Board;
- electronic direct-payment monitoring and quality control;
- Contract Compliance reporting system's maintenance;

- identification of improvement opportunities in routine school and departmental audit reports;
- participation in district events; and
- professional development

FY23 Reporting

In accordance with Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency, the Office of Accountability and Efficiency will provide a monthly progress update to the Board via an agenda item at the Board's regular monthly meeting. Additionally, while not required by board policy, the Office of Accountability and Efficiency will provide the Board with a summary report aligned with the annual work plan on an annual basis subsequent to the close of the fiscal year.

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

* * * * *

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

The Board Clerk presented eight expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

- May 31, 2022, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 2:00 p.m., and 3:00 p.m.
- June 1, 2022, at 11:00 a.m.
- June 8, 2022, at 9:00 a.m.
- June 22, 2022, at 1:00 p.m.

Also forwarded to the Board for its information were the monthly expulsion summaries.

Director Taylor moved to accept the reports of the Independent Hearing Officers of May 31 2022, and June 1, 8, and 22, 2022.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- 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 60 Days, which had been set aside at the request of the Administration;
- Report of the Committee on Legislation, Rules and Policies, Item Two, Action on Adoption of a Proposed Procedure on Time Schedules and Workload, which had been set aside at the request of Director O'Halloran; and

- Report of the Committee on Student Achievement and School Innovation, Item Five, Report on Resolution 2122R-004 and Action on Recommendations of the Middle School and High School Steering Committee, which had been set aside at the request of Director Leonard.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Nicole Foster	Building Service Helper I	$15.18/hr.	05/02/2022
2	Willie Love	Building Service Helper I	$17.21/hr.	05/02/2022
7	Lori Schroeder	Building Service Helper I	$15.18/hr.	05/02/2022
2	Kiara Smith	Building Service Helper I	$15.18/hr.	05/02/2022
5	Melissa Weber	Building Service Helper I	$15.18/hr.	05/02/2022
5	Patrick Rohan	Central Kitchen Delivery Driver	$24.26/hr.	04/25/2022
6	Adriana Hernandez	Para Ed Assistant	$18,872.00	05/02/2022
7	Lynn Leicher Smoot	Para Ed Assistant	$18,872.00	04/28/2022
4	Nazarath Torres	Para Ed Assistant	$18,872.00	05/09/2022
5	Amanda Turner	School Bookkeeper — 10-month	$35,470.00	05/09/2022
2	Shinique Jackson	School Secretary I — 12-month	$33,570.00	05/25/2022
4	Elisa Martinez	School Secretary I — 12-month	$34,814.00	05/24/2022
Promotions				
2	Kenyetta Maclin	Accounting Assistant III	$49,734.00	05/09/2022
2	Angela Birdsong	Boiler Attendant Trainee	$40,563.00	05/16/2022
2	Syreeta Brandon	Boiler Attendant	$43,380.00	05/02/2022
2	Ashontie Colbert	Boiler Attendant	$43,380.00	05/02/2022
2	Howard Crook	Boiler Attendant	$45,630.00	05/02/2022
4	Jose Roman	Boiler Attendant	$43,380.00	05/02/2022
5	Teri Zeren	Data Support Assistant	$45,864.00	05/16/2022
2	Terry Gilbert	Human Resources Assistant	$39,701.00	05/09/2022
4	Guillermo Valadez	Plumber — Restricted Journeyman	$30.99/hr.	05/04/2022
2	Audreannia Ball	School Bookkeeper — 10-month	$33,409.00	05/09/2022
4	Manuel Andrade Ponce	School Engineer II	$54,997.00	05/02/2022
2	Peace Dixon	School Engineer II	$52,562.00	05/30/2022
2	Kierra Evans	School Engineer II	$56,215.00	05/30/2022
5	Troy Helminak	School Engineer III	$63,114.00	05/02/2022
4	Bridget Inostrosa	School Engineer III	$63,114.00	05/02/2022
5	Jerome Lange	School Engineer III	$71,212.00	05/02/2022
2	Isaac McGinty	School Engineer IV	$71,599.00	05/16/2022
5	Christie Wiedower	School Kitchen Manager II	$31,029.00	04/25/2022

Code	Name	Position	Salary	Date
4	Marlin Hernandez	Secretary II	$46,377.00	05/16/2022
Rehires				
2	Kenneth Bland	Building Service Helper I	$15.18/hr.	04/21/2022
2	Phillip Robertson	Central Kitchen Delivery Driver	$21.65/hr.	04/25/2022
2	Jimika Martin	School Engineer I	$49,698.00	04/25/2022

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	Colon De Jesus, Wanda	Bilingual Education	XX/4W2	$44,073.00	5/2/2022
4, r	Gonzalez, Michelle	English As Second Language	XX/4W2	$44,073.00	5/9/2022
5, r	Grimm, Haley N	Multicateg. Comp. Sen	01/BA	$44,870.00	5/16/2022
4, nr	Mayorga, Laura Xiomara	Spec Ed Multicateg.	XX/4W2	$44,073.00	5/2/2022
5, r	Wiese, Kathleen	Gen'L Elem & K8 — All Grades	01/BA	$44,870.00	4/19/2022
Teacher Leader (Early Start School)					
5, nr	Felten, Abigail L	Educational Operations	1C/BA	$64,014.00	8/8/2022

Codes:		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0
2	African American	0	0	0	0	0
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	3	0	0	0	3
5	White	3	0	0	0	3
6	Other	0	0	0	0	0
7	Two or more ethnic codes	0	0	0	0	0
	Males	0	0	0	0	0
	Females	6	0	0	0	6

r Resident
nr Non-resident

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, April 2022		
Jodi Wehausen	Division of Special Services	April 6, 2022
Illness Leave, May 2022		
Carolyn Neumann	Franklin School	May 4, 2022
Angela Branch	Riverwest Elementary School	May 9, 2022
Lynda Cypov	Parkside School	May 12, 2022
Personal Leave, May 2022		
Brittany Sanchez	Longfellow School	May 12, 2022
Maria Macias	Milw. Spanish Immersion School	May 12, 2022
Personal Leave, October 2022		
Jordan Jozefacki	Itinerant	October 27, 2022
Military Leave, April 2022		
Melissa Childs	Office of Human Resources	April 18, 2022

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Retire	30.2	4	Linda Aguado	Teacher	Trowbridge	06/16/2022
Retire	24.9	2	Norman Alexander	Teacher	Dr. King Elem	06/30/2022
Personal	1.8	5	Kyle Amati	Teacher	Roosevelt	05/26/2022
Personal	0.4	4	Antonio Aranda	Teacher	Longfellow	06/16/2022
Personal	1.9	5	Anthony Bacchi	Psych	Metcalfe	06/03/2022
Other Dist	17.8	5	Carrie Baker Jackson	Teacher	Ronald Reagan	06/30/2022
Retire	38.7	5	Marcella Baruzzini	Teacher	Zablocki	06/16/2022
Personal	3.8	5	Katherine Beck	Teacher	Franklin	06/16/2022
Personal	0.9	5	Jennifer Bennett	Teacher	North Division	05/27/2022
Retire	33.8	6	Sarah Berg	Teacher	Gaenslen	06/16/2022
Personal	20.7	5	Vicky Bishop	Teacher	North Division	04/04/2022
Other Dist	8.6	5	Benjamin Bodart	Teacher	JMAC	05/27/2022
Other Dist	1.9	5	Katie Brister	Teacher	Bethune	06/16/2022
Personal	6.2	2	Jessica Brito	Teacher	Bradley Tech	04/22/2022
Personal	0.9	5	Mariah Brown	Teacher	Stuart	06/16/2022
Other Dist	22.0	2	Melissa Buford	Teacher	Brown Street	06/16/2022
Other Work	0.9	5	Katlynn Cahill	Teacher	Humboldt Park	06/16/2022
Personal	2.8	2	Dakota Caldwell	Teacher	Lancaster	06/16/2022
Personal	1.8	5	Katelin Calo	Teacher	Spanish Imm	06/16/2022
Other Dist	1.9	4	Lizeet Caro	Psych	ALBA	06/03/2022
Other Dist	2.9	5	Sara Carse	Psych	Douglas	06/03/2022
Personal	2.9	5	Amanda Carvalho	Teacher	Keefe	06/16/2022
Personal	25.8	3	Lee Ann Chappelle	Teacher	Franklin	06/16/2022
Personal	3.8	4	Jolene Chartier	Teacher	Parkside	06/16/2022
Personal	2.1	5	James Christensen	Teacher	Carver Acad	05/06/2022
Personal	5.8	2	Keyante Clayvon	Teacher	Bay View Mont	06/16/2022
Personal	1.4	5	Emily Clifford	Teacher	Pulaski	05/27/2022
Personal	9.6	5	Sarah Costa	Teacher	Garland	06/16/2022
Other Dist	1.9	3	Ankita Datta	Teacher	Bradley Tech	05/27/2022
Retire	27.7	5	Debra Dawson	Teacher	Central Svcs	06/16/2022
Retire	30.8	5	Cynthia Dean	SLP	Central Svcs	05/27/2022
Other Work	3.9	5	Ashley Deluca	Teacher	Morse	05/27/2022
Personal	5.2	2	Miles Dhuey	Principal	Story	06/30/2022
Other Work	3.3	5	Kelly DiGiacinto	Teacher	Rufus King MS	05/27/2022
Other Dist	10.8	5	Christina Diop	SLP	Bryant	06/16/2022
Personal	3.3	5	Janessa Doucette	Specialist I	Central Svcs	05/31/2022
Other Dist	1.9	5	Emily Dunn	Teacher	AAL	06/16/2022
Personal	7.9	7	Hannah Ellison	Teacher	Hayes	06/16/2022
Personal	0.9	5	Margaret English	Teacher	Brown Street	06/16/2022
Retire	29.8	5	Kristine Esmond	Lit Int Tchr	Central Svcs	05/06/2022
Personal	10.7	2	Kimberly Evans Green	Teacher	Townsend	05/27/2022
Other Dist	8.2	5	Lindsey Folta	Teacher	Vincent	05/27/2022
Retire	33.3	2	Christlyn Frederick Stanley	Principal	Keefe	06/30/2022
Other Dist	4.8	5	Margaret Gapinski	Teacher	Rufus King HS	05/30/2022
Personal	6.3	4	Mercedes Garcia	Teacher	Spanish Imm	06/16/2022
Personal	0.8	5	Tracy Gardner	Teacher	53rd Street	05/20/2022
Other Dist	5.9	7	Jaclyn Garrow	Teacher	Mitchell	06/16/2022
Other Dist	10.8	5	Kathryn Gerou	SLP	Roosevelt	06/30/2022
Personal	0.9	5	Madelin Ginster	Teacher	Congress	05/27/2022
Retire	32.3	5	Maureen Gleesing	Teacher	South Division	06/03/2022
Other Dist	0.9	5	Mary Graffis	Teacher	JMAC	05/27/2022
Retire	4.4	5	Peggy Hamby	SLP	Morgandale	06/17/2022
Other Dist	2.9	5	Erika Hansen	Teacher	Bradley Tech	05/27/2022
Personal	4.8	5	Caitlin Hanson	Teacher	Kluge	06/16/2022
Personal	0.9	5	Gracia Hasebroock	Teacher	Grant	06/20/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	24.6	2	Sharon Hegwood	Teacher	Bradley Tech	05/27/2022
Other Dist	6.8	6	Joshua Hennes	Teacher	Obama SCTE	05/27/2022
Retire	30.0	5	Barbara Hickling	Manager III	Central Svcs	07/08/2022
Personal	4.4	2	Shatavia Jefferson	Teacher	Maple Tree	06/16/2022
Personal	7.8	5	Kelsey Jeffery	Teacher	Doerfler	06/16/2022
Retire	24.0	5	Kimberly Johnson	Teacher	Parkside	06/16/2022
Personal	2.3	2	Nikia Johnson	Teacher	Marshall	05/27/2022
Personal	3.7	2	Cassandra Jones	Teacher	JMAC	05/28/2022
Personal	5.5	5	Urszula Julien	SLP	Carver	06/16/2022
Retire	26.8	5	Sandra Kelly	Teacher	Rufus King MS	05/27/2022
Personal	8.3	5	Patrick Kenny	Teacher	Kagel	06/16/2022
Other Dist	8.8	5	Rachel Koeppler	Teacher	South Division	05/27/2022
Retire	32.5	5	Elizabeth Krueger Safer	Teacher	Wedgewood Park	01/20/2023
Personal	16.8	5	Tyson Kuhrmeier	Teacher	Parkside	06/16/2022
Personal	1.5	5	Kim Lamers	Nurse	Central Svcs	06/03/2022
Personal	0.4	5	Megan Lane	Teacher	Washington	05/27/2022
Retire	23.9	5	Alice Lanphier	Teacher	Rufus King HS	08/08/2022
Personal	7.9	5	Sarah Larkin	SST	Carver	06/30/2022
Personal	0.9	5	Jonathan Lauer	Teacher	Burbank	06/16/2022
Retire	19.6	3	Mary Lawler	Teacher	MacDowell	05/27/2022
Other Work	2.9	5	James Leggett	Teacher	French Immersion	06/16/2022
Personal	1.9	5	Alec Lenczner Bagdasarian	Teacher	Wedgewood Park	05/27/2022
Personal	6.3	5	Tracy LoMenzo	Teacher	Pulaski	05/27/2022
Other Dist	9.4	2	Paula Mackey	Teacher	Franklin	06/16/2022
Personal	8.8	4	Johnathan Manzo	SST	Hawley	06/16/2022
Other Dist	4.8	2	Tamika Marable	Teacher	Lloyd Barbee	06/16/2022
Personal	2.9	2	James Matthews	Teacher	Townsend	06/16/2022
Personal	24.2	5	Kathleen McGovern	Teacher	Holmes	04/25/2022
Personal	3.3	5	Quinn McLeese	Teacher	Rufus King MS	05/27/2022
Personal	1.9	5	Rebecca Meldman	Teacher	Lincoln MS	05/27/2022
Other Work	0.9	5	Julia Meyer	Teacher	Story	06/16/2022
Personal	0.9	4	Nadia Moreno	SSW	Audubon	06/03/2022
Retire	17.9	5	Sally Morgan	Teacher	MacDowell	05/27/2022
Other Dist	0.9	5	Philip Morris	Teacher	Townsend	06/16/2022
Personal	3.9	5	Jeffrey Neuser	Teacher	Vincent	05/27/2022
Personal	3.8	5	Timothy Ott	Teacher	Obama SCTE	05/27/2022
Personal	2.9	3	Yeng Parman Thao	Teacher	Audubon HS	05/26/2022
Personal	12.9	5	John Peacock	Teacher	Rufus King HS	05/27/2022
Personal	1.8	4	Reyes Perez	Teacher	Hopkins Lloyd	06/16/2022
Personal	4.2	4	Yomara Perez	Teacher	Mitchell	06/16/2022
Personal	24.0	2	Chauna Perry Finch	Supervisor I	Central Svcs	06/30/2022
Personal	4.8	5	Victoria Phillips	SLP	53rd Street	06/16/2022
Other Dist	1.2	5	Olyvia Pierce	Teacher	JMAC	05/27/2022
Personal	0.8	4	Elba Polo Fernandez	Teacher	Hayes	06/17/2022
Retire	37.7	5	Barbara Reading	Teacher	Siefert	06/16/2022
Personal	5.8	5	Ashley Reuter	Teacher	Central Svcs	06/16/2022
Personal	0.8	4	Francisco Robles	Teacher	Morse	05/27/2022
Personal	3.4	5	Tylor Rockwell	Nurse	Central Svcs	06/03/2022
Retire	33.3	5	Angela Rourke	SST	Maple Tree	06/16/2022
Other Work	4.8	2	Sierra Rowe	Teacher	Auer	06/16/2022
Personal	2.2	5	Allie Rudolph	Teacher	Bethune	06/16/2022
Personal	7.4	6	Redouane Sabbar	AP	Ronald Reagan	06/01/2022
Personal	1.9	4	Brittany Sanchez	SLP	Longfellow	06/16/2022
Retire	30.0	4	John Sanchez	Principal	Fernwood	06/24/2022
Retire	25.7	4	Gladys Sandino	Teacher	Forest Home	06/16/2022
Personal	6.5	5	Rachel Sanfelippo	Teacher	Lincoln Ave	06/16/2022
Other Dist	25.8	5	Heather Sattler	Teacher	Alliance	05/27/2022
Personal	7.8	5	Aude Sauvignon	Teacher	French Immersion	06/16/2022
Personal	13.8	5	Kathleen Schuppner	SLP	Central Svcs	06/16/2022
Retire	32.8	5	Mary Selbach	Teacher	Milw Sign Lang	06/16/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Work	11.8	7	Ranjit Singh	Supervisor I	Central Svcs	06/03/2022
Personal	7.9	5	Catherine Slusher	Nurse	Central Svcs	06/22/2022
Personal	17.3	5	Nathan Snieg	Teacher	Hartford	06/16/2022
Retire	30.0	5	Mary Stefanik	Teacher	Fairview	06/16/2022
Personal	3.4	2	Tanesha Stewart	Teacher	Rufus King MS	05/27/2022
Personal	2.9	5	Sarah Stuhlmacher	Teacher	Gaenslen	06/16/2022
Other Dist	0.9	5	Rachel Szurek	Teacher	Milw Sch of Lang	05/28/2022
Personal	0.9	3	Shannon Thao	Teacher	Pulaski	05/27/2022
Other Dist	12.8	5	Ryan Thompson	Teacher	Riverside	06/13/2022
Other Work	10.3	5	Joseph Timm	Teacher	Cass	06/16/2022
Personal	1.8	5	Andy Tranel	Teacher	Westside Acad	06/16/2022
Other Dist	4.8	5	Sara Vandersteen	Teacher	AAL	06/17/2022
Personal	7.9	4	Ayleen Vargas Delgado	Teacher	Milw Sch of Lang	05/27/2022
Personal	6.8	5	Jenni Vaughn	Teacher	Mitchell	06/16/2022
Personal	3.8	4	Lisa White	Teacher	ALBA	05/27/2022
Retire	19.9	5	Julia Wolz	Teacher	Maple Tree	06/16/2022
Other Work	1.9	5	Kaitlin Worman	SLP	Hayes	06/16/2022
Personal	4.9	2	Junius Yates	Principal	Obama SCTE	06/30/2022
Personal	0.8	5	Donna Zelenak	Teacher	Starms	05/27/2022
Classified Retirements						
Retire	25.6	2	Harriet Fields	Secretary I	MacDowell	04/30/2022
Retire	3.6	2	Cassandra Greenlee	Secretary I	F & M	04/23/2022
Retire	7.5	2	Cassandra Holmes	Para	Pulaski	04/29/2022
Retire	20.0	5	Bruce Krueger	Boiler Att	Parkside	05/14/2022
Retire	28.0	5	Paul Mueller	BSH II	North Division	05/16/2022

Other District 25
Other Work 9
Personal 76
Retirement ..... 29 (5 Classified & 24 Certificated)

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for April 2022 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Report on Hires, FY18-FY22

	Staff	Teachers
FY18	1,136	321
FY19	1,312	378
FY20	1,525	440
FY21	872	362
FY22	1,049	331

Report on Resignation Data

All Staff Total Terms by Month, FY22

July 2021	Aug 2021	Sept 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2020	June 2022
104	362	111	151	98	76	113	67	64	85	175	43

Teacher Total Terms by Month FY22

July 2021	Aug 2021	Sept 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2020	June 2022
46	62	24	40	28	19	35	12	9	37	103	17

All Staff Terms, FY18-FY22

	FY18	FY19	FY20	FY21	FY22
Retire	303	347	279	281	243
Resign	1,306	1,263	994	842	1,206
Total	1,609	1,610	1,273	1,123	1,449

Teacher Terms, FY18-FY22

	FY18	FY19	FY20	FY21	FY22
Retire	164	159	133	116	82
Resign	462	430	315	245	330
Total	626	589	448	361	412

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.

				Salary		
Codes	Name	Appointment	Location	Sched	Range	Amount
4, nr	Jose Frias	Assistant Principal III, WI Conservatory of Lifelong Learning	Office of the Chief of School Administration	03	12C	$101,244
6, r	Stanley Loper	Assistant Principal I, Thoreau	Office of the Chief of School Administration	03	10C	$92,954
5, nr	John Beck	Coordinator III, Student Performances	Office of the Chief of Communications & School Performance	03	08A	$92,221
5, r	Kevin Condon	Assistant Principal I, Mitchell	Office of the Chief of School Administration	03	10C	$85,000
2, r	Maggie Mcdaniel	Assistant Principal I, Grantosa	Office of the Chief of School Administration	03	10C	$82,979
4, r	Veronica Martin	Business Specialist I, Nutrition Services	Office of the Chief of Finance	03	08A	$80,869
2, nr	Khalil Davis	Specialist I, Contract Law	Office of the Chief of Finance	03	08A	$70,465
2, r	Robin Bradford	Dean of Students, North Division	Office of the Chief of School Administration	03	06C	$78,989
2, r	Jacquelene Roberts	Assistant Principal, Roosevelt	Office of the Chief of School Administration	03	11C	$69,903
6, r	Thomas Scholle-Malone	Coordinator II, Recreation (Youth Sports)	Office of the Chief of Operations	03	07A	$69,300
3, nr	Jenny Lo	Planning Assistant II	Office of the Chief of Academics	03	02A	$65,511

Recommended Reclassifications

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

Codes	Name	Appointment	Location	Salary Sched	Range	Amount
2, r	Bianca Franklin	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	$95,760
5, nr	Susan Wollmer	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	$92,029
2, r	Earnestine McCoy Hale	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	$87,719
2, r	Marchell Bass Wilson	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	$87,393
2, nr	Tashanda Edelen	Supervisor I, School Nursing	Office of the Chief of Academics	03	09A	$84,859

Recommended LTE Contracts Exceeding 60 Days

Your Committee recommends that the Board approve the following Limited-term Employment 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	Michelle Douglas Meyer	Strong Start Math Leadership Project	Office of the Chief of Academics	$50.00	06/01/22-08/31/22
5, r	Beth Schefelker	Strong Start Math Leadership Project	Office of the Chief of Academics	$50.00	06/01/22-08/31/22
5, r	Linda Bolin	EEIC Mentors for Principals	Office of the Chief of Academics	$40.00	07/01/22-12/31/22
5, nr	Susan Hebner	Graphic Design/Marketing Support	Office of the Chief of Communications & School Performance	$40.00	05/15/22-09/15/22
5, r	Jeffrey Krupar	EEIC Mentors for Principals	Office of the Chief of Academics	$40.00	07/01/22-12/31/22
5, r	James Lawton	EEIC Mentors for Principals	Office of the Chief of Academics	$40.00	07/01/22-12/31/22
5, r	Sandy Schroeder	Project Manager & Site Coordinator	Office of the Chief of Operations	$40.00	07/01/22-12/31/23
5, r	Debra Costello	Parchment Student Transcripts and Locker Knowledge Transfer	Office of the Chief of Communications & School Performance	$36.76	05/16/22-07/15/22
1, r	Abbie Ruth Fishman	Advance Placement Project Assistant	Office of the Chief of Academics	$30.00	05/01/22-11/01/22
5, nr	Christopher Geiser	Piano Accompanist	Office of the Chief of School Administration	$30.00	08/10/2022-12/26/22
2, r	Rosemary Hayes	Administrative Assistant III	Office of the Chief of Academics	$30.00	07/01/22-01/30/23
5, r	Lawrence Murphy	Co–Advisor/Artist in Residence	Office of the Chief of School Administration	$30.00	08/01/22-12/01/22
5, r	Tammy Nemoir	Infinite Campus Coordinator/Data Base Support	Office of the Chief of School Administration	$30.00	06/06/22-12/06/22
5, nr	Kris Bertram	Scanning/Filing	Office of the Chief of Human Resources	$25.00	05/31/22-08/30/22
2, r	Cierra Taylor	Scanning of Personnel Files	Office of the Chief of Human Resources	$15.00	06/06/22-08/19/22

Subsequent to the meeting of the Committee on Accountability, Finance, and Personnel, the Administration and the Office of Board Governance submitted the following additional recommended appointments for the Board's approval.

Codes	Name	Appointment	Location	Salary Sched	Salary Range	Salary Amount
2, r	Tonja Whittley	Manager I, Professional Development	Office of the Chief of Academics	03	11A	$114,470
5, nr	Kelly Bolin	Manager I, Financial Reporting	Office of the Chief of Finance	03	11A	$101,989
5, r	Elizabeth Fiergola	Employment Relations Specialist III	Office of the Chief of Human Resources	03	10A	$87,023
2, r	Kellie Carson	Assistant Principal, Siefert	Office of the Chief of School Administration	03	10C	$96,736
4, r	Ruth Lopez	Recreation Supervisor Associate II	Office of the Chief of Operations	03	04A	$60,131
2, r	Brandi Williams	Records Management Specialist I	Office of Board Governance	03	08A	$70, 465

Director Leonard moved to approve the Committee's recommendation, along with the list of additional appointments.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

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(Item 3) Action on the 2022-23 Salary Schedules

Background

On April 21, 2022, the Board approved salary increases across the board, to be effective July 1, 2022. The salary schedules for 2022-23 are attached to the minutes of your Committee's meeting for the Board's action.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY23 budget.

Implementation and Assessment Plan

This item aligns the salary schedules to the Board's action of April 21, 2022.

Committee's Recommendation

Your Committee recommends approval of the 2022-23 Salary Schedules as presented 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 4) Action on a Request for Approval of Job Descriptions Related to Director I, Restorative Practices, Supervisor I, System Administration, and Director I, State & Federal Programs

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job descriptions for the Director I, Restorative Practices; Supervisor I, System Administration; and Director I, State & Federal Programs positions, as summarized below.

Director I, Restorative Practices

Job Code: TBD
Reports to Chief of Staff
Office: Chief of Staff
Department: Restorative Practices

Compensation Information

Pay Grade: 14A
Pay Range: $97,775-$141,204 (7/1/22)
FLSA Status: Exempt
Term of Employment: Full-time

Position Summary/Purpose

- Directs and oversees the restorative-practices continuum framework in Milwaukee Public Schools that promotes and strengthens a safe and equitable learning environment;
- Collaborates with school- and district-based staff to improve district and school culture;
- Assists in reducing disproportionality and increasing academic achievement;
- Coordinates the schoolwide implementation of restorative practices by performing professional development as well as by monitoring and assessing progress;
- Models districtwide workshops and facilitates professional development for district stakeholders to help meet the needs of all students and staff throughout the district;
- Collaborates with local and national organizations to embed restorative practices in participating schools.

Supervisor I, System Administration

Job Code: TBD
Reports to Manager, Technical Services
Office: Communications & School Performance
Department: Technology

Compensation Information

Pay Grade: 09A
Pay Range: $77,368-$111,477 (7/1/22)
FLSA Status: Exempt
Term of Employment: Full-time

Position Summary/Purpose

- Supervises, directs, and delegates tasks for the system administration team and other assigned staff;
- Organizes workloads to ensure that deadlines are met;
- Monitors and reports on work in progress and ensures compliance with project plans;
- Ensures that all installations, maintenance, and upgrades are carried out on schedule and to projects' specifications;
- Frequently collaborates with other departments and professionals in the development of IT systems.

Director I, State & Federal Programs

Job Code: TBD
Reports to Chief Financial Officer

Office: Finance
Department: State and Federal Programs

Compensation Information

Pay Grade: 14A
Pay Range: $93,386-$134,865
FLSA Status: Exempt
Term of Employment: Full-time

Position Summary/Purpose

- Directs and oversees almost $1,000,000,000 of state and federal grant applications and performance compliance, both competitive and formula funding;
- Oversees the development of comprehensive program plans, ensuring planned program compliance, and monitors budgets following established federal, state, and local laws, policies, regulations, and guidance;
- Collaborates with district staff across departments to ensure programs' quality;
- Plans and implements a schedule of grant monitoring within the district and facilitates the process for monitoring by the Wisconsin Department of Public Instruction or the federal government.

Please wee the attachments to the minutes of your Committee's meeting for detailed descriptions of the positions.

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

The item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will utilize the attached job descriptions.

Committee's Recommendation

Your Committee recommends that the Board approve the job descriptions for:

- Director I, Restorative Practices,
- Supervisor I, System Administration,
- Director I, State & Federal Programs.

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

* * * * *

(Item 5) Action on a Request to Approve Limited Implementation of Emergency Paid Sick Leave (EPSL) for MPS Employees through June 30, 2023

Background

The Families First Coronavirus Response Act (FFCRA) provided employees with emergency paid sick leave (EPSL) for those affected by the COVID-19 pandemic, from April 1, 2020, through December 31, 2020. While the FFCRA expired on December 31, 2020, the Board approved extension of the EPSL through June 30, 2021. In the July 2021 board cycle, the Board approved a limited implementation of EPSL through June 16, 2022. The Administration is now seeking the Board's approval to extend a further limited provision of the EPSL benefit through June 30, 2023.

Under this extension, emergency paid sick leave will be available for employees as outlined below. The proposed extension will be superseded by any COVID-19 leave benefits enacted by the state or federal governments that MPS is mandated to follow. This leave entitlement is in addition to an employee's regular sick leave balance.

Families First Coronavirus Response Act (FFCRA) Policy

Effective June 17, 2022

Statement of Policy

Formerly, the Federal Families First Coronavirus Response Act (FFCRA) provided employees with emergency paid sick leave (EPSL) for those affected by the COVID-19 pandemic, from April 1, 2020 through December 31, 2020. While the FFCRA expired on December 31, 2020, MPS will continue to extend a limited provision of the EPSL benefit through June 30, 2023. This limited similar EPSL extension is subject to change by MPS at any time and will be superseded by any COVID-19 leave benefits enacted by the state or federal government that MPS is mandated to follow.

Emergency Paid Sick Leave (EPSL)

Emergency paid sick leave will be available for any employee who is unable to work because:

- the employee has tested positive for COVID-19 and is subject to a federal, state, or local isolation order related to COVID-19; or
- the employee is unvaccinated and is unable to be vaccinated for medical or other documented reasons and is ordered to quarantine due to being determined a close contact of a positive student or staff member at work.

Eligibility for EPSL

All employees, regardless of their tenure with the organization, with full-time or part-time status are eligible to receive this benefit.

Paid Benefits for EPSL

Eligible employees will receive up to five work days of paid emergency sick leave (for one instance of testing positive for COVID-19 or one instance of being deemed a close contact, if unvaccinated, as outlined above as follows:

- full-time employees regularly scheduled to work 40 or more hours per week are eligible for 40 hours at their regular rate of pay;
- part-time employees are eligible for the number of hours that the employees work, on average, over a one-week period.

If an employee tests positive for COVID-19 a second time, the employee will qualify for up to an additional five days of emergency sick leave upon furnishing appropriate documentation of the second positive COVID-19 test.

Taking Leave

Employees must follow all departmental call-in procedures when using leave provided by this policy, and employees must clearly articulate their reasons for taking qualifying leave. This EPSL leave entitlement is for a maximum of five workdays in addition to an employee's regular sick-leave balance. EPSL does not accrue or rollover, and there will be no payout at separation.

Return to Work Following EPSL

Employees are required to follow guidelines established by MPS's policy and administrative guidelines and the Milwaukee Health Department's protocols as they relate to ceasing home isolation/quarantine practices.

General questions about the MPS Families First Coronavirus Response Act (FFCRA) Policy can be sent to COVID19leaves@milwaukee.k12.wi.us.

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. The ESSER III Budget set aside $2,000,000.00 for continued implementation of emergency paid sick leave.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement limited emergency paid sick leave (EPSL) for MPS employees through June 30, 2023.

Committee's Recommendation

Your Committee recommends that the Board approve continued implementation of emergency paid sick leave (EPSL) for MPS employees through June 30, 2023, in alignment with a limited provision of the emergency paid sick leave (EPSL) Policy as detailed above.

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

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(Item 6) Action on a Request to Enter into a Contract with Lead Generation Project for Summer Programming Services

Background

The Administration requests authorization to enter into a contract with Lead Generation Project for summer programming services for up to 50 rising junior and senior high-school students. The project is designed to serve MPS high schools by assisting students in reviewing, assessing, and improving their core academics. Students will participate in ACT prep and financial literacy courses and will receive exposure to healthcare careers while preparing to compete at the post-secondary education level. This project is organized by MKE Fellows in partnership with Milwaukee Public Schools, Cardinal Stritch University, t.Lab, CLIMB, Wells Fargo, Advocate Aurora Health, and Milwaukee Area Technical College (MATC).

Assessment and Onboarding Activities

Activity	Goal	Duration
Academic Assessment	Determine and establish the academic operating levels of each student.	9 hours
Leadership Assessment	Determine and establish the leadership traits and competency levels of each student.	1 hour
Student Interview	Collect anecdotal data needed to develop insights on individual students. The information is used to develop complete learning plans, to form learning cohorts, and to develop individual students' career visions.	30 mins
System Training	Train students and communicate the standards, processes, and necessary tools to successfully participate in the program.	2 hours

Initial Schedule

Date	Time	Activity	Location
Tuesday, June 14, 2022	4:00 p.m.-6:30 p.m.	Math assessment	Zoom
Wednesday, June 15, 2022	4:00 p.m.-6:30 p.m.	ELA assessment	Zoom

Date	Time	Activity	Location
Thursday, June 16, 2022	4:00 p.m.-6:30 p.m.	• Value survey • Leadership assessment • Emotional intelligence test • Make-up session for students who do not complete either assessment on the given dates	Zoom
Friday, June 17, 2022	8:00 a.m-12:30 p.m.	ACT with writing	Zoom

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.18, Co-curricular and Interscholastic Programs

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)).

Fiscal Impact Statement

The contract will run from July 1, 2022,. through December 31, 2022. The total amount of the contract will not exceed $129,000.00

Committee's Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09 and enter into a contract, as attached to the minutes of your Committee's meeting, with Lead Generation Project to run from July 1, 2022, through December 31, 2022.

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

* * * * *

(Item 7) Action on Recommended Plan of Audits and Report on District Risk-assessment Plan

Background

Annually, the Board of School Directors adopts a yearly Plan of Audits which identifies audit activities that the Office of Board Governance-Audit Services to be conducted 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 FY23 Annual Plan of Audits and District Risk Assessment have been completed and are being submitted for the Board's review and approval. The plan includes initiated audits, required audits, 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 FY23 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 FY23 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 include follow-up reviews of district supplemental pension programs, building-lease controls, and accounts payable controls.

Per Board Governance Policy BG 2.12, Board Audits: Annual Plan and Coordination, amendments to the annual plan of audits for those audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval. This policy also provides for the Director of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

Report on FY23 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 that 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 in prioritizing audit resources.

Audit Services has completed the FY23 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. Risk-assessment questionnaires distributed to 71 office directors, managers and key personnel, in 38 departments, had a 100% return rate.

Of the 71 responses received and a comparison from prior year results identified:

- 71 (100%) were aware of MPS's fraud-reporting tools, an increase from 97% in the prior year;
- unfortunately, 21 (30%) reported obstacles that would have prevented their departments from performing work tasks, an increase from 11% in the prior year;
- staff turnover continued to be a concern, with 35 (49%) reporting changes in key personnel, similar to the 50% reported in the prior year;
- 12 (17%) reported technology upgrades or other operational changes, a decrease from 25% in the prior year; increasing stability in operations;
- 14 (20%) indicated that they did not have written standard operating procedures (SOPs) or that the SOPs were still being developed for staff to follow, a slight improvement from 22% reported in the prior year;
- 6 (8%) reported theft, fraud, waste, or abuse, a decrease from 11% in the prior year.

Audit Services has reviewed the responses and has 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 an overall risk-and-audit priority. Using these criteria, an overall risk-and-audit priority level of high, moderate, or low was assigned. Of the 38 auditable departments analyzed, six (16%) are high-risk, 15 (39%) are moderate-risk, and 17 (45%) are low-risk.

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 activities due to large expenditures or revenues, large amounts of cash, public interest, mission- critical operations, or support for other critical internal operations. The overall results identify the areas of activities with the highest risk factors, as described above, that may warrant or benefit from additional management action or standard operating procedures.

The areas of higher risk include the Office of Finance (Financial), Office of Operations (Operations), and the Office of Human Resources (People). Audit resource days have been included in the FY23 Annual Plan of Audits in the higher-risk areas of district operations.

In addition to 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.

Annual Plan of Audits, Fiscal Year 2023

Financial Audit

A) Audit: Basic Financial Statements

MPS is required to have an annual examination of the MPS 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 for Transportation 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 State 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's activities, Office of Board Governance-Audit Services is responsible for completing various segments of the year-end audit.

Estimated Resource Allocation — Internal.....100 days
Estimated Resource Allocation — External.....228 days
Estimated Start Date..... July 2022
Estimated Completion Date..... December 2022

Departmental and Program Audits-(Cyclic)

B) Cyclic Audits

Review of Retirees' Health and Life Insurance

This review will address whether comprehensive operating procedures exist, the accuracy of data, effective internal controls over reporting, data, and other operations. Other cyclic audit areas planned for 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, Office of School Administration, and Office of the Communication and School Performance. 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.....55 days
Estimated Start Date..... December 2022
Estimated Completion Date.....June 2023

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 three previously-issued reports — Supplemental Pension, Building Lease. and Accounts Payable-Finance Department.

Estimated Resource Allocation.....85 days
Estimated Start Date.....September 2022
Estimated Completion Date.....April 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 (DW) accounts, Infinite Campus's data controls, and areas of operations that have not been reviewed or approved by the Board.

Review of Central Service Department Payroll Controls

MPSU Review (Carried Over)

Immersion Programs

Estimated Resource Allocation .....130 days
Estimated Start Date ..... July 2022
Estimated Completion Date .....March 2023

Other areas of review that may be considered on a non-recurring basis include FMS's billing practices, remote/telework capability for central services and school based staff, early childhood, M^3, IB pograms, 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-school audit reports for Contracted School Services. Requests for analysis, investigations, and specific information can be made by the Board, the Superintendent, the management of the Office 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 the Superintendent. Enhancements to fraud-reporting tools — including the 2017 approval of 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, review of student-enrollment processes, and a cost-benefit analysis of fleet maintenance and replacement schedules. In addition, principals' trainings and support are offered throughout the school year.

Estimated Resource Allocation .....526 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 (1) comply with administrative policy and contract provisions and (2) appropriately use the financial resources provided by MPS. Schools are selected for review on a rotating basis. Five partnership programs and a related management letter are to be completed in FY23.

Estimated Resource Allocation .....51 days
Estimated Start Date .....November 2022
Estimated Completion Date .....June 2023

G & H) Audit: Charter School Financial and Performance Audits

Charter schools are required by their 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 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 its contract.

The charter school has the option to contract with Audit Services or with an independent certified public accountant to perform the audits for FY23's activity. Five charter schools have contracted with Audit Services.

Estimated Resource Allocation .....74 days
Estimated Start Date ..... July 2022
Estimated Completion Date .....March 2023

I) Audit: School Audits

The Board, in recognition of a school's authority to make key decisions regarding its operations, 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, meet the Board's strategic objectives for student achievement and equity, and comply with fiscal and administrative guidelines. The program continues the cyclical audits of MPS schools.

The purpose of the review is to assess whether the existing internal controls over the school's 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, textbook-management, and student-attendance procedures is also reviewed.

Fifteen schools will be selected for audit during FY23.

Estimated Resource Allocation .....135 days
Estimated Start Date ..... July 2022
Estimated Completion Date .....June 2023

J) Audit: School Audits — New-principal, Follow-up, Carryover, and Schooll-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. Twelve new-principal audits are scheduled.

Estimated Resource Allocation .....108 days
Estimated Start Date ..... July 2022
Estimated Completion Date .....June 2023

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 2.12, Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee's Recommendation

Your Committee recommends that the Board approve the FY23 Annual Plan of Audits and District Risk Assessment.

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

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(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, Material Purchase Recommendation, and Report With Possible Action Regarding Air Quality

Construction Contracts

Chiller Replacement at Boys & Girls Club at Rogers Street Academy

Prime Contractor
Butters-Petting Co., Inc.
1669 South 1st Street
Milwaukee, WI

Low Bidder, Base Bid of $82,400.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
225	12	12	No	0	0	$0.00	0	0	0

Funds are available for the chiller-replacement project from account code FAR 00 MM2 IS ECNC (Project No. 7223). The project's start date is scheduled for July 1, 2022, and completion date is October 28, 2022.

Total construction contract dollars awarded..... $82,400.00
Total dollars HUB participation $0.00
% of HUB participation 0%
% Minority employees within company 0%
% Women employees within company.....0%

Professional Services Contracts

RFP #22-008 Reduced-pressure Backflow-preventer Valve Inspection & Testing at Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide reduced-pressure backflow-preventer valve inspection & testing at various MPS locations.

Selected Firm: Grunau Company, Inc.

Contract Period: July 1, 2022-June 30, 2025

Budget Code: Various $58,929.00

RFP #22-005 Continuous Cloth Towel Service at Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide continuous cloth towel service at various MPS locations.

Selected firm: Aramark Uniform Services

Contract Period: July 1, 2022-June 30, 2025

Budget Code: Various, annually not to exceed $645,000.00

RFP #22-004 Supplemental Contract Cleaning Services at Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide supplemental contract cleaning services at various MPS locations.

Contracts will be issued on an as-needed basis on a pre-approved rate schedule.

Selected firms: ABM Indushy Groups, LLC, and Performance Clean, LLC

Contract Period: August 30, 2022-August 29, 2025

Budget Code: BLD 00 BLO OW ECTS, annually not to exceed..... $5,000,000.00

RFP #22-009 Asbestos Inspection, Abatement, & Environmental Supervision Services at Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide asbestos inspection, abatement, and environmental supervision services at various MPS locations.

Selected firm: The Sigma Group, Inc.

Contract Period: July 1, 2022-June 30, 2023, the with potential for two additional one-year extensions.

Budget Code: Various, annually not to exceed..... $49,999.00

Material Purchase

Bottle-filling Stations at Various MPS Sites

Prime Contractor
Ferguson Facilities Supply, Inc.
11406 West Rogers Street
West Allis, WI 53227

Authorization to approve a purchase of Elkay bottling-filling stations, Item #ELVRCSWSL and Item #ELVRCTLSWSK, for installation at MPS schools. Purchase is made under the E&I Cooperative Contract CNR01322 and will be in accordance with the unit pricing on quote dated May 19, 2022.

Budget Code: Various..... $600,000.00

Report on Air Quality

At its special meeting on March 23, 2021, 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 to be given to classrooms and schools without window access to outside air. In February 2022, the reporting requirement was changed to quarterly.

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 will report to the Board as required. The report will include updates on procuring consultants and status of findings during the site investigations as part of their scope and steps taken toward procuring contractors to perform testing and balancing and to identify any deficiencies in mechanical systems, and then to evaluate potential deficiencies and to establish a remediation plan if necessary. This defined process equates to performing a ventilation audit.

DFMS is continually working with its integrated project-delivery contractors, along with the contracted owners' representatives in finalizing scopes at each school building.

Following is a report of project activities during the first half of 2022.

Summary of Project Activities through June 2022

Project History

On June 4, 2021, after due consideration and investigation, MPS's (Department of Facilities and Maintenance Services (DFMS) issued a competitive Request for Proposal (RFP) to retain the services of one or more teams to provide integrated project-delivery services for ESSER II Relief Funds. MPS is using the ESSER II Relief funds to provide air-quality and building improvements. That scope was identified to include, but was not limited to; testing and balancing (TAB) of mechanical systems, mechanical systems' upgrades, associated plumbing and electrical work, exterior sitework to develop and to install outdoor classrooms, and replacing windows, carpet, and flooring. These renovations are intended to directly improve air quality and ventilation throughout the District's buildings. Existing water fountains at identified locations

will be replaced and the spread of germs will be mitigated by the installation of water-bottle filling stations. Outdoor classrooms will be constructed to encourage outdoor learning.

Upon completion of the appropriate review process of the submitted RFP responses, four Integrated project-delivery (IPD) teams — Selzer-Ornst, Performance Services, Nicholas Construction, and VJS-JCP — were selected to provide site investigation and design and construction services with the scopes identified.

Following the identification of overall project goals and critical objectives in 2021, the scopes included a delineation, overall program schedule requirements, facility investigations, and a review of MPS's list of deferred-maintenance projects. After checking potential new capital projects in the planning, scheduling, and budgeting phases, the IPD teams completed their site investigations and moved into the design-development phase at the beginning of 2022. This phase was entered following the issuance of contracts to the IPD teams for their designated school sites. The contract costs were based on the detailed site investigation and an estimating analysis that occurred in the last quarter of 2021.

Since the start of 2022, MPS, the owner's representative, led by the Concord Group, and the IPD teams have been meeting regularly on a weekly basis in progress meetings. Those meetings provide the IPD teams 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 conjunction with the ongoing team meetings, each of the IPD teams have been engaged in the drafting of schematic design (SD), 95%, and 100% drawings and plan sheets for each of the scopes' phases.

In addition to general oversight, MPS design-related coordination activities in 2022 have focused primarily on asbestos abatement and working with the City of Milwaukee on the zoning and code language that will impact the outdoor classroom scopes. The MPS Environmental Team has been working diligently with the IPD teams since January to identify project-specific abatement needs, locations, and quantities to ensure that the work required to facilitate the flooring-replacement and capital projects are bid out and completed in advance of the IPD teams proceeding with their planned work.

The Concord Group team, alongside DFMS personnel, has provided review and oversight of the IPD team's design process and plan sets and has shepherded those teams through the process of creating complete bid packages.

Each of the teams are approaching the timing of the completion with various design phases, which include the bottle-filling stations, outdoor classrooms, capital projects for HVAC upgrades, window and bug-screen replacements, and carpeting and flooring replacements in a slightly different sequence. The development of drawing and plan sets and the slight difference in sequencing will likely work to MPS's benefit in preventing significant overlap in the same phases of work proceeding concurrently in a marketplace that is currently lacking availability of certain construction trades.

The outdoor classroom design process continues, and the MPS team met with the City of Milwaukee's staff in May to present the structural shop drawings and to streamline the plan's review and permitting process on behalf of the IPD teams, and the procurement and bidding activities related to that project scope are expected to move forward in June of 2022, following the completion of the coordination activities with the City of Milwaukee.

Initial release of complete bid packages began in April 2022 and will be ongoing through at least the third quarter of 2022. The first bottle-filling bid package was awarded in April 2022, and work has begun on the installation of that equipment in a number of schools. An overview of the design-and-bid-package release's progress is below:

IPD Contractor	Pending	SD	95%	100%	Bids Released
Testing and Balancing NTP — Phase 1	72	0	28	21	21
Capital HVAC NTP — Phase 2	19	0	2	0	0
Building Automation NTP — Phase 3	3	0	0	0	0
Demand-controlled Ventilation NTP — Phase 4	4	0	0	0	0
Bottle-filling Station NTP — Phase 5	29	0	20	14	67
Outdoor Classroom NTP — Phase 1I	51	56	28	0	0
Exterior Window Replacement NTP — Phase 6	4	0	0	0	0
Bug Screens NTP — Phase 7	69	0	29	0	0
Exterior Doors NTP — Phase 8	2	0	0	0	0
Carpet NTP — Phase 9	86	0	4	13	14
	339	56	111	48	102

MPS is currently coordinating abatement activities across the district in parallel with the carpet/flooring-replacement design. Bidding will continue in the immediate future and in the initial planning stages for abatement on capital replacement projects. Construction activities have been initiated by several of the IPD teams. Current ongoing work involves the replacement of outdated water fountains with new water-bottle filling stations, which will be taking place at least throughout the rest of the year. IPD testing and balancing of schools' HVAC systems are currently anticipated to start at various school sites in June 2022, with the remainder to follow as soon as feasible. The other construction activities that will begin during the next three months are the installation of window and bug screens, carpet, and resilient flooring. Preparation for the outdoor classroom-related site work is expected to begin in late summer of 2022.

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:

Construction Contract Requested for Approval

- Butters-Fetting Co., Inc., for chiller replacement at the Boys & Girls Club at Rogers Street Academy;
  Code: FAR 00 MM2 IS ECNC..... $82,400.00

Professional Services Contracts Requested for Approval

- Grunau Company, Inc. for Reduced Pressure Backflow Preventer Valve Inspection & Testing at various MPS sites;
  Code: Various..... $58,929.00
- Aramark Uniform Services for Continuous Cloth Towel Service at various MPS sites;
  Code: Various, annually not to exceed..... $645,000.00
- ABM Industry Groups, LLC, and ..Performance Clean, LLC, for Supplemental Contract Cleaning Services at various MPS sites;
  Code: BLD 00 BLO DW ECTS, cumulative annual value of the contracts with the selected firms not to exceed $5,000,000.00
- The Sigma Group, Inc,. for Asbestos Inspection, Abatement & Environmental Supervision Services at various MPS sites;
  Code: Various, annually not to exceed..... $49,999.00

Material Purchase Requested for Approval

- Ferguson Facilities Supply, Inc. for purchase of Bottle Filling Stations at various MPS sites;
  Code: Various..... $600,000.00

This item authorizes expenditures for:

- Construction Contract $82,400.00
- Professional Services Contracts, annually not to exceed..... $5,753,928.00
- Material Purchase $600,000.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contract, professional services contracts, 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 construction contract, professional services contracts, and material purchase, 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 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 School Fund 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 with The DBQ Company, DBA The DBQ Project, for a Cross-curriculum Reading and Writing Software Subscription

The Administration is requesting authorization to make a purchase from The DBQ Company, DBA The DBQ Project, for a cross-curriculum reading and writing software subscription. DBQ Project Online is a reading-and-writing platform that supports cross curricular integration, which will allow students to use evidence-based arguments, both spoken and written, to finding meaning around questions. The paper versions of DBQ Project, which have been widely used in MPS high schools for more than 10 years, support College Board strategies. The content has been updated and scaffolded to include 2nd-12th grade and has moved to an interactive cross-curricular digital platform. This process will accelerate students' learning and can be scaffolded for all learners.

This purchase is made under ESC Region 19 Allied States Cooperative Contract 18-7297.

The total cost of the software subscription will not exceed $614,250.

Budget Code: ITS-0-S-9R2-AQ-ESWR (Curriculum and Instruction) $614,250

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 with Carolina Biological for High-school Science Materials

The Administration is requesting authorization to make a purchase from Carolina Biological of high-school science materials. Schools have discovered that they do not have all of the equipment and resources needed to facilitate required labs for the newly-adopted materials for high-school science courses. Carolina Biological offers the District a 5% discount on purchases and more high-level, difficult-to-find science equipment and resources.

The purchase will be made under the Sourcewell #042419-CBS cooperative agreement. Total amount will not exceed $96,722.62.

Budget Code: ITS-0-0-9R2-TC-ESUP $96,722.62

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

RFB 5787 Authorization to Extend a Blanket Agreement with Diamond Discs International for Disposable Face Masks

The Administration requests authorization to extend a blanket agreement with Diamond Discs International for adult and child three-ply surgical masks with ear-loop straps, which meet all American Society for Testing Materials F1862 and F2100 Level 1 requirements. These items will foster a safe learning environment and promote students' and staff's safety by reducing the risk of transmission of COVID-19 in MPS's facilities.

The vendor was chosen pursuant to RFB 5787. Diamond Discs International was the lowest complying bidder. The initial term of the contract ran from August 1, 2020, through June 30, 2021, with the option of two additional one-year terms. The second extension option ("Year 3") will run from July 1, 2022, through June 30, 2023. The total cost for the first extension will not exceed $2,000,000.

Budget Code: Varies by location purchasing goods. $2,000,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
6	4	2	Yes	6%	100%	TBD	NA	400	10

——— Authorization to Purchase the Six-trait Crate Kits from Scholastic for Material on Writing Instruction

The Administration is requesting authorization to purchase the Six-trait Crate kits for material on writing instruction. The kits give teachers lessons to help teach the six traits of writing. They also include mentor texts, teaching guides, and posters. This resource, which will be available to teachers in grades kindergarten through 8 (K-8), aligns with the Wisconsin ELA Writing standards, as well as the six-traits writing categories. Participants will use this material to facilitate explicit writing instruction in classrooms.

The purchase will be made under the Interlocal Purchasing System (TIPS) Contract 200903. The total cost of this purchase will not exceed $322,479.77

Budget Code: ENG OI 8G2 CI ETXB (Curriculum/Textbooks) $322,479.77

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 Scholastic, Inc., for Rising Voices Library

The Administration is requesting authorization to issue a purchase order to Scholastic, Inc., for Rising Voices Library. Scholastic's Rising Voices will be used in all summer classes, providing a set of texts focused on literacy and social emotional development from a culturally-responsive lens. Each grade level will have texts that celebrate stories of under-represented groups that broaden students' perspectives while enhancing literacy skills.

The purchase will be made under the cooperative agreement Choice Products Contract 20/0332KN-22. The total cost of the purchase from Scholastic, Inc., will not exceed $131,396.23

Budget Code: DTI-0-0-8G2-EO-ESUPCOVD (Education Services — Purchases)
$131,396.23

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 School Specialty for Science-lab and Support Materials for the K-8 HMH Science Dimensions District-adopted Core Text

The Administration is requesting authorization to make a purchase from School Specialty of science-lab and support materials. School Specialty offers the District a 35% discount on materials ordered through School Specialty. The current adopted texts for science include labs that require schools to provide certain materials. School Specialty has worked with the District to assemble kits for each grade level that include any materials in labs marked as school-provided. The purchase will ensure that schools have everything needed — specifically, the items not included in the lab kits — to complete the required labs in the curriculum.

The purchase will be made under the Omnia #190503 cooperative agreement. Total amount will not exceed $396,421.50.

Budget Code: ITS-0-0-9R2-TC-ESUP..... $396,421.50

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	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 2022-23 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 may entail annual, quarterly, or monthly payments, which will be made via purchase orders issued to these vendors. The total cost of purchases will not exceed $6,892,968.65.

The chart below summarizes: budget codes; requisitioning department; vendor and application or product; and cost.

2022-23 License Account Enterprise Systems

Department	Vendor/Product	Budget Code	Fee
Human Resources	Peoplesoft/Oracle	SFS-0-0-TLN-DW-EMTC	$1,246,774.84
	Frontline (ASEOP)	SFS-0-0-TLN-DW-EMTC	$75,000.00
		Subtotal	$1,321,774.84
Student Services	Infinite Campus	SSV-0-0-TLN-DW-EMTC	$622,996.94
	School Messenger Notifications	SSV-0-0-TLN-DW-EMTC	$212,892.00
		Subtotal	$835,888.94
Board Governance	Intercom Network (ESB)	ADT-0-0-TLN-DW-EMTC	$5,700.00
Specialized Services	FileMaker (inc. Rec) 100	SSU-0-0-TLN-DW-EMTC	$7,416.00
	MJ Care	SSU-0-0-TLN-DW-EMTC	$110,904.00
Sub-Total	$118,320.00		
Facilities & Maintenance	AssetWorks	BLD-0-0-TLN-DW-EMTC	$143,907.85
Facilities & Maintenance	Honeywell ProWatch	BLD-0-0-TLN-DW-EMTC	$19,834.00
Sub-Total	$163,741.85		
Student Performance and Improvement	Data Warehouse (PowerSchool)	SYS-0-0-PSU-DW-EMTC	$92,162.68
		Subtotal	$92,162.68
Finance	IFAS	FSC-0-0-TLN-DW-EMTC	$147,774.44
	Bonfire	FSC-0-0-TLN-DW-EMTC	$25,446.75
	CGCS ActPoint KPI	FSC-0-0-TLN-DW-EMTC	$6,984.00
		Subtotal	$180,205.19
College and Career Readiness	Parchment	CDV-0-0-TLN-DW-EMTC	$50,170.00
Strategy and Enterprise Initiatives	Smartsheet	SPT-0-0-TLN-DW-EMTC	$46,500.00
Nutrition Services	Horizon	FSV-0-0-TLN-DW-EMTC	$160,000.00

Department	Vendor/Product	Budget Code	Fee
Accountability and Efficiency	B2Gnow	ADT-0-0-TLN-DW-EMTC	$10,000.00
Business Services	Trapeze (MapNet)	DBS-0-0-TLN-DW-EMTC	$75,689.30
	VEO Now (Tablets)	DBS-0-0-TLN-DW-EMTC	$88,221.50
	Bus Conduct	DBS-0-0-TLN-DW-EMTC	$4,500.00
		Subtotal	$168,410.80
Recreation	Cayen Afterschool 21	000-0-0-CMP-RC-EMTC	$58,275.00
	Rectrac/Vermont Systems	CSV-0-0-PRC-RC-EMTC	$24,658.20
	Timeclock Plus	CSV-0-0-PRC-RC-EMTC	$45,360.00
	rSchool	OSD-0-0-TLN-DW-EMTC CSV-0-0-PRC-RC-EMTC	$134,904.15
	PowerDMS	CPA-0-0-PRC-RC-EMTC	$6,977.06
	Survey Monkey — Arts/Humanities	CSV-0-0-ART-RC-EMTC	$8,100.00
		Subtotal	$278,274.41
Communications and School Performance	Titan	INF-0-0-TLN-DW-EMTC	$20,000.00
	Northwoods	INF-0-0-TLN-DW-EMTC	$48,000.00
	Apptegy	INF-0-0-TLN-DW-EMTC	$95,800.00
		Subtotal	$163,800.00
Organizational Development	Infor LMS	SDV-0-0-TLN-DW-EMTC	$105,000.00
Technology	Adobe Creative Cloud	TSV-0-0-TLN-DW-EMTC	$15,000.00
	Alfresco	TSV-0-0-TLN-DW-EMTC	$54,148.05
	Amplified IT (Lil SIS)	TSV-0-0-TLN-DW-EMTC	$24,320.00
	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	$50,832.00
	Cloudcard (Staff IDs)	TSV-0-0-TLN-DW-EMTC	$3,000.00
	Cisco Duo MFA	TSV-0-0-TLN-DW-EMTC	$155,200.10
	Dell Compellent Storage	TSV-0-0-TLN-DW-EMTC	$20,841.48
	Dell Vxrail Maintenance	TSV-0-0-TLN-DW-EMTC	$28,092.48
	Emerson (UPS)	TSV-0-0-TLN-DW-EMTC	$56,925.00
	Ephesoft	TSV-0-0-TLN-DW-EMTC	$43,301.00
	ESRI (GIS)	TSV-0-0-TLN-DW-EMTC	$10,000.00
	GoGuardian	TSV-0-0-TLN-DW-EMTC	$145,200.00
	Google Classroom/Meet	TSV-0-0-TLN-DW-EMTC	$173,728.80
	Gynzy	TSV-0-0-TLN-DW-EMTC	$18,661.50
	HP Enterprise(Microfocus)	TSV-0-0-TLN-DW-EMTC	$7,956.71
	InfoSec IQ	TSV-0-0-TLN-DW-EMTC	$27,200.00
	Iron Mountain	TSV-0-0-TLN-DW-EMTC	$26,000.00
	JCI/Avigilion	TSV-0-0-TLN-DW-EMTC	$90,000.00
	Kemp	TSV-0-0-TLN-DW-EMTC	$24,464.00
	Lansweeper	TSV-0-0-TLN-DW-EMTC	$36,000.00
	Mediasite	TSV-0-0-TLN-DW-EMTC	$18,299.00
	Microsoft Campus/Server	TSV-0-0-TLN-DW-EMTC	$468,645.18
	Mitel Software Assurance	PIN-0-0-TLN-DW-ETEL	$120,000.00
	Paessler PRTG	TSV-0-0-TLN-DW-EMTC	$3,100.00
	Palo Alto	TSV-0-0-TLN-DW-EMTC	$502,483.59
	Rise Vision Digital Signage	TSV-0-0-TLN-DW-EMTC	$28,695.15
	Raptor VMS	TSV-0-0-TLN-DW-EMTC	$1,700.00
	Remind	TSV-0-0-TLN-DW-EMTC	$67,837.56
	Securly	TSV-0-0-TLN-DW-EMTC	$132,000.00
	Service Express	TSV-0-0-TLN-DW-EMTC	$73,966.32
	Seesaw	ITS-0-S-7S2-AQ-ESWR	$192,000.00
	SKC	TSV-0-0-TLN-DW-EMTC	$2,500.00
	SmartNet (CISCO)	TSV-0-0-TLN-DW-EMTC	$391,400.00
	Tidal Scheduler	TSV-0-0-TLN-DW-EMTC	$18,296.00
	Titan SFTP Server	TSV-0-0-TLN-DW-EMTC	$1999.95
	Tools4Ever	TSV-0-0-TLN-DW-EMTC	$20,315.73
	PowerSchool (Data Warehouse)	TSV-0-0-TLN-DW-EMTC	$22,500.00
	VMware	TSV-0-0-TLN-DW-EMTC	$64,619.84

Department	Vendor/Product	Budget Code	Fee
	WeVideo	TSV-0-0-TLN-DW-EMTC	$9,000.00
	Zoom Meetings	TSV-0-0-TLN-DW-EMTC	$36,000.00
		Subtotal	$3,193,019.94
Grand Total			$6,892,968.65

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.

C029697 Chenhall Nissen, S.C.

Original Contract Amount $49,999.00
24,999.00
RCC 7/15/2021..... 49,999.00
First Extension Year 2 Increase..... $150,000.00
Ending amount $274,997.00

On September 20, 2020, the Milwaukee Board of School Directors and Chenhall Nissen, S.C. entered into Professional Services Contract C029697 ("Contract"), with a term of September 1, 2020, through August 31, 2021, for counsel and legal advice concerning a Labor Condition Application (LCA) with the U.S. Department of Labor and to assist with immigration questions for international candidates. The contract has subsequently been extended for an additional year, through August 31, 2022 . On May 5, 2022 additional funds of $150,000 were added due to increased recruitment efforts with international candidates and to ensure there was not a disruption of services.

Routine Monthly 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 Committee's meeting. These are informational items, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Bay View High School	George Washington Bay View Post 180	$190.00	Sijan Scholarship Fund
Bethune Academy	Center for Dairy Excellence Foundation of Pennsylvania	$585.00	Dairy Farm Fieldtrip
Fairview School	Kathleen Oman	$500.00	Mr Floyd's Class
Fernwood School	Ian Brown	$55.00	Parent Music Project
Forest Home Avenue School	Milwaukee World Festival, Inc.	$2,745.00	Music Supplies
German Immersion School	Milwaukee German Immersion School Students	$1,455.11	Pie in Face Penny Challenge
Grantosa Drive School	Paul and Kathy Oman	$500.00	General School Supplies
Hamilton High School	Kathleen Oman	$500.00	Science Department
Hopkins Street School	Office of HR	$166.00	Student Needs
Hopkins Street School	Office of HR	$40.00	Student Needs
Keefe Avenue School	Office of HR	$195.00	Student Needs
King Elementary School	Bader Philanthropies, Inc.	$5,000.00	Wellness Acts of Kindness
King Middle Years	City Year, Inc.	$2,247.00	8th-grade Graduation
Longfellow Elementary	Ernst & Young U.S. LLP	$3,000.00	Education Counts
MacDowell Montessori	Big Green	$2,000.00	Outdoor Learning Space
MacDowell Montessori	Juneau Letterwinners Alumni Association*	$4,000.00	Alumni Athletics
Marshall High School	Paul and Kathy Oman	$500.00	Check for Science Department

Location	Donor	Amount	Gift or Purpose
Maryland Avenue Montessori School	Milwaukee World Festival, Inc.	$4,100.00	Let the Music Play
Office of Academics — Parent Information	Green Bay Packers	$5,000.00	Empowerment and Attendance Campaign
Office of Academics — Parent Information	Hays Companies, Inc.	$2,000.00	Toiletry Drive
Office of Academics — Parent Information	Anonymous	$60.00	Toiletry Drive
Obama School of Career and Technical Education	Kerry P Holeman*	$50.00	General School Supplies
Obama School of Career and Technical Education	Kwik Trip, Inc.	$3.75	General School Supplies
Obama School of Career and Technical Education	Nancy Mudd*	$10.00	General School Supplies
Obama School of Career and Technical Education	Jeffery Eastern*	$30.80	General School Supplies
Obama School of Career and Technical Education	Jeffery Eastern*	$64.00	General School Supplies
Siefert School	Accommodating Solutions Health Care LLC	$106.76	Pizza for Students' Good Behavior
Story School	The Harley-Davidson Foundation, Inc	$2,000.00	Teacher Appreciation Week
Story School	Paul and Kathleen Oman	$500.00	General School Supplies
Thoreau School	Anonymous	$110.90	Bus for Field Trip
Wedgewood Park School	GoFundMe	$317.12	Staff Morale
	Total Monetary Donations	*$38,031.44*	
Non-monetary Donations			
Allen-Field School	DonorsChoose	$474.96	Therapeutic Indoor Garden
Audubon Middle School	DonorsChoose	$361.02	Educational-Health Materials
Clara Barton School	DonorsChoose	$421.24	Fun With Letters and Numbers
Browning School	DonorsChoose	$309.87	General School Supplies
Burbank School	Milwaukee Bucks	$15,000.00	Books
Congress School	Indyria Graham-Wilson	$644.24	Staff Holiday Party Buffet
Doerfler School	DonorsChoose	$210.66	Metal Stools and Storage Baskets
Doerfler School	DonorsChoose	$232.90	Water Bottles
Doerfler School	DonorsChoose	$354.39	Wireless Mice and Supplies
Dr.B.Carson Academy of Science	DonorsChoose	$272.00	Books
Dr.B.Carson Academy of Science	DonorsChoose	$186.00	Books
Dr.B.Carson Academy of Science	DonorsChoose	$157.00	Markers for Classroom Use
Dr.B.Carson Academy of Science	DonorsChoose	$261.00	Poster for Social Studies
Dr.B.Carson Academy of Science	DonorsChoose	$162.00	Play-Doh and Classroom Supplies
Dr.B.Carson Academy of Science	DonorsChoose	$176.00	Pencils
Dr.B.Carson Academy of Science	DonorsChoose	$257.00	Journals ELS Workbook
Dr.B.Carson Academy of Science	DonorsChoose	$301.00	Flanne Board Stories
Engleburg School	DonorsChoose	$572.42	General School Supplies
Fernwood School	Molly Pufall-Brown	$800.00	Parent Music Project
Fifty-third Street School	Palermo Villa, Inc	$350.00	Frozen Pizzas
Fifty-third Street School	Pepsico	$150.00	Soda and Water
Franklin School	DonorsChoose	$438.01	Community Supply Center
Goodrich School	DonorsChoose	$602.10	General School Supplies
Goodrich School	DonorsChoose	$454.96	New Art Supplies
Goodrich School	DonorsChoose	$173.36	Recess is for Playing
Goodrich School	DonorsChoose	$422.56	Practicing Responsibility
Goodrich School	DonorsChoose	$261.82	Art Supply Restock
Goodrich School	DonorsChoose	$371.65	Let's Get Organized
Goodrich School	DonorsChoose	$371.47	Early Readers

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	$390.26	Snacks to Eat
Goodrich School	DonorsChoose	$412.95	Classroom Library
Goodrich School	DonorsChoose	$275.01	Creative Hands-on Learning
Goodrich School	DonorsChoose	$309.43	Classroom Snack Time
Goodrich School	DonorsChoose	$329.78	It's Getting Hot in Here
Goodrich School	DonorsChoose	$218.76	Classroom Indoor Garden
MacDowell Montessori	DonorsChoose	$146.00	Cleaning and Office Supplies
MacDowell Montessori	DonorsChoose	$339.25	Life Science
Maple Tree School	DonorsChoose	$188.49	General School Supplies
Marshall High School	DonorsChoose	$823.00	Document Camera
Marshall High School	DonorsChoose	$357.65	Supplies for Student Binder
Meir School	DonorsChoose	$615.43	Robotics Table
Ninety-fifth Street School	DonorsChoose	$273.30	General School Supplies
Project STAY Senior Institute	Courage MKE	$50.00	Hygiene Products Clothing
Roosevelt Middle School	DonorsChoose	$566.37	Snacks for Students
Silver Spring School	DonorsChoose	$785.82	Legos
Silver Spring School	DonorsChoose	$664.50	Math
Trowbridge School	DonorsChoose	$290.67	General School Supplies
Trowbridge School	DonorsChoose	$148.68	General School Supplies
Trowbridge School	DonorsChoose	$464.84	General School Supplies
Trowbridge School	DonorsChoose	$515.99	General School Supplies
Trowbridge School	DonorsChoose	$141.61	General School Supplies
WCLL	DonorsChoose	$222.38	Creating Our Own Little Wonder
WCLL	DonorsChoose	$467.17	Face Masks and Hair Bows
Zablocki School	DonorsChoose	$395.25	Early Childhood Manipulatives
	Total Non-monetary Donations	*$34,142.22*	
Total Value of Donations		$72,173.66	

**Donations from MPS Alumni $4,154.80*

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases; and
2. accept the donations, with appropriate acknowledgment to be made on behalf of the Board.

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

* * * * *

(Item 10) Action on the Award of Professional Services Contracts

RFP 1041 Authorization to Extend a Contract with RCM Technologies USA, Inc., dba RCM Health Care Services; Rehab Solutions, LLC; and Cumberland Therapy Services, LLC, Now The Stepping Stones Group, LLC, for Speech Language Pathology Services

The Administration is requesting authorization to extend the contracts with RCM Technologies USA, Inc., dba RCM Health Care Services; Rehab Solutions, LLC; and Cumberland Therapy Services, LLC, Now The Stepping Stones Group, LLC, for speech language pathology services. These contractors will be used to provide speech-language services as required by students' Individual Education Plans (IEPs) when staff vacancies exist or for short- and long-term employee leaves.

These 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. Cumberland Therapy Services, LLC; RCM Technologies USA, Inc., dba RCM Health Care Services; and Rehab Solutions, LLC, have met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract. (Cumberland Therapy Services, LLC, subsequently merged with EBS Healthcare Staffing

Services, Inc, becoming The Stepping Stones Group, LLC.) The contract extensions will run from July 1, 2022, through June 30, 2023.

The contract with Stepping Stones Group, LLC, in the extension year will not exceed $1,000,000. The contract with RCM Technologies USA, Inc., dba RCM Health Care Services, in the extension year will not exceed $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

RFP 1044 Authorization to Contract with Curriculum Associates, LLC, for BRIGANCE® Early Childhood Universal Screener

The Administration is requesting authorization to enter a contract with Curriculum Associates, LLC, for use of the BRIGANCE® Early Childhood Screens III and the BRIGANCE® Inventory of Early Development III Early Childhood Edition with district and Head Start students enrolled at grades K3, K4, and K5. The assessments will be used to screen students for school readiness in the areas of physical development, language development, academic/cognitive development, self-help skills, and social emotional development, in alignment with the Wisconsin Model Early Learning Standards (WMELS), as well as to identify students in need of targeted support in early literacy skills in accordance with Wis. Stats., §118.016, Assessment of Reading Readiness. The assessments are age- and developmentally-appropriate for the identified grade levels and are administered by teachers using a combination of observation, interviews, and performance. Continued use of the assessments for the upcoming school year will result in our youngest students (K3, K4, K5) no longer needing to complete computer-based assessments and will streamline assessment requirements at those grade levels. Results of the assessments provide information on each student's strengths and needs and assist teachers in developing age-appropriate instructional plans. The contactor will provide materials and test kits, student licenses for the online data-management system, and professional development for teachers in K3, K4, and K5 classrooms.

The contractor was chosen pursuant to RFP 1044, which closed on April 23, 2021. The current contract will run from August 1, 2022, through July 31, 2023. This is the first one- year extension, with one additional one-year option if certain performance metrics incorporated into the contract are met.

The total cost of the contract in this first-year extension will not exceed $131,531.32. This total cost includes the following:

- up to 183 60-pack data sheets for three-, four-, and five-year-olds
- up to 11,000 licenses in the Online Management System
- up to 110 100-pack record books
- up to 24 professional development sessions
- up to 42 manuals for the Early Childhood Screens III
- up to 42 manuals for the IED III Early Childhood Edition
- up to 42 accessory kits for the IED III.

Budget Code: SYS-0-0-AMT-RH-ECTS $131,531.32

——— Authorization to Contract with Edgenuity, Inc., for Instructional Services

The Administration is requesting authorization to enter into a contract with Edgenuity, Inc., for instructional services. The contractor will be used to deliver instructional services for K4-12th-grade students enrolled in the virtual program established for the 2022-23 school year.

Imagine Learning, Inc., is a provider of K-12 curriculum and blended learning solutions. In addition to its credit-recovery options, which are currently being used by the District for students in grades 9-12, Imagine Learning, Inc., offers an extended catalog of courses aligned to Wisconsin State Standards for students in grades K4-12. Its personalized learning approach allows for maximum flexibility for the virtual student with a blend of synchronous and asynchronous instruction and support. Imagine Learning, Inc., 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. The total cost of the contract will not exceed $3,750,000.

Budget Code: ITS-0-S-9P2-TC-ECTS (Student Services — Contracted Services) $3,750,000

RFP 1071 Authorization to Enter into a Contract with Common Ground, Inc.; HeyTutor, Inc.; One on One Learning; Proximity Learning, Inc.; Studentnest, Inc.; and University Instructors, LLC, for Tutoring Services

The Administration is requesting authorization to enter into contracts with Common Ground, Inc.; HeyTutor, Inc.; One on One Learning; Proximity Learning, Inc.; Studentnest, Inc.; 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 in grades K through 3, mathematics in grades 9 through 12, and virtual one-on-one tutoring for all subjects in grades K through 12.

The contractors were chosen pursuant to RFP 1071, which closed on April 1, 2022. The contracts will run 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.

The contracts in the initial term will not exceed $3,307,500, as follows:

Common Ground, Inc. $407,500
HeyTutor, Inc. $850,000
One on One Learning..... $850,000
Proximity Learning, Inc. $400,000
Studentnest, Inc. $400,000
University Instructors, LLC $400,000

Budget Code: DTI-0-S-9Y2-EO-ECTS (College and Career Readiness/572 — Contract Services) $3,307,500

——— Authorization to Purchase from Language Line Services, Inc., Language-interpretation and Video-Interpreting Services

The Administration is requesting authorization to use the OMNIA Partners purchasing cooperative to purchase, from Language Line Services, Inc., over-the-phone foreign-language interpretation services and video-interpreting services in a variety of languages to students and families across the district.

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the District has not directly engaged in a competitive procurement process for this purchase. Instead, this contractor was chosen pursuant to the cooperative purchasing agreement with the OMNIA Partners, Contract Number 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 (OPI) services in more than 200 languages and video remote interpreting (VRI) services in 85 languages. In addition, the District uses these services constantly in special education settings, where VRI services offer American Sign Language (ASL) interpreters who comply with our state requirements. MPS is a multicultural, multilingual school district and actively uses this system to communicate in 77 languages.

The total estimated cost of services purchased under this contract will not exceed $75,000. This Contract will run from July 1, 2022, through June 30, 2023, ("Year 2") with the option to extend for one additional one-year term.

Budget Code: OGA-0-0-SSF-CI-ECTS (Language 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 professional services contracts:

- RCM Technologies USA Inc. dba RCM Health Care Services, Rehab Solutions LLC, for Speech Language Pathology Services, SPL-0-I-EEN-DW-ECTS..... $500,000
- Cumberland Therapy Services LLC now The Stepping Stones Group LLC, for Speech Language Pathology Services, SPL-0-I-EEN-DW-ECTS..... $1,000,000
- Rehab Solutions LLC, for Speech Language Pathology Services, SPL-0-I-EEN-DW-ECTS..... $300,000
- Curriculum Associates, LLC for BRIGANCE Early Childhood Universal Screener, SYS-0-0-AMT-RH-ECTS..... $131,531.32
- Edgenuity Inc. for Instructional Services, ITS-0-S-9P2-TC-ECTS $3,750,000
- Common Ground Inc, DTI-0-S-9Y2-EO-ECTS..... $407,500
- HeyTutor Inc, for Tutoring Services, DTI-0-S-9Y2-EO-ECTS $850,000
- One on One Learning, for Tutoring Services, DTI-0-S-9Y2-EO-ECTS..... $850,000
- Proximity Learning Inc, for Tutoring Services, DTI-0-S-9Y2-EO-ECTS $400,000
- Studentnest Inc, for Tutoring Services, DTI-0-S-9Y2-EO-ECTS $400,000
- University Instructors LLC for Tutoring Services, DTI-0-S-9Y2-EO-ECTS $400,000
- Language Line Services, Inc. for Language interpretation and Video Interpreting Services, OGA-0-0-SSF-CI-ECTS..... $75,000.

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

Please see the attachments to the minutes of your Committee's meeting for HUB information.

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 11) Action on the Award of Professional Services Contracts Related to Transportation

RFP 1068 Authorization to Contract with First Student, Inc.; Lamers Bus Lines, Inc.; and Safeway Transportation Services Corporation for Busing Services for MPS Students (Orthopedically-impaired and Specialty Programs)

The Administration is requesting authorization to enter into contracts with First Student, Inc.; Lamers Bus Lines, Inc.; and Safeway Transportation Services Corporation to provide transportation services for orthopedically-impaired students and specialty programs. Transportation will be provided for students from the City of Milwaukee to various suburban districts to attend school, packaged with daily district-sponsored runs to and from MPS schools to respective Learning Journeys.

The contractors were chosen pursuant to RFP 1068, which closed on March 18, 2022. The contract will run for a three-year term, from July 1, 2022, through June 30, 2025.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $40,877,832.60 to be distributed over the three-year term. Total amount is not to exceed $13,625,944.20 per year.

Budget Codes:	TPH-0-0-TRS-DW-EPPT (Transportation)	$22,465,917.00
	SM1-0-0-TRS-DW-EPPT (Transportation)	$5,972,259.60
	RWT-0-0-TRS-DW-EPPT (Transportation)	$12,439,656.00
	Total	$40,877,832.60

First Student, Inc.	$10,873,440.00
Lamers Bus Lines, Inc.	$4,137,237.00
Safeway Transportation Services Corporation	$25,867,155.60
Total	$40,877,832.60

RFB 5802 Authorization to Enter into Contracts with Five Contractors for Transportation Services for Summer Programs

The Administration is requesting authorization to enter into contracts with Durham School Services, L.P.; First Student, Inc.; Lakeside Buses of Wisconsin, Inc.; Lamers Bus Lines, Inc; and North America Central School Bus, dba Illinois Central School Bus, for transportation services for summer programs. The contractors were chosen pursuant to RFB 5802, which closed on June 1, 2022. The contracts will run for a three-year term, from July 1, 2022, through June 30, 2025.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $2,052,700.80 to be distributed over the three-year term. Total amount us not to exceed $684,233.60 per year.

The amount not to exceed for each contract follows.

Budget Codes:	TPH-0-A-SSE-DW-ECTS	$135,900.00
	FLD-0-S-8F3-EO-EPPT	$271,800.00
	CMS-0-0-SUR-DW-EPPT	$1,241,500.80
	RPW-0-0-PRC-RC-ECTS	$27,000.00
	RPW-0-S-DH3-RC-ECTS	$9,000.00
	RXW-0-0-PRC-RC-ECTS	$135,360.00
	RTW-0-0-MCC-RC-ECTS	$156,000.00
	000-0-0-W2C-RC-ECTS	$76,140.00

Extended School Year (ESY) with Club Recreation Program

First Student, Inc.
TPH-0-A-SSE-DW-ECTS
FLD-0-S-8F2-EO-EPPT
CMS-0-0-SUR-DW-EPPT $616,500.00

Lakeside Buses of Wisconsin, Inc.
CMS-0-0-SUR-DW-EPPT $171,825.00

Durham School Services LP
CMS-0-0-SUR-DW-EPPT $310,950.00

North America Central School Bus, dba Illinois Central School Bus
CMS-0-0-SUR-DW-EPPT $549,925.80

Club Recreation Field Trips & Summer Academy Field Trips

Lamers Bus Lines, Inc.
RXW-0-0-PRC-RC-ECTS
000-0-0-W2C-RC-ECTS $15,000.00

North America Central School Bus, dba Illinois Central School Bus
RXW-0-0-PRC-RC-ECTS
000-0-0-W2C-RC-ECTS..... $180,000.00

First Student, Inc.
RXW-0-0-PRC-RC-ECTS
000-0-0-W2C-RC-ECTS..... $16,500.00

Bruce Harris Playground

Lakeside Buses of Wisconsin, Inc.
RPW-0-S-DH3-RC-ECTS..... $9,000.00

Summer Stars Teen Program

North America Central School Bus, dba Illinois Central School Bus
RTW-0-0-MCC-RC-ECTS..... $156,000.00

Summer Playground Travelling Adventures

North America Central School Bus, dba Illinois Central School Bus
RPW-0-0-PRC-RC-ECTS..... $24,000.00

First Student, Inc.
RPW-0-0-PRC-RC-ECTS..... $3,000.00

RFP 1036 Authorization to Modify a Contract with Lamers Bus Lines, Inc., for Regular School-day Transportation Services

The Administration is requesting authorization to modify a contract with Lamers Bus Lines, Inc., for regular school-day transportation services. This contractor had been chosen pursuant to RFP 1036, with a term beginning July 1, 2021, and ending June 30, 2022, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met. The contract has been extended for the first extension period of July 1, 2022, through June 30, 2023.

The contractor has advised the Administration that, without the change in rates, it will suffer serious financial hardship. The total contract amount will not exceed the previously approved $9,665,548.20.

Budget Codes:
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

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:

- First Student, Inc., for Busing Services for MPS Students (Orthopedically Impaired and Specialty Programs), TPH00TRSDW-EPPT $10,873,440.00
- Lamers Bus Lines, Inc., for Busing Services for MPS Students (Orthopedically Impaired and Specialty Programs), TPH-0-0-TRS-DW-EPPT $4,137,237.00

- Safeway Transportation Services Corporation for Busing Services for MPS Students (Orthopedically Impaired and Specialty Programs), TPH-0-0-TRS-DW-EPPT, SM1-0-0-TRS-DW-EPPT, RWT-0-0-TRS-DW-EPPT..... $25,867,155.60
- Durham School Services, LP for Transportation Services for Summer Programs, CMS00SURDW-EPPT..... $310,950
- First Student, Inc., for Transportation Services for Summer Programs, TPH-0-A-SSE-DW-ECTS, FLD-0-S-8F3-EO-EPPT, CMS-0-0-SUR-DW-EPPT, 000-0-0-W2C-RC-ECTS, RPW-0-0-PRC-RC-ECTS..... $636,000
- Lakeside Buses of Wisconsin, Inc., for Transportation Services for Summer Programs, CMS-0-0-SUR-DW-EPPT, RPW-0-S-DH3-RC-ECTS $180,825
- Lamers Bus Lines, Inc., for Transportation Services for Summer Programs, RXW-0-0-PRC-RC-ECTS, 000-0-0-W2C-RC-ECTS..... $15,000
- North American Central School Bus Intermediate Holding, LLC, dba Illinois Central School Bus, LLC, for Transportation Services for Summer Programs, CMS-0-0-SUR-DW-EPPT, RXW-0-0-PRC-RC-ECTS, 000-0-0-W2C-RC-ECTS, RTW-0-0-MCC-RC-ECTS, RPW-0-0-PRC-RC-ECTS $909,925.80
- Lamers Bus Lines, Inc., for Regular School-day Transportation Services, RTS-0-0-TRS-DW-EPPT, RWT-0-0-TRS-DW-EPPT, TED-0-0-TRS-DW-EPPT, AST-0-0-TRS-DW-EPPT, PMO-0-0-TRS-DW-EPPT..... $9,665,548.20

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

Please see the attachments to the minutes of your Committee's meeting for HUB information.

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 related to Transportation as set forth in the attachments to this item.

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

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(Item 12) Action on Award of Professional Services Contract with Sysco Related to School Nutrition

RFP 968 Authorization to Extend a Contract with Sysco Eastern Wisconsin, LLC, for Prime Vendor/Distributor Services for Food and Supplies

The Administration is requesting authorization to extend contracts with Sysco Eastern Wisconsin, LLC, ("Sysco") for the delivery of food and supplies to Milwaukee Public Schools. This contractor will be responsible for ordering, warehousing, and delivering food/supplies and providing information/services for the District's Department of Nutrition Services. The contract allows the District to develop a working relationship with a prime vendor/distributor to provide a broad range of products and services through a single distribution system.

The contractor was chosen pursuant to RFP 968, which closed on March 2, 2018. The initial term was from July 1, 2018, through June 30, 2019. The contract provided for four one-year options to extend if certain performance metrics were met. The second extension was issued from July 1, 2020, through June 30, 2021

("Year 3"). The contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the fourth option, from July 1, 2022, through June 30, 2023 ("Year 5").

The total cost of Year 5 will be $30 million dollars.

Budget Codes: LNC-0-0-LNH-XX-EFOD (Food — Lunch)
LNC-0-0-LNH-XX-EACR (Food Ala Carte/Catering — Lunch)
LNC-0-0-LNH-XX-ESUP (Supplies-Consumable — Lunch)
LNC-0-0-LNH-XX-ENCQ (Non-capital Equipment — Lunch)
LNC-0-0-LNH-XX-EFCM (Commodities (Federal) — Lunch)
BKF-0-0-BKF-XX-EFOD (Food — Breakfast)
BKF-0-0-BKF-XX-ESUP (Supplies-Consumable — Breakfast)
BKF-0-0-BKF-XX-ENCQ (Non-capital Equipment — Breakfast)
SFS-0-0-SLN-XX-EFOD (Food — Summer School)
SFS-0-0-SLN-XX-ESUP (Supplies — Consumable — Summer School)
SFS-0-0-SLN-XX-ENCQ (Non-Capital Equipment — Summer School)
SFS-0-0-SLN-XX-EFCM (Commodities (Federal) — Summer School)
DNR-0-0-DNR-XX-EFOD (Food — Dinner)
DNR-0-0-DNR-XX-ESUP (Supplies — Consumable — Dinner)
SNK-0-0-SNK-XX-EFOD (Food — Snack)
SNK-0-0-SNK-XX-ESUP (Supplies — Consumable — Snack)
CAT-0-0-FNP-XX-EFOD (Food — Non-program)
CAT-0-0-FNP-XX-ESUP (Supplies — Consumable — Non-program)

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
380	44	81	No	5%	5%	TBD	NA	900	20

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 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 grant the request to extend the contract with Sysco Eastern Wisconsin, LLC, for a fifth additional one-year term 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 13) Action on the Award of Exception-to-bid Requests

——— Authorization to enter into a Contract with Cooperative Education Service Agency #1 ("CESA #1") for Educational Coaching

The Administration is requesting authorization to enter into a contract with Cooperative Education Service Agency #1 ("CESA #1") for educational coaching. The contractor will provide a total of 165 full days of instructional coaching to Milwaukee Public Schools from July 1, 2022, through June 30, 2023. As part of the "Every Student Succeeds Act," Milwaukee Public Schools is required to implement a research-based professional learning strategy:

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. Authentic experiences should be provided where teachers can collaborate and struggle through issues related to implementing the new information into their practice. All professional learning needs measurable outcomes for learning, implementation and student learning. Ongoing supports must be evident such that staff are provided coaching, mentoring, observations and feedback to successfully implement their learning.

Part of this strategy includes a robust coaching component. CESA #1 will be contracted to provide 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 and meet the quality required (Administrative Policy 3.09(7)(e)(1)(b)(v) and 3.09(7)(e)(1)(b)(vi)).

This contract will run from July 1, 2022, through June 30, 2023, with a one-year option to extend. The total cost of the contract in the Initial Term will not exceed $261,800.00.

Budget Code: SDV-0-S-3Z3-DW-ECTS (Contract Services) $261,800.00

——— 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 enter into 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. The 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 eight 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 behavioral support, extended-day programming, and school-wide programs and events.

In partnership with MPS, City Year will deliver services agreed upon by school partners to support improved student attendance and improved positive student behavior — 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 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, 2022, through June 30, 2023. The total cost of the contract will not exceed $1,855,000.

Budget Code: OSC-0-S-1T3-LS-ECTS..... $1,855,000

——— Authorization to Issue a Contract to College Entrance Examination Board, d/b/a The College Board, for Pre-AP and Springboard curriculum for the 2022-23 school year

The Administration is requesting authorization to issue a purchase order to College Entrance Examination Board, d/b/a The College Board, for extension of pre-AP and Springboard curriculum for the 2022-23 school year. The purpose of pre-AP and Springboard curriculum is to prepare students for the rigor of AP courses at the high-school level.

The College Board is the sole provider of AP and AP-related resources. MPS currently offers a number of AP courses. This extension will be used to re-supply MHSA, James Madison Academic Campus, Vincent, Milwaukee Marshall, Morse Middle School, Humboldt Park, Golda Meir, Bay View, and Audubon with the pre- AP and Springboard curricular materials.

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

The contract will run from July 1, 2022, through June 30, 2023. The total cost will not to exceed $700,000.00

Budget Code: ENG-0-I-SBD-CI-ECTS (English supplies and books)..... $300,000.00
MTH-0-I-SBD-CI-ECTS (Math supplies and books)..... $300,000.00
SDV-0-S-SBD-CI-ECTS (Professional services)..... $100,000.00

——— 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. The adult learning labs will be open to all Milwaukee adults. Participants will receive comprehensive assessments of their adult learning needs and will 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 service-delivery format, which is agreed upon between the contractor and MPS, 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 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 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 contract are met.

The total cost of the contract in the Initial Term will not exceed $130,000.

Budget Code: RAE-0-0-ADE-IF-ECTS0000 (Department or Subject — Contract Services)..... $130,000

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	200	10

——— Authorization to Enter into a Contract with Marquette University for Therapeutic Services

The Administration is requesting authorization to continue its contract with Marquette University for therapeutic services. This contractor will be used to deliver therapeutic services for behaviorally-challenged students at the MPS Success Center. The contractor will service students who exhibit chronic behaviors that have caused the students 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 enable them to be successful in traditional school settings. Services are developed and provided in a center-based daily therapeutic and educational environment at the MPS Success Center for students in grades 4 through 12 whose behaviors are impacting academics. The anticipated length for full-time services provided for each student will be a minimum of nine weeks. The contractor will work with MPS to develop each individual student's daily schedule based on therapeutic needs.

Continuum of services will be provided by the contractor to students upon return to their previous (or subsequent) schools of record. Such services shall 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 student, as needed and as determined by student's support plan.

The MPS Success Center will be located at an MPS site. The MPS Success Center will serve students who are at risk of, or who have been given, out-of-school suspensions. The MPS Success Center will provide a continuation of education services during a student's period of reassignment in the least restrictive environment in order to foster appropriate school-related behaviors, which, in turn, will assist the student in positive reintegration to a traditional school setting. The vendor will engage the student and the student's family in therapeutic services for the duration of the student's reassignment at an alternative education placement.

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 continuing therapeutic services provided to the District's students and families. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from August 1, 2022, through July 31, 2023, (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 $836,350.

Budget Code: ORC-0-0-ALS-DW-ECTS (Other Curriculum — Contract Services)..... $836,350.

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%	$43,500	NA	300	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 MPS's juniors and seniors through provision of college courses leading to transferrable college credits for MPS's high-school students through M^3 College Connections. M^3 College Connections is an innovative dual-enrollment program among Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and University of Wisconsin-Milwaukee (UWM) that allows eligible students to complete their high-school graduation requirements while earning 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) to earn up to seven college credits in the first semester and another eight credits 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 to work toward gaining CNA certifications and nursing licenses (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.

This contract will run from July 1, 2022, through June 30, 2023. This contract provides for two one-year options to extend upon mutual agreement. The total cost of the contract will not exceed $631,469.80

Budget Code: ORC-0-0-ESV-EO-ECTS (Contract Services — College & Career Readiness)..... $631,469.80

——— Authorization to Contract with UW System Board of Regents 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 UW System Board of Regents to serve MPS's seniors through provision of college courses leading to transferrable college credits for MPS high-school students through M^3 College Connections. M^3 College Connections is an innovative dual-enrollment program among Milwaukee Public Schools (MPS), Milwaukee Area Technical College (MATC), and University of Wisconsin-Milwaukee (UWM) that allows eligible students to complete their high-school graduation requirements while earning up to 21 college credits from both MATC and UWM. This contract is for students to take six of those credits at UWM during their senior year of high school.

Students will receive three credits in ethnic studies and three credits in educational psychology. These will be transferrable college credits. The courses will take place at the UWM campus September 2022-June 2023.

Up to 140 MPS students will attend classes at the UWM campus once a week. There will be up to 7 sections of each class. Ethnic studies is taken in Fall, and educational psychology is taken in Spring. The cost for one section is $12,575. The total for 14 sections will be $176,050.

Transportation (M-card bus passes) will be provided as needed: $50/each up to $5,000. Meal cards for $75/student card per semester for up to 140 students will be provided. Total will be $21,000.

The contract will run from July 1, 2022, through June 30, 2023. This contract provides for two one-year options to extend upon mutual agreement. The total cost of the contract will not exceed $202,050

Budget Code: ORC-0-0-ESV-EO-ECTS (Contract Services — College & Career Readiness)..... $202,050

——— 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 also expands 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." This contract also includes a one-time technical integration of human-resources data.

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, 2022, through June 30, 2023. The contract provides for two additional one-year options to extend beyond the first year. The total cost of the contract will not exceed $277,791.67.

Budget Code: SYS-0-0-AMT-RH-ECTS (Instructional Resources — Software)..... $161,916.67
OPR-0-0-8I2-HR-ECTS (Instructional Resources — Software)..... $115,875.00

——— Authorization to Issue a Purchase Order to Pro-ED, Inc., for Cognitive Assessments for Student Evaluations

The Administration is requesting authorization to issue a purchase order to Pro-ED, Inc,. for cognitive assessments for student evaluations. Special education assessment and other comprehensive evaluations of children are some of the most important services thatwe provide as a district. Intellectual assessment is often integral to comprehensive evaluation.

Due to the nature of the information that assessment provides, as well as the importance of accurate and equitable assessment for all students, incorporating the Cognitive Assessment System-Second Edition (CAS-2) allows us to fairly evaluate students from diverse backgrounds. The CAS-2 includes a version which is normed on Spanish-speaking students and also includes rating scales and a brief cognitive assessment. Through these tools, school psychologists on IEP teams will have access to a fair and equitable measure so teams are better able to correctly identify students with disabilities.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the goods are needed to maintain continuity. (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The total cost will not exceed $55,955.33.

Budget Code: DTI-0-0-8K2-DE-ESUP (Specialized Services — Assessment Kits) $55,955.33

——— Authorization to Issue Purchase Orders to the US Postmaster and to the US Postal Service for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postmaster and to the US Postal Service (USPS) for meter postage throughout the 2022-23 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. 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, 2022, through June 30, 2023.

The total cost of goods purchased from USPS will not exceed $400,000. The total cost of goods purchased from the US Postmaster will not exceed $221,000.

Budget Code: MAL-00-MAL-MM-EPST (Mailroom — Postage)… $621,000

——— Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt for Lab Refill Kits for the K-8 Science Adoption

The Administration is requesting authorization to issue a purchase order to Houghton Mifflin Harcourt for the purchase of lab refill kits to support the K-8 science adoption. The primary purpose of the lab refill kits is to replenish consumable materials required for fidelity of implementation for the afopted HMH Science Dimensions curriculum in grades K-8. HMH Science Dimensions is the district-adopted text for science in grades K-8, and each unit has required labs. The lab kits ensure schools have the science supplies necessary to conduct the required labs.

The exception from the requirement of a competitive procurement process has been granted on the basis that the goods are needed to maintain continuity. (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The total cost of the purchase order will not exceed $122,139.19.

Budget Code: ITS-0-0-9R2-TC-ESUP $122,139.19

——— Authorization to Issue a Purchase Order to Labster for a Two-year Subscription to the Online Lab Simulation Platform for High-school Science Courses

The Administration is requesting authorization to issue a purchase order to Labster for high-school science courses. Labster is a tier 1 educational resource designed to support lab experiences for students when an in-person lab experience is not possible, or to supplement the in-person lab experience.

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

The total cost will not to exceed $132,000

Budget Code: ITS-0-S-9R2-AQ-ESWR (Software/Instructional — Technology)..... $132,000

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 requests:

- Cooperative Education Service Agency #1 for Educational Coaching,
  SDV-0-S-3Z3-DW-ECTS $261,800.00
- City Year, Inc., to Serve as a Core Site for Whole School, Whole Child Support,
  OSC-0-S-1T3-LS-ECTS $1,855,000.00
- The College Board for Pre-AP and Springboard curriculum for the 2022-2023 school year,
  ENG-0-I-SBD-CI-ECTS $300,000.00
  MTH-0-I-SBD-CI-ECTS $300,000.00
  SDV-0-S-SBD-CI-ECTS $100,000.00
- Literacy Services of Wisconsin, Inc., for Adult Learning Lab Services, RAE-0-0-ADE-IF-ECTS0000 ..... $130,000
- Marquette University for Therapeutic Services,
  ORC-0-0-ALS-DW-ECTS $836,350.00
- Milwaukee Area Technical College to Provide M^3 College Connections Program for MPS High-school Students,
  ORC-0-0-ESV-EO-ECTS $631,469.80
- Board of Regents of the University of Wisconsin System to Provide M^3 College Connections Program for MPS High-school Students,
  ORC-0-0-ESV-EO-ECTS $202,050.00
- Qualtrics, LLC, for Provision of Survey Software, Associated Dashboards,
  SYS-0-0-AMT-RH-ECTS..... $161,916.67
  OPR-0-0-8I2-HR-ECTS..... $115,875.00
- Pro-ED, Inc., for Cognitive Assessments for Student Evaluations,
  DTI-0-0-8K2-DE-ESUP $55,955.33
- US Postmaster and the US Postal Service for Meter Postage,
  MAL-00-MAL-MM-EPST $621,000.00

- Houghton Mifflin Harcourt for Lab Refill Kits for the K-8 Science Adoption, ITS-0-0-9R2-TC-ESUP $122,139.19
- Labster for a Two-year Subscription to the Online Lab Simulation Platform for High-school Science Courses, ITS-0-S-7S2A-QE-ESWR $132,000
- Technology Laboratory and Professional Development Center, dba t.Lab, for Summer Programming Services, DTI-0-S-9B3-LS-ECTS $129,000

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 requests as set forth in the attachment 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 Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Contracts for Translation and Interpretation Services

RFP 1003; B0001380 Authorization to Waive Administrative Policy 3.09(9)(e) and to Enter into a Fourth-year Contract with Lingua Pros, LLC, for Translation Services

MPS is a multicultural, multilingual school district. The translation services provided by Lingua Pros, LLC, support the District's need 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 1003, which closed on April 5, 2019. The request to waive administrative policy 3.09(9)(e) and to issue the contract for a fourth year is based upon the significant organizational changes within the MPS Department of Media & Communications. The extension will also ensure that the prices offered by this vendor remain the same for an additional year.

This contract will extend from July 1, 2022, through June 30, 2023. The total cost of the contract will not exceed $300,00.00.

Budget Code: 000-0-0-000-BL-ECTS .(Blanket 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	No	15%	15%	NA	NA	300	10

RFP 1003; B0001381; B0001383 Authorization to Enter into a Fourth-year Contract 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 multicultural, multilingual 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.

The request to waive administrative policy 3.09 (9)(e) and to issue the contracts for a fourth year is based upon the significant organizational changes within the MPS Department of Media & Communications. The extensions will also ensure that the prices offered by this vendor remain the same for an additional year.

These contracts will run from July 1, 2022, through June 30, 2023. The total cost of the translation services contract in this fourth year will not exceed $300,000. The total cost of the interpretation services contract in this fourth year will not exceed $200,000.

Budget Code: 000-0-0-000-BL-ECTS (Blanket 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	39	Yes	15%	15%	NA	NA	300	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 stand-alone contracts:

- Lingua Pros, LLC, for Translation Services,
  000-0-0-000-BL-ECTS..... $300,000
- Lakeside Ventures, Inc., dba International Languages, for Translation Services,
  000-0-0-000-BL-ECTS,..... $300,000
- Lakeside Ventures, Inc., dba International Languages, for Interpretation Services,
  000-0-0-000-BL-ECTS..... $200,000

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 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 to enter into the 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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REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Peterson 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 Revise Administrative Policy 7.37, Graduation Requirements, and to Approve Administrative Procedure 7.37, Graduation Requirements

Background

The proposed revisions to Administrative Policy 7.37, Graduation Requirements, and the creation of Administrative Procedure 7.37, Graduation Requirements, as attached to the minutes of your Committee's meeting, will provide more opportunities for students to meet graduation requirements and to experience greater equity.

The specific changes to Administrative Policy 7.37, Graduation Requirements, include the removal of specific courses from the policy, the addition of a waiver from the world-language requirement for students in English as Second Language classes, the codifying of academic and career planning (ACP), the addition of Free Application for Federal Student Aid (FAFSA), and the review of transcripts prior to participation in graduation ceremonies.

The creation of Administrative Procedure 7.37, Graduation Requirements, allows for the removal of language from the Administrative Policy 7.37 to make it more use-friendly; provides specific timelines for early graduation, a procedure for approving dual-enrollment courses that meet graduation requirements, and diplomas for veterans; and identifies specific graduation requirements for alternative programs and schools.

The revisions to Administrative Policy 7.37 and the creation of Administrative Procedure 7.37 are in alignment with Administrative Policy 1.06, Equity in MPS:

> (3) Guiding Principles
>
> (b) The strengths of students, staff, families, and community members shall be illuminated to eliminate implicit and explicit deficit thinking; and
>
> (c) A school system shall be developed in which all students receive the support and resources that they need to become successful;
>
> (4) Equity Goals:
>
> (e) MPS will provide every student with equitable access to high-quality and culturally-relevant instruction, curriculum, support, facilities, technology, and other educational resources that respect their individual identities, backgrounds, abilities, and experiences.

In addition, the revisions to Administrative Policy 7.37 and the creation of Administrative Procedure 7.37 are in alignment with Administrative Procedure 1.06, Efforts to Achieve Equity:

> (2) Implementation
>
> (b) The District shall work to provide all students with equitable access to co-curricular and extracurricular activities, social services, tutoring, enrichment opportunities, and special programs.
>
> (c) The District shall identify, develop, and apply best practices for which there is evidence that they have made a positive difference for individual students and groups of students in order to reduce prevalent and persistent learning-outcome gaps.
>
> (d) The District shall create a standard system of practice for examining and using data and research to empower mindsets about students' abilities to learn, rather than reinforce deficit thinking.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.37, Graduation Requirements

Fiscal Impact Statement

This item does not authorized any expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make the updates to Administrative Policy 7.37, Graduation Requirements, and will add Administrative Procedure 7.37, Graduation Requirements.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 7.37, Graduation Requirements, as attached to the minutes of your Committee's meeting, and the creation of Administrative Procedure 7.37, Graduation Requirements, as attached to the minutes of your Committee's meeting, with the following modifications:

1. Policy (1)(e) to state "...Chief Academic Officer or his/her designee..."
2. Procedure (1)(d)(2) to state "...Chief Academic Officer or his/her designee..."
3. change all references to "parents" in both policy and procedure to "parents/guardians."

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

* * * * *

(Item 2) Action on Adoption of a Proposed Procedure on Time Schedules and Workload

Background

At its meeting on January 27, 2022, the Milwaukee Board of School Directors referred Communication 2122C-004 from the Milwaukee Teachers' Education Association (MTEA) regarding a proposed policy on time schedules and workload to the Administration for follow-up.

On March 24, 2022, the Board directed the Administration to form a committee of various stakeholders to review the proposed policy changes and to develop a recommendation for the Board to consider.

The Administration established a committee and conducted meetings over the last two and a half months, as directed by the Board. As a result of the committee's meetings, the following proposed Administrative Procedure 6.27 was developed and is now being recommended to the Board for approval.

Administrative Procedure 6.27
Time Schedules and Workload: Certificated Staff

(1) Reporting Time

Principals and teachers are to adhere to school-day schedules as determined by the Board.

(2) Teaching Day

(a) High Schools and Traditional Middle Schools

1. Classroom teachers in the high schools and traditional middle schools operating on the seven- period day shall be assigned not more than five teaching periods, one homeroom or advisory period, and one preparation period per day. Such schools will operate under the guidelines as set forth below:

a. Teachers may be assigned lunchroom duty as a regular duty responsibility. To the extent possible, a teacher will not be assigned lunch duty during their preparation time. If a teacher is assigned to lunchroom duty during their preparation time, the teacher will be compensated for that time at the part-time certificated rate.

b. Teachers, beyond those needed for study hall supervision, attendance counseling and hall supervision, and projects dealing with curriculum development within their areas of teaching, shall be assigned to other duties as prescribed by the principal.

i. Normally, one teacher and such educational assistants as are necessary may be assigned to hall supervision. Additional teachers may be assigned where essential due to the structure of the building and special problems.

ii. Volunteers shall first be assigned, and where there are insufficient volunteers, assignments shall be made with available teachers on a rotating basis by semesters.

c. Study halls, lunchroom duty, and attendance counseling shall be assigned so that individual teachers do not have to perform these duties year after year without being relieved when they specifically request it.

d. To the extent possible, a first-semester teacher will not be assigned to study hall, lunchroom duty, hall supervision, or attendance counseling, but will be involved in inservice activities, such as long-range planning for his/her specific classes, work on curriculum in his/her area, or observing classes of experienced teachers.

2. Classroom teachers in high schools and traditional middle schools operating on block schedules (A/B schedule) shall be assigned no more than three teaching periods and one individual preparation period per day. Such schools will operate under the guidelines, as set forth below:

a. Lunchroom supervision shall be done by staff other than teachers. If staffing does not allow, then the teachers shall be paid at the part-time certificated rate if preparation time is lost.

b. Teachers shall not be assigned supervision duties during any of the four instructional blocks. Necessary supervision during instructional blocks shall be performed by staff other than teachers.

c. Every reasonable effort will be made to avoid assigning any teacher to three consecutive instructional blocks.

d. The principal may use up to one half of the individual preparation period for collaborative planning time once per week.

3. Schools will provide a curriculum to advisory teachers.

4. Should a classroom teacher need to substitute teach, teach an additional class, or lose prep time due to a temporary staffing need, additional compensation will be paid according to Section 4 of this procedure.

(b) Elementary School Lunch

Teachers at elementary schools have a 45-minute lunch on days they are not assigned lunch duty. Lunch duty shall be rotated equitably among teaching staff. In most schools, the rotation will require teachers to perform 15 minutes of lunch duty twice a week. At some schools, based on staffing, the rotation may require teachers to perform lunch duty more than two times per week. Schools may also choose to arrange their lunch duty rotation where teachers perform duty daily during weeks 1 and 3 with no lunch duty on weeks 2 and 4.

(3) Teacher Preparation

(a) Preparation Period

The utilization of the preparation period shall normally be determined by the teachers. It is recognized that the preparation period may be the most convenient and practical time for the teacher, principal, or supervisor to arrange an occasional conference on matters of professional concern. If an unexpected parent conference is requested during the preparation period, the teacher shall attend the conference, unless the conference would prevent the teacher from having representation of his/her choice. Attempts will be made to avoid a pattern of scheduling parent conferences during regular instructional time.

(b) Middle- and High-school Classrooms

Principals shall attempt, where possible, to limit the number of classroom assignments, exclusive of homeroom, to three; however, it is recognized that, with certain subject areas and programs, the attainment of this may not be possible.

(c) Number of Preparations for Middle- and High-school Teachers

In developing secondary teachers programs, principals shall attempt, where possible, to limit the number of different preparations to three; however, it is recognized that certain subject areas make the attainment of this more difficult.

(d) Elementary Teachers

When students are in art, music or physical education classes, this time is teacher directed and belongs in its entirety to teachers for prep. Teachers are not required to attend art, music, or physical education classes with their students. Teachers are not required to attend administrative meetings when their students are at art, music, or physical education classes.

(e) Special Education Teachers

1. Elementary school teachers will have teacher directed prep time when their students are in art, music, and physical education classes at least equal to weekly prep time for regular education teachers.
2. Traditional middle school teachers and high school teachers operating on the seven-period day will have one prep period daily. Traditional middle school teachers and high school teachers operating on block schedules (A/B schedule) will have one prep period daily.

(4) Additional Compensation: High School and Traditional Middle School

(a) Substitute Teaching or Loss of Preparation Time

Classroom teachers that substitute teach or lose preparation time shall be paid as follows:

1. Seven-period day schedule: Classroom teachers on the period schedule shall be paid 1 hour at the part time certificated rate for each period that they substitute teach or lose a preparation time.
2. Block schedule: Classroom teachers on the block schedule shall be paid 2 hours at the part time certificated rate for each block that they substitute teach or lose preparation time.

(b) Requesting Volunteers

School administration or their designee shall first ask for volunteers. If there are no volunteers, then substitute assignments will be assigned on a rotating basis. The rotation procedure should be discussed with the school's building committee before it is implemented.

(c) Teaching an Overload

For any additional classes taught beyond a usual classload, where they are the teacher of record, teachers shall be paid as follows:

1. Seven-period schedule: Teachers who teach any additional classes will be paid 2 hours at the part time certificated rate for each period taught.
2. Block schedule: Teachers who teach any additional classes will be paid 4 hours at the part time certificated rate for each period taught.

(d) Funding

Any school which is required to expend additional funds for staffing or compensation due to this procedure will be reimbursed for such expenditures annually out of a district-wide budget account.

[Note: The Board had adopted a previous Administrative Procedure 6.27 in June of 1982. It was revised in June of 2006 and rescinded in May of 2014.]

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.27, Time Schedules and Workloads: Certificated Staff

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will publish the procedure.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed Administrative Procedure 6.27.

Director O'Halloran moved to approve the Committee's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

* * * * *

(Item 3) Action on Adoption of Proposed Revisions to Administrative Procedure 6.23(3) and 6.23(4) on Filling Principal Vacancies and Assistant Principal Vacancies

Background

At its meeting on February 24, 2022, the Milwaukee Board of School Directors referred Communication 2122C-005 from the Milwaukee Teachers' Education Association (MTEA) regarding a proposed policy on filing principal vacancies to the Administration for follow-up.

On March 24, 2022, the Board directed the Administration to form a committee of various stakeholders to review the proposed policy changes and to develop a recommendation for the Board to consider.

The Administration established a committee and conducted meetings over the last two and a half months, as directed by the Board. As a result of the committee's meetings, the proposed revised Administrative Procedures 6.23(3) and 6.23(4), as attached to the minutes of your Committee's meeting, were developed and are now being recommended to the Board for approval.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon the Board's approval, the revisions to Administrative Procedures 6.23(3) and 6.23(4) will be published by the Office of Board Governance.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Procedures 6.23(3) and 6.23(4) as indicated 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 4) Action on Resolution 2223R-003 by Director Gokalgandhi on Communications to the Board

Background

At its meeting on May 26, 2022, the Board referred Resolution 2223-003 by Director Gokalgandhi to the Committee on Legislation, Rules and Policies:

WHEREAS, Board Governance Policy 2.03, Board Powers and Duties, states "The work of the Board is to serve as trustees for the people of the City of Milwaukee in determining and demanding appropriate organizational performance"; and

WHEREAS, Chapter 3 of Board Governance Policies define the roles of the Board's executive officers in 3.02, Role of the Superintendent, 3.05, Role of the Board Clerk/Chief Officer; and 3.08, Role of the Management of the Office of Accountability and Efficiency; and

WHEREAS, With respect to providing information and counsel to the Board, these policies state that the executive officers "… shall not permit the Board to be uninformed" and shall "keep the Board abreast of relevant trends, [and] anticipated adverse media coverage"; and

WHEREAS, The Board affirms its commitment to work through its chief executive officers in handling complaints, concerns, communications, and petitions in existing Board Rule and Board Governance Policy; and

WHEREAS, Recent events suggest these policies may not provide the flexibility or agility with which to keep the Board promptly informed given the speed of information in the digital age; now, therefore, be it

RESOLVED, That the Board direct the Office of Board Governance, in collaboration with the Administration and the Office of Accountability and Efficiency, to conduct a review of the policies and procedures that govern communications to the Board; and be it

FURTHER RESOLVED, That this review consider the duration of time in which appropriate information shall be delivered to the Board;

FURTHER RESOLVED, That this review consider input from various community stakeholders; and be it

FURTHER RESOLVED, That this review and possible recommendations be brought back to the Board no later than the September 2022 board cycle.

The directs the Office of Board Governance, in collaboration with the Administration and the Office of Accountability and Efficiency, to conduct a review of the policies and procedures that govern communications to the Board and to bring back any necessary policy revisions.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 3.01, Board-appointed Officials

Fiscal Impact Statement

This resolution has no fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance, the Administration, and the Office of Accountability and Efficiency will collaborate on a review of policies and procedures that govern communications to the Board.

Committee's Recommendation

Your Committee recommends adoption of the resolution.

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

* * * * *

(Item 5) Action on a Request to Approve Revisions to Administrative Policy 3.02, Budget Control, and Administrative Policy, 3.04 Fund Transfer, and to Reaffirm Administrative Procedure, 3.02 Budget Control

Background

The Administration recommends revisions to Administrative Policy 3.02, Budget Control, and Administrative Policy 3.04, Fund Transfer, to provide technical updates and to better align existing administrative policies and current procedures. Please note that, in Administrative Policy 3.04, the title change proposed is *Budget Transfer,* rather than *Fund Transfer,* to reflect the revisions proposed within the policy. Administrative Policy 3.02, Budget Control, has a corresponding procedure, Administrative Procedure 3.02, which the Administration requests that the Board reaffirm, as no change to the procedure is being recommended.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.02, Budget Control

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 policies.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 3.02, Budget Control, and to Administrative Policy 3.04, Fund Transfer, as attached to the minutes of your Committee's meeting, and reaffirm Administrative Procedure, 3.02, Budget Control.

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

* * * * *

REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Taylor 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 Regarding Discipline Disproportionality Updates & Progress

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 September 2020, the Board directed the Administration to report progress and updates on discipline disproportionality on a monthly basis.

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 to support students and to engage with alternatives to suspension when appropriate. Administration uses this data to strategize the best use of the resources at hand, servicing all schools with Tier 1 supports and focusing on those demonstrating a need for additional supports.

Monthly Discipline Disproportionality Report, May 2022

The following is an update of activities undertaken to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2021-22 school year. The monthly reporting associated with disproportionality for the 2021-22 school year will focus on the following proactive approaches:

- promoting and providing resources to schools on alternatives to suspension, including the Alternatives to Suspension Toolbox;
- working with schools to make certain that counseling and support services are being used;
- analyzing and evaluating individual schools' data related to suspensions to determine best course of action to address disproportionality;
- continuing and expanding book studies; and
- forming district committees to identify, to develop, and to implement strategies to reduce suspensions.

Promoting and Providing Resources to Schools on Alternatives to Suspension

All discipline champions receive a monthly Why Race Matters update from the District Discipline Manager, focusing on specific best practices to support positive student behavior. The May monthly update focused on student voice in the classroom and continuing our personal journey with why race matters. All schools reviewed their implementation of the six best practices to address disciplinary disproportionality that have been highlighted throughout the year.

Ensuring That Counseling and Support Services Are Being Used by Schools

The District Discipline Disproportionality (3D) Leadership Team met on May 5, 2022, to look at best practices and supports for the 2022-23 school year. The Team began updating the Climate & Culture Toolkit, the directory of support, universal supports for classroom climate, and the relationship-building guidebook. The Toolkit will provide best practices for creating a positive climate, starting with building a community with students, preventative and classroom redirection strategies, interrupting bias, and alternatives to suspension.

Through May 31, 2022, there have been more than 930 meetings of school-based Discipline Work Groups using data to address school climate and culture.

Below are the year-to-date numbers of documented PBIS Tier 2 and Tier 3 interventions provided to students identified for additional support.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	2,206
Individualized CICO	478
Social Academic Instructional Group (SAIG)	1,462
Behavior Assessment/ Intervention Plan (BAIP)	168
FBA/BIP	203
Educational Wraparound	53
RENEW	55

The use of specific redirection strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. The total documented strategies for all year to date through May 31, 2022, can be found below.

Strategy	Total
Acknowledge verbally or tangibly	30,954

Strategy	Total
Brain breaks	192
Behavior contract	589
Buddy classroom	3,233

Strategy	Total
Community service	187
Collect property	1,699
Go Guardian	547

Strategy	Total
Independent work	412
Mindfulness	721
Move their seats	2,834
One-on-one conversation	36,208
Proximity control	5,924
Praise 5:1	214

Strategy	Total
Parent contact	26,713
Planned ignoring	5,678
Redirection	19,596
Recovery area (within room)	2,114
Restorative conversation	3,007

Strategy	Total
Secret signal	189
Support staff consultation	12,489
Self-monitoring	265
Reflection sheet	977

The following alternatives to suspension were utilized by administrators within discipline events in May 2022.

Conference....143
Counsel....1,624
Detention....107
Mediation....75
Referral to Building Intervention Team....9
Repairing Harm Circle....19
Restorative Conference....20

Analyzing and Evaluating Individual Schools' Data Related to Suspensions to Determine Best Course of Action to Address Disproportionality

Below are all behavioral events that led to out-of-school suspensions or student services suspensions across the district from May 1, 2022, through May 31, 2022, as documented in Infinite Campus. In May 2019, there were 2,968 suspensions, compared with 3,135 suspensions in May 2022.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Arson				1		1		2
Assault	5			24		2		31
Battery	6	1		39		1	1	48
Bomb Threats				1				1
Bullying	8			22		2		32
Chronic Disruption or Violation of School Rules	97	9	7	571		27	9	720
Disorderly Conduct	132	10	23	594	1	28	13	801
Endangerment of Physical Safety/Mental Well-being	20		2	151		1	2	176
False Fire Alarms	2	1		2				5
Fighting	94	2	9	601	1	12	9	728
Gambling	2			4				6
Inappropriate Personal Property	8			19		1	1	29
Inappropriate use of electronic communication devices	15	1	1	49	1	1	1	69
Intent to Distribute Drugs/Alcohol/Meds				1				1
Leaving the Classroom Without Permission				3				3
Loitering				2				2
Other Substances/Materials	7			25		1		33
Personal Threat	7		1	43				51
Possession of Drug Paraphernalia	5			7			1	13
Possession of Stolen Property				2				2
Possession/Ownership/Use of Alcohol	1							1
Possession/Ownership/Use of Drugs	1			26				27
Possession/Ownership/Use of Gun	1			4				5
Possession/Ownership/Use of Weapon Other than Gun	10			22		1		33
Reckless Vehicle Use	1			2				3
Robbery				3				3
Sexual Assault	1			10				11
Sexual Harassment	3			10		1		14
Skipping Class	1			6				7
Substantial Environmental Disruption	26	1	4	120		2		153

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Theft	3			16				19
Trespassing				3				3
Use of Tobacco, Including Chewing	5		2	20		3	1	31
Vandalism	5			11		1	1	18
Verbal Abuse/Profanity/Harassment	9			39		5	1	54
Grand Total	475	25	49	2,453	3	90	40	3,135

The following table displays suspension by grade level and race for May 2022.

Grade	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
K4/K5	6			15				21
1	8			20				28
2	7			40		3		50
3	15			83		9	1	108
4	25		3	171		1	6	206
5	25		2	173		7	5	212
6	70	2	4	335	1	19	6	437
7	96	7	9	426	2	15	11	566
8	69	3	4	234		12	1	323
9	82	11	16	543		14	3	669
10	43	2	6	229		7	4	291
11	24		3	138			2	167
12	5		2	46		3	1	57

Book Studies

Our District Equity Leadership Team (DELT) met with the the Executive Director of Education from Courageous Conversations about Race (CCAR) on May 31, 2022, focusing on how we are engaging, sustaining, and deepening the conversation of race using the tools of the CCAR Protocols.

In May, additional sessions of CCAR Explorations for Central Services staff members were held, with 92 staff members attending the seminar. Since March 2021, more than 2,900 staff members have attended. There are additional sessions planned for June.

The book cohort reading *These Kids Are Out of Control: Why We Must Reimagine Classroom Management for Equity* completed its book study in May. School social workers completed their year-long professional learning communities reading *Courageous Conversations about Race* in small groups and making connections to their work with students and families throughout the district.

Forming District Committee to Identify, to Develop, and to Implement Strategies to Reduce Suspensions

Across all traditional middle and high schools, 226 meetings of the Student Discipline Committees were held, at which students talked about recommendations regarding school climate and other student-interest topics.

Focus groups were held at eight schools to discuss with students their thoughts and recommendations on school climate. The major themes of these discussion were:

- relationships with adults and peers;
- course offerings, extracurricular opportunities, and instructional pedagogy;
- positive school climate;
- mental health supports;
- school policies and facilities;
- balancing safety and discipline.

Next Steps

A district-wide collaborative team is reviewing data, gathering student and staff input, analyzing what's working, identifying who can support, and coordinating resources to create a culture-and-climate plan for the 2022-23 school year in alignment with district and school goals.

Additional sessions of Courageous Conversations about Race (CCAR) Explorations and CCAR Experience for staff members will be held across the district.

CCAR Facilitators will complete their cohorts and become certified facilitators and will begin to lead Explorations seminars throughout MPS.

An end-of-year survey and recommendations will be collected from staff members across the district.

District Discipline Disproportionality Leadership Team's end-of-year data assessment and action planning for the 2022-23 school year will take place.

The Culture & Climate Toolkit will be updated to include additional best practice for supporting positive student behaviors based upon data and student focus groups' input.

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

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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) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

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

There are 17 performance indicators that help steer states to develop 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	Parental 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 makes quarterly report to the Administration about 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. MPS's percentage includes all students who have IEPs, including for speech and language services.

		MPS										
	State's Target	May 2021	Aug 2021*	Sept 2021	Oct 2021	Nov 2021	Dec 2022	Jan 2022	Feb 2022	March 2022	April 2022	May 2022
5A	70.00%	81.60%	83.08%	83.21%	83.32%	83.43%	82.67%	82.74%	83.62%	83.72%	83.80%	84.22%
5B	7.90%	15.69%	15.53%	15.35%	15.74%	15.48%	15.37%	15.33%	14.96%	15.22%	15.25%	15.32%
5C	0.95%	0.34%	0.32%	0.32%	0.32%	0.31%	0.31%	0.29%	0.28%	0.29%	0.30%	0.28%

*The data for the August 2021 LRE report is 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.

The reports attached to the minutes of your Committee's meeting include the District's information as well as each school's percentage.

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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(Item 3) Report with Possible Action Regarding 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

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 all district stakeholders' current and future equity, access, and inclusion needs.

End-of-year Equity Report

Administrative Policy 1.06, Equity in MPS

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 district priorities for the most equitable distribution of resources, supports, and opportunities.

Culturally-responsive Practices are defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.

Restorative Practices

School-wide Highlights

- ESSER II funds supported professional development in 14 schools.
- Professional development was developed collaboratively with school leaders and school teams to meet their diverse needs.
- Staff have participated in school-wide professional development.

District-wide Highlights

- 84 staff completed 8 to 16 hours of professional development.
- 74 staff attended Foundations of Restorative Practices.
- 37 schools engaged in the Restorative Practices Study in the School Improvement Plan.
- 10 collaborations took place with a variety of internal and external stakeholders.

Additional Restorative Practices Highlights

Direct Student Support: Eight schools, more than 1,900 students supported
Restorative Practices Elective Course: Six high schools, 579 students enrolled
District-wide Support Requests: 27 requests from 23 schools

PBIS Monthly Snapshot Example

- Attendance by race and students with disabilities
- Classroom behavior
- Office discipline referrals
- School improvement plan
- Behavioral interventions
- Tiered fidelity inventory
- PBIS and Building Intervention Teams' minutes
- Coaching Support

Data Collection from Projects

- Semi-structured Student Interviews — 180 students across 13 high schools
- BLMA Buddies Program — 134 students across eight schools in each school board district
- Manhood Development Academy — 120 students across two schools
- BLMA Mentoring — 110 students met with community mentors in partnership with Mentor Greater Milwaukee
- BLMA Ambassadors — 70 students across four high schools
- First Annual Mental Health Symposium — 100 students from six high schools

Gender & Identity Inclusion, 2021-22 Overview

Levels of Support

- Student Listening Sessions
- Professional Learning Opportunities
- Specialized Programs/Events
- Student & Family Support
- Community Partnerships/Resources

Ongoing Support for Students and Families in Need of Resources.

Support for Girls of Color

- Conducted listening sessions at six sites, using data to pilot workshops that supported 150 girls, ranging from 4th through 12th grade, from March through June 2022.
- Hosted first annual Denim Day event to bring awareness around sexual assault.
- 200 female-identifying students have received our sexual assault-awareness training centered around consent, understanding sexual assault, and tips, tools, and resources on how to report assaults and to begin healing.
- Built partnerships with Pearls for Teen Girls and Girls on the Run to offer ongoing, consistent programming for girls at 10 sites in the 2022-23 school year.

Support for LGBTQ+

- Provided LGBTQ+ Module training for 14 schools and programs, serving approximately 145 staff throughout the district.
- Assisted with the creation and sustainability of Gender Sexuality Alliances (GSAs) throughout the district.
- 20 sites have active GSA clubs. Approximately 350 students have participated in a GSA club and special event this year. Three sites are emerging.
- Updated the Milwaukee Public Schools' Gender Inclusion Guidance to best support our transgender, non-binary, and gender-nonconforming students.

MPS 2022 District-wide Spelling Bee Finals

- 12 schools participated
- May 14: Grades 3-5, 54 finalists and alternates, 214 in-person attendees
- May 21: Grades 6-8, 41 finalists and alternates, 156 in-person attendees

Highlights

- TMJ4 Co-sponsored
- Livestreamed — more than 6,000 views
- First year in which MPS has engaged middle-level students
- Every MPS office/department was engaged
- Evolve Church MKE provided lighting for May 21
- Supported by more than 200 staff and volunteers

Additional Equity Highlights

- Wisconsin State Music Association Large Group Contest: 610 students participated, and 29 staff attended
- UNSIL (United Nations Schools of International Learning) World Fair: 1,926 students attended and presented 778 projects
- Youth Summit: 150+ students participated
- Herbie Hancock Event, May 9-13: 2,500 students and 25 staff attended
- 49th MPS Biennial Music Festival: 3,739 students participated, and 4,000 parents and community members attended
- STEM Fair: 350+ students attended, 36 schools shared over 200 projects, 125 volunteers assisted, and 48 vendors participated
- Refugee & Immigrant Resource Fair: 100 attendees

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
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

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(Item 4) Report with Possible Action on Parent 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

The purpose of this report is to provide an update on family- and community-engagement activities. The Department of Strategic Partnerships and Customer Service works with families and the community to provide opportunities for them to support our students in reaching successful outcomes both in and out of the classroom. The Customer Service and Family Engagement Team interacts with families daily to ensure that parents have avenues to be active participants in their children's education. They also help families form healthy bonds with their children's school communities.

MPS recognizes the value in our most important allies, our alumni. We are working to build our alumni network and to identify alums who make a difference in our community.

MPS volunteers play a vital role in helping our schools and in allowing community members to provide support to Milwaukee Public Schools students.

Report on Family & Community Engagement

Family Engagement

- Parent Coordinators' Activities
- Special Education Leadership Institute for Families (SELIF)
- District Advisory Council
- Family Interest Survey

Alumni Engagement

- Alumni Reunions
- Teacher Appreciation Videos
- Alumni Spotlights and Social Media
- Alumni Advantage Newsletter

Superintendent's Student Advisory Council (SSAC)

- Superintendent's Luncheons
- New Model for School Organizations
- Scholarship/internship Opportunities
- School Climate Conversations

Volunteer Engagement

- More than 1,800 community volunteers
- More than 14,000 hours served
- Volunteer of the Year Awards

Customer Service

- Switchboard averaged more than 7,000 calls per month
- Welcome Center assisted more than 2,500 families
- Customer service training for MPS staff

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

* * * * *

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 Approve Technical Amendments to the Instrumentality Charter School Contract with Academia de Lenguaje y Bellas Artes, Inc., (ALBA) for Academia de Lenguaje y Bellas Artes (ALBA)

Background

On June 27, 2019, the Milwaukee Board of School Directors approved the instrumentality charter school contract with Academia de Lenguaje y Bellas Artes (ALBA) to begin with the 2019-20 school year and to end with the last regularly scheduled day of the 2023-24 school year. 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.

Administration has received a request from ALBA to make an amendment to the contract. The requested amendment is being submitted as a technical revision and clarification to ensure compliance with the Charter School Grant offered through the Wisconsin Department of Public Instruction. The proposed amendment to the contract is as follows:

> V. Purchases.
>
> Charter School hereby certifies that neither Charter School or its principals nor Charter School's subcontractors or its principals are listed as debarred or suspended in the System for Award Management (SAM), the government-wide exclusion list maintained by the federal government.
>
> Charter School shall adhere to the provisions of the Charter School Annual Operating Budgets. The cost of any services purchased by Charter School from MPS shall be determined by the Board.
>
> Any materials, equipment or supplies purchased or otherwise acquired by Charter School during the term of this Contract shall be allowed to remain on the premises of Charter School during the term of this Contract, and shall be reserved for the sole use of Charter School during the term of this Contract, notwithstanding the fact that all such materials, equipment, and supplies are owned by MPS.
>
> Any items purchased with Wisconsin Charter School Program ("CSP") grant funds should be considered the property of the charter school, and any titled equipment purchased with CSP grant funds should be titled to the charter school's governance board.
>
> Charter School shall abide by all state laws in the contracting and purchasing of goods and services. Specifically, Charter School may follow current MPS practice regarding purchasing and bidding requirements. Charter School shall utilize the standard MPS Professional Services Contract and Procedures for all professional services.
>
> In the event that MPS must go outside the district to obtain services for Charter School, Charter School will assume the cost of these services in the same manner as non- contracted MPS 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 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 Academia de Lenguaje y Bellas Artes (ALBA) will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the technical amendment to the instrumentality charter school contract with Academia de Lenguaje y Bellas Artes, Inc,. (ALBA) for Academia de Lenguaje y Bellas Artes (ALBA) as indicated.

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

* * * * *

(Item 2) Action on a Request to Approve Technical Amendments to the Instrumentality Charter School Contract with Green Tree Preparatory Academy, Inc., for Green Tree Preparatory Academy

Background

On March 28, 2019, the Milwaukee Board of School Directors approved the instrumentality charter school contract with Green Tree Preparatory Academy (GPA) to begin with the 2019-2020 school year and to end with the last regularly scheduled day of the 2023-24 school year. GPA's mission is to build a body of student leaders who will lead or own tomorrow's businesses.

Administration received a request from GPA to make an amendment to the contract. The requested amendment is being submitted as a technical revision and clarification to ensure compliance with the Charter School Grant offered through the Wisconsin Department of Public Instruction. The proposed amendment to the contract is as follows:

V. Purchases.

Charter School hereby certifies that neither Charter School or its principals nor Charter School's subcontractors or its principals are listed as debarred or suspended in the System for Award Management (SAM), the government-wide exclusion list maintained by the federal government.

Charter School shall adhere to the provisions of the Charter School Annual Operating Budgets. The cost of any services purchased by Charter School from MPS shall be determined by the Board.

Any materials, equipment or supplies purchased or otherwise acquired by Charter School during the term of this Contract shall be allowed to remain on the premises of Charter School during the term of this Contract, and shall be reserved for the sole use of Charter School during the term of this Contract, notwithstanding the fact that all such materials, equipment, and supplies are owned by MPS.

Any items purchased with Wisconsin Charter School Program ("CSP") grant funds should be considered the property of the charter school, and any titled equipment purchased with CSP grant funds should be titled to the charter school's governance board.

Charter School shall abide by all state laws in the contracting and purchasing of goods and services. Charter school may follow current MPS practice regarding purchasing and bidding requirements and

may utilize the standard MPS Professional Services Contract and Procedures for all professional services.

In the event that MPS must go outside the district to obtain services for Charter School, Charter School will assume the cost of these services in the same manner as non- contracted MPS 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 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 Green Tree Preparatory Academy will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the technical amendment to the instrumentality charter school contract with Green Tree Pre *Approved with the roll call vote to approve the balance of the Committee's reports.*

paratory Academy, Inc., for Green Tree Preparatory Academy.

* * * * *

(Item 3) Action on a Request to Amend the Non-instrumentality Charter School Contract with Milwaukee Excellence, Inc., for Milwaukee Excellence Charter School

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, one located at 4950 North 24th Street for grades 6-8, and the other at 3620 North 18th Street for grades 9-11.

Milwaukee Excellence's mission is through rigorous academics and character education essential for success, to educate 6th- through 12th-grade students to excel within and to graduate from four-year colleges and to pursue the professions of their choice.

On February 24, 2022, the Board approved a lease agreement with Milwaukee Excellence Charter School for the Happy Hill facility located at 7171 W. Brown Deer Road. The redline contract attached to the minutes of your Committee's meeting reflects the change in location and title of leadership.

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 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.

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

* * * * *

(Item 4) Action on the Approval of the Head Start Program's Cost-of-living Adjustment (COLA) Application and Quality-improvement Funding (QIF) Application for FY22

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, 2022, contains an increase of approximately $289 million for programs under the Head Start Act for Fiscal Year (FY) 2021. The increase provides $234 million for a cost-of-living adjustment (COLA) and $52 million for Quality-improvement Funding investments for Head Start. A portion of the increase provides a cost-of-living adjustment (COLA) of 2.28% to assist all Head Start grantees in increasing staff salaries and fringe benefits or in offsetting higher operation costs. Quality-improvement Funding 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 Act.

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

COLA.....$255,253
QIF.....$78,377
Total.....$333,630

Awarded funds will be applied as follows:

- raises awarded to Head Start Staff in the 2022-23 school year
- increases in the fringe-benefit rate for the last school year
- increases in the operational costs in the last school year
- to help better incorporate a trauma-informed approach that will support children, families, and staff impacted by adverse experiences.

The full application will be submitted June 1, 2022.

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 $333,630.

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 2022-23 Head Start application.

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

* * * * *

(Item 5) Report on Resolution 2122R-004 and Action on Recommendations of the Middle School and High School Steering Committee

Background

At its regular meeting of May 2021, the Board referred Resolution 2122R-004 by Director Peterson, to create an equity workgroup regarding enrollment, to the Committee on Student Achievement and School Innovation.

At its regular meeting of June 2021, the Board adopted the resolution and an initial meeting of the high-school principals from both select-criteria and non-select-criteria schools was held 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. This group brought out district 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.

Report of the Middle School and High School Steering Committee

Process

The work group met in October, November, and December. A steering committee of that group was developed and met every other week from January to early May. Recommendations were developed to address equity in access to select-criteria schools.

Steering Committee

- Sixteen members
- Racially diverse
- School personnel — teachers and administration
- Central Office Administration
- Parents
- MTEA
- Board member

Work of the Steering Committee

- Reviewed recommendations of the larger work group
- Reviewed a wide range of data
- Developed recommendations on both process and criteria for select-criteria schools

Findings

In recent years, selective high schools in New York, Boston, San Francisco, and other cities have faced scrutiny for dramatically under-representing Black and Hispanic students. These inequities have been shaped

by a number of policies, including heavily weighing entrance examinations or a single standardized test, opaque application procedures, and requiring parents to provide transportation to testing sites.

In contrast, the racial composition of the selective-criteria schools within the Milwaukee Public Schools comes close to representing the racial demographics of the high schools in general. Policies that have influenced this outcome include basing acceptance on multiple criteria, transparency in how to apply for these schools, and requiring no transportation for access to testing sites.

Select-criteria Schools versus District

School	Black	Hispanic	White	Asian	SPED	ELL
MPS, Grades 9-12	53.1%	27.5%	8.1%	8.2%	21.2%	13.2%
Golda	62.7%	13.5%	14.5%	4.5%	10.8%	1.4%
MHSA	51.6%	20.9%	11.3%	12.9%	18.3%	15.9%
Reagan	7.5%	49.2%	33.3%	7.8%	10.1%	6.3%
Riverside	61.0%	22.7%	2.4%	11.5%	19.8%	15.9%
Rufus King	53.2%	16.9%	14.0%	12.1%	13.0%	5.8%

Source: District Dashboard, May 2022

In short, the Equity Workgroup is providing recommendations to make a relatively fair process for admission into select-criteria schools even fairer. In addition, we note that the select-criteria schools do not get disproportionate funding and are expected to enroll the District's average of special needs students.

We consequently see no reason for terminating selective-criteria schools on equity grounds and find termination would likely cause a further drain of students from MPS, with serious consequences for district-wide equity.

Recommendations

- All high schools have the same enrollment window in the fall
- The process be simplified so families only need to list their choices
- Families be able to choose five schools
- The District improve both internal and external communication about the strengths and special programs of all high schools
- Academic Career Planning be further embedded into all middle-grade classes
- Change the weight of the criteria to emphasize long-term student effort (attendance and schoolwork) more than point-in-time assessments (standardized tests and the essay)
- Eliminate additional criteria, specifically completion of MYP for King and Reagan, letters of recommendation for Golda, and geography for Riverside
- Auditions be required for enrollment at Milwaukee High School of the Arts
- Continue the practice of enrolling students in order of the highest number of criteria points
- Continue the sibling preference of assigning one extra point for siblings on a waiting list
- Continue the required goal of 20% of seats being filled with students with disabilities.

Comparison of Criteria for Select Schools

	Current	Current Points	Proposed	Proposed Points
Attendance*	97% and up = 3 points	3	97% and up = 3 points	3
Provide extenuating circumstance review	93-96% = 2 points 90-92% = 1 point Below 90% = no points		93-96% = 2 points 90-92% = 1 point Below 90% = no points	
Report Cards grades	Reading, ELA, Math, Science, Social Studies	5	All academic scores	5
Standardized Tests — ELA	95th to 99th percentile = 2 points 75th to 94th percentile = 1 point 74th percentile and below = no points	2	Score of Proficient or Advanced = 1 point	1
Standardized Tests — Math	95th to 99th percentile =2 points 75th to 94th percentile = 1 point	2	Score of Proficient or Advanced = 1 point	1

	Current	Current Points	Proposed	Proposed Points
	74th percentile and below = no points			
On-demand Writing	Rubric Score 0, 1, 2, 3, 4	4	Rubric Score of 3 & 4 = 2 points Rubric Score of 1 & 2 = 1 point	2
Total points		16		12

*In regard to attendance, special consideration should be provided to students who are homeless, have chronic illness, or have had significance absences due to documented school busing problems.

Equity Summary

> The select criteria schools of Milwaukee are more reflective of the demographic makeup of the overall district than in most other cities. This may be due to an admissions process that is more well-rounded. Despite increased representation, however, Milwaukee schools — select criteria schools included — produce some of the most significant racial and socioeconomic achievement gaps in the U.S.
>
> *— https://www.brookings.edu/research/elite-or-elitist-lessons-for-colleges-from-selective-high-schools/*

- All high schools should have the same enrollment window.
- The District should make an intentional effort to increase the visibility of all high schools and their special programs and classes.
- The weight of the criteria should be changed to emphasize long-term student effort (attendance and schoolwork) more than point-in-time assessments (standardized tests and the essay).
- Emphasis in middle grades on Academic Career Planning should be increased to help students focus on next steps in their academic journey.
- Additional schools may become select-criteria schools if more students choose a particular school than there are available seats.

Future Actions

- The Administration will monitor the implementation of the changes proposed and report to the Board in the May 2023 board cycle to address any problems that may have occurred.
- The Administration will address equity issues in the high schools to raise academic outcomes of all students in all schools.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.10, School Admissions

Fiscal Impact Statement

None at this time.

Implementation and Assessment Plan

None at this time.

Committee's Recommendation

Your Committee recommends that Board accept the recommendations of the Middle School and High School Steering Committee, for implementation during the 2022-23 school year.

Director Gokalgandhi moved to approve the Committee's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

* * * * *

(Item 6) 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 meeting on February 27, 2020, the Milwaukee Board of School Directors referred Resolution 1920R-016 by Director Peterson, to integrate climate-justice curriculum and sustainability practices into all aspects of its work and functions, to the Committee on Student Achievement and School Innovation (SASI). At its March 17, 2020, meeting, the Board adopted Resolution 1920R-016. In response to the Board's action, the Administration is providing its regular quarterly report relative to implementing the resolution.

The Board's original action directed that a Climate Justice Curriculum Advisory Committee and a District Sustainability Team be established to carry out implementation of the resolution. The Office of Academics is leading the Climate Justice Curriculum Advisory Committee, and the Office of School Administration is leading the District Sustainability Team. To ensure alignment to the resolution and consistency, there is cross-representation between them.

The District Sustainability Team has resumed it meeting. The Team has taken analyzed Resolution 1920R-016 by section and has chosen to focus first on creating a baseline study of the District's ecological footprint, which will become part of the Sustainability Action Plan. The Curriculum Advisory Committee's meetings on are on hold pending the addition of a climate justice instructional coach position at the beginning of the 2022-23 school year. Both groups collaborated with a graduate program at Marquette University and received relevant climate research and recommendations.

The Children and Nature Network sponsored four members of the District Sustainability Team & Curriculum Advisory Committee to represent Milwaukee among an 11-city cohort at its conference in Atlanta, GA, in May.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

N/A

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(Item 7) Report with Possible Action Regarding Black Lives Matter End-of-The-Year Report 2022

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 July 2020 meeting, the Board referred Resolution 2021R-010 by former Director Miller, to establish a Black Lives Matter Week of Action, to the Committee on Student Achievement and School Innovation. At its regular August 2020 meeting, the Board adopted Resolution 2021R-010.

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 continued this important work for the 2021-22 school year.

For the 2021-22 school year, the Committee and its sub-groups were updated and met regularly. The Administration will continue to provide quarterly reports to the Board on its planning for the upcoming school year relative to three key areas:

- Curriculum and professional development
- Week of Action
- Monthly school projects.

Black Lives Matter 2021-22 Year in Review

Core Committee Members

Curriculum and Professional Development

- Dr.Latish Reed, Chair
- Felice Bea, Administrator
- Nuntiata Portis-Buck, CocChair
- Shauna Perry-Finch
- Paul Moga
- Dr. Patricia Ellis
- Stanley McWilliams
- Cendi Trujillo Tena (LIT)
- Robert Lang
- Karen Anderson
- Jill Holmes
- Renee Laird Adelon

Week of Action

- Dr. Ebony Davis, Chair
- Felice Beal, Administrator
- Dr. Janet Butler, Co-chair
- Richard Watkins
- Anesia Hayes
- Ryan Hurley
- Patrice Townsend
- Sequanna Taylor, Milwaukee Board of School Directors
- Janet Wheeler
- Jaiden Alvarado
- Amira Randolph
- Eboni Lewis

Monthly School BLM Projects

- Ingrid Henry-Walker, Chair
- Dr. Toni Dinkins, Administrator
- Nina Scott
- Erika Ashford
- Celeste Ochonogor
- Dr. Christlyn Stanley
- David Valdes
- Kentrell Galmore
- Ron Riveria
- Glenna Scholle-Malone

BLM Year In Review

Curriculum & Professional Development Committee

Successes

- Created Racial Equity Questionnaire, Parts I & II
- Piloted questionnaire with 160 staff members from Office of Academics
- Provided ongoing staff development with Dr. Gholdy Muhammad
- Ongoing collaboration with interoffice departments to align the work
- Shared Black Lives Matter information monthly during Principal Leadership Institute, School Support Teacher and Assistant Principal/Special Education Supervisors & Deans Institutes

Enhancements

- Analyze pilot data
- Develop a district-wide plan for the Racial Equity Questionnaire
- Integrate specialists' training into district-wide professional development
- More collaboration and input with Monthly Activities Committee regarding monthly
- activities

Week of Action Committee

Successes

- Developed Week of Action's activities for 2021-22
- Engaged community members
- Engaged student panelists and student facilitators

Enhancements

- Provide in-person experiences

Monthly Activities Committee

Successes

- Provided monthly activities aligned to the 13 principles of Black Lives Matter
- Created resources for teachers aligned to monthly activity

Enhancements

- Will work with Curriculum & Instruction to enhance academic alignment and rigor
- Extend resources and add field-trip experiences

Black Lives Matter 2022-23 Areas of Engagement

- Community Connections
- Partnerships
- District Initiatives

Next Steps

Curriculum & Professional Development Committee

June

- Review Racial Equity Questionnaire's results & suggestions
- Create action steps based on survey's results

July

- Plan alignment of curricular connections and content standards to monthly activities
- Update how information will be shared with school support teachers, assistant principals, principals, and instructional staff
- Identify LMS course topics, select presenters, establish recording times/dates

August

- Finalize curricular connections & standards alignment
- Finalize process of sharing information for all professional institutes
- Finalize LMS course information

Week of Action Committee

June

- Identify roles & responsibilities of Committee's members
- Create action steps based on Committee's timeline

July

- Create BLM theme for the 2022-23 school year
- Establish student t-shirt contest's rules and information for advertisement

August

- Collaborate with the Communications Department to create advertisement for Week of Action
- Develop ideas to showcase students' submissions via all media platforms

Monthly Activities Committee

June

- Identify roles & responsibilities of Committee's members
- Update monthly themes and activities aligned with Curriculum & Professional Development Committee's suggestions

July

- Identify dates, times, and location for Black Lives Matter Showcase
- Develop monthly activities to begin in the month of September

August

- Finalize monthly activities for September, October, and November

Strategic Plan Compatibility Statement

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

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 8) Report with Possible Action on 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, are conversant in other languages, and capitalize on the cultural and linguistic backgrounds of all English-learner students (ELs).

Another important component of the Board's action is encouraging the participation of parents, staff, and other community stakeholders. 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.

Bilingual Multicultural Education

Bilingual Schools, 2021-22

- 13,362 Current Students
- 21 Schools
- 38.3% English-language learners
- 23.5% Special Education
- 85.1% Economically Disadvantaged

American Indian	0.5%
Asian	4.8%
Black	21.7%
Hawaiian/Pacific Islander	0.1%
Hispanic	66.4%
White	4.4%
Multiple	2.1%

Department of Bilingual Multicultural Education

- Bilingual programming
- Parental engagement and marketing
- District Multicultural Multilingual Advisory Council (DMMAC)
- Seal of Biliteracy
- Professional development to schools

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 students 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

- Regularly update Biliteracy Year-at-a-Glance — now links to 88 biliteracy units
- Continued collaboration with C&I in science, mathematics, social studies, reading, writing, Montessori, early childhood
- Provided professional development through:.
  - — PLI, SST Institute, Teacher Institutes
  - — AP/SpEd/Dean Institute
  - — School-based
  - — New Bilingual Teacher PD Series
  - — Five Supported Planning Sessions
- Two bilingual teacher leaders attended training on Guided Reading.

Next Steps

- Guide teachers' work groups (K5-5th grades) in the development of Week-at-a-Glance documents for Trimester 1 Science BUFs — Summer 2022
- Complete the Bilingual Dual-language Foundational Skills Scope and Sequence (K5-2nd grades)
- Complete an inventory of reading skills and standards based on the newly-adopted reading materials in order to inform updates to the Biliteracy Year-at-a-Glance
- Continue to support Riley dual-language Montessori through curricular and instructional enhancements

English as a Second Language (ESL) and English Language Development (ELD

Accomplishments

- Completed training on the Wisconsin Refugee Program Database, which will be used to report qualifying youth for summer services and to communicate with agencies that serve refugees.
- Provided five-part professional development series to 25 participants at Story, an ELD pilot
- school
- Provided professional development through:
  - — PLI/AP, SST, & Teacher institutes
  - — School-based
  - — New ESL teacher orientations
  - — Sessions for ESL teachers and secretaries
  - — MPS Psychological Services, including students from Eau Claire/La Crosse and new school psychologists
  - — 20 Milwaukee Art Museum docents

Next Steps

- Implement the ELD action plan, 2021-2024.

- Offer professional development in the ELD framework to all schools that educate English learners.
- Analyze outcomes from pilot school to continuously shape and enhance Ambitious Instruction plan for English learners.
- Provide differentiated professional development and coaching sessions
- Offer four summer sessions to SSTs and interventionists around ELD's standards.

World Languages and Immersion

Accomplishments

- Mango Languages has been successfully implemented in many world languages classrooms.
- Professional development in the usage of Mango Languages has been given to world languages and ESL teachers, school-based administrators, school support teachers, and parent coordinators.
- Proximity Learning continues to provide MPS with licensed world languages teachers where needed.

Next Steps

- Continue to offer professional development to all teachers in the addition of Mango Languages as a classroom resource.
- Immersion Summer Camps will be provided in French, German, and Spanish at Milwaukee School of Languages for summer opportunities.
- Credit recovery and acceleration in languages taught in the high schools will be available during the months of June and July. Also, summer camp will be available for K-2nd-grade students in American Sign Language and to 3rd-5th-grade students in Chinese Mandarin

Seal of Biliteracy (SBL)

Accomplishments

- Sixty-six students at seven high schools graduated with the Seal of Biliteracy in American Sign Language, Arabic, Burmese, Chin, Chinese, French, German, Italian, Karen, Karenni, Malay, Rohingya, Spanish, Urdu.

Next Steps

- We are currently awaiting the IB/AP scores of three students this summer to potentially increase the number of graduates to 69.

DMMAC Update

Student/Family Recruitment

Working in collaboration with schools and Central Office to recruit students (especially in K3-5th grade) for schools with language programs.

Advocacy

Chris Thiel, Representative Goyke, and Director Carr presented on state and local political action.

Budget Briefing

We held a budget briefing to help families understand the 2022-23 proposed budget.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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(Item 9) 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 residing in the 53206 ZIP code, the Board approved implementation of the 53206 Initiative, which is focused on three pillars:

- Alignment: Academics, Pathways and Engagement;
- Filling Gaps: Equitable Access, and
- Opportunity and Strengthening Outcomes: 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 — continues to meet regularly to further discuss the needs in 53206 schools.

53206 Promise Partnership Schools

53206 Highlights

- Network parent coordinators have worked with family community engagement specialists to develop a standard of care for 53206 schools
- Each School has a college-and-career-focus branding (flags/banners, high-school and college graduation years identified for each classroom
- Collaboration with Human Resources Recruitment and Retention Plan for Promise Partnership Schools
- 53206 Promise Partnership School Coordinator
- Expansion of active community and business partnerships
- Showcased 53206 schools in "Our Lights Are On" open houses and recruitment

53206 Progress-monitoring System

Continuous School Improvement Progress Monitoring

Principals meet three times per year with Executive Leadership Team to review the progress of their school-improvement efforts related to the 53206 Promise Partnership.

The Executive Team meets monthly with the Principal Leadership Team for planning, revisions, additions, and progress checks of the 53206 Promise Partnership.

53206 Advisory Council Progress Checks

The Executive Team meets quarterly with the Advisory Council to share progress and to seek input and support to carry out the actions of the 53206 Promise Partnership.

Superintendent and Cabinet's 53206 Promise Partnership Review

The Executive Team meets quarterly with the Superintendent and his cabinet to share progress of goals related to the 53206 Promise Partnership.

Board of School Directors' 53206 Promise Partnership Review

The Executive Team reports to the Board's Committee on Student Achievement and School Innovation (SASI) three times per years to share the progress of the 53206 Promise Partnership.

2022-23 Promise Partnership's Scorecard

Performance Measures

- Increase the number of students who score proficient in English arts in Wisconsin Forward
- Increase the number of students who score on target or above in STAR reading
- Increase the number of students who score on target or above in STAR early literacy
- Increase the number of students on target or above in STAR mathematics
- Increase the number of students who score proficient in the ACT
- Increase the daily attendance rate
- Increase proportionality in the percentage of suspensions and behavioral referrals for Black male students with IEPs
- Decrease the number of incident referrals

- Decrease the number of out-of-school suspensions
- Increase the % of certified vacancies filled by the first day of school
- Increase the % of teachers retained after two years of employment
- Increase the number of schools with active District Advisory Council representatives
- Increase the number of "active" community business partners
- Improve overall student, staff and family perception data in 53206 schools (ESCC Survey)
- Increase the number of schools with college partnerships
- Increase the number of 5th-, 8th-, and 12th-grade students who select middle schools, high schools, or colleges by National Signing Day
- Increase the number of students in grades 3, 5, and 7 who complete career plans
- Increase the number of graduating seniors who complete exit surveys
- Increase the use of Xello school-wide.

School Spotlight: MPS Success Center

About the Success Center

The Success Center serves students in grades 4 through 12 and partners with families and schools to prioritize the social and emotional health of students and to equip them to better navigate school in collaboration with teachers and families.

The Success Center, which is built upon the belief in restorative philosophy, strives to cultivate, to maintain, and to repair trusting relationships as prerequisites for social and emotional growth.

Students Served

Black.....59%
Hispanic.....25%
White.....12%
Other..... 4%

Our Guiding Values

- 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 the social and emotional growth that is a natural outcome of any struggle.

Success Center's Support

Restorative Environment	
Students and Families	
Data-driven Goals Therapeutic Services Academics Behavioral Development Relations	• Referral Process • Programming • Transition Supports

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 10) 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 are the most important when it comes to a child's education and development. In November 2018, 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 through five years in 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.

Update on the MPS/MKE Early Childhood 1,825 Initiative

Early Childhood Demographics

- 11,157 students
- 111 schools
- 6.6% English-language learners
- 20.6% special education
- 84.0% economically disadvantaged

American Indian	0.4%
Asian	6.8%
Black/African American	51.2%
Hawaiian or Pacific Islander	0.1%
Hispanic	26.3%
White	10.4%

Early Childhood Initiative's Focus and Goals

Early Childhood Staff Development

Provide high-quality professional learning opportunities for all early childhood care providers and educators

Completed Work

Promoted Week of the Young Child and completed S.O.L.E.L.Y. (Supporting Oral Language in the Early Learning Years) MPS/MKE Talks! Series

Current Work

DCF Foundational Child Care Training course revision work

Future Work

Continue to plan for additional S.O.L.E.L.Y. MPS/MKE Talks! sessions

Equitable Resources

Ensure that early childhood programs are equitably equipped with resources needed to meet the needs of the children and families which they serve

Completed Work

Continued partnership work on the Bridges to School MKE project

Current Work

Continue partnership work with Office of Early Childhood Initiatives on Mighty Small Moments

Future Work

Continue partnership work with Office of Early Childhood Initiatives on Mighty Small Moments

Family Support and Transition

Provide families with support as students transition from early-care centers to MPS

Completed Work

Shared early childhood resources with the community at 53206 Initiative event

Current Work

Update EC Initiative's website to reflect summer learning opportunities and supports for school transitions

Future Work

Connect MPS's districtwide outreach support and events with Bridges to School MKE project

Instruction

Ensure that high quality, research-based instruction is provided for all early childhood children and students

Completed Work

Provided a professional development session in cultivating genius and Tier 1 instruction using Frog Street

Current Work

Connecting with CTSI CAN network to offer Vroom and Mind in the Making training within 53206 community

Future Work

Support Ambitious Instruction by focusing on cultivating the genius of young learners

Social-Emotional Learning (SEL) 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

Attended a professional development regulation training series for early childhood educators

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 11) 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

This is the quarterly update on the development and implementation of the new personal finance course offered to students. At its regular meeting in 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 Class of 2026, with additional schools to be added in subsequent semesters/years. The graduation requirement will be in affect for all high schools for the Class of 2028. Twelve schools offered the course in 2021-22. The following six schools will offer the personal finance course beginning in Fall 2022: Audubon, Golda Meir, James Madison Academic Campus, Rufus King, North Division, and Barack Obama.

Personal Finance Quarterly Report

Overview

1. Review of the year, including pre- & post-test results
2. District highlights and accomplishments
3. Personal finance teachers' professional development plan
4. Review of the timeline for scaling the implementation to all high schools
5. Immediate next steps in the implementation process, including strategies to engage more students and families next year

Review of Financial Literacy in 2021-22

In May, 2021, the Milwaukee Board of School Directors approved personal finance as a graduation requirement. The personal finance classes were successfully launched in fall 2021 at three high schools, with 278 students, and in spring 2022 at eight schools, with 446 students. A timeline for schools to roll out the implementation was created, and we met our goal of adding 6-10 schools each semester.

We developed a financial literacy advisory board.

We developed scope and sequence for the course's curriculum.

District Highlights and Accomplishments

- Awarded Governor's Financial Literacy Award
- Awarded a grant from the WI Department of Financial Institutions
- Hosted Governor's Council on Financial Literacy and Capability meeting at Riverside HS in April
- Increased financial awareness during three Fridays in April to promote Financial Literacy Month
- Participated in Finance and Investment Challenge Bowl
- Increased participation in stock market game with Economics Wisconsin

Students' Perspectives

The Most Important Things I Learned

- Credit, credit cards, credit scores, the types of things that affect credit, and how to build credit
- How to make better plans to pay for college and to manage student loans and the financial burden of college
- Taxes and how to file a tax return
- How to manage and to save money

"It will prepare you for life."

Professional Development Plan

- Hosted professional development, including BLMA culturally-responsive teaching and monthly cohort meetings, with the following partners:
    - — Next Gen Personal Finance
        - > Live Sessions: topics change monthly

> 41 on-demand sessions available
> 11 Certification courses

— SecureFutures
— EverFi
— Economics Wisconsin

- Provided a virtual summer institute
- Established a professional learning community
- Twenty teachers have participated in Next Gen Personal Finance's professional development modules.
- Average number of PD hours per teacher is 17

Personal Finance Cohort Timeline

Cohort 1 (2026) 2021 Fall	Cohort 2 (2027) 2022 Spring	Cohort 3 (2027) 2022 Fall	Cohort 4 (2028) 2023 Spring
• Green Tree Prep • Hamilton • Riverside	• Banner Prep • Bay View • Bradley Tech • MacDowell • Marshall • MHSA • Project STAY • Vincent Accelerated Academy • WCLL	• Audubon • Golda Meir • JMAC • King IB High School • North Division • Obama	All remaining schools

What's Next?

- Expand and improve partnerships
- Provide summer professional development
- Develop student-led newsletter and add students to advisory board
- Provide parental financial literacy workshops
- Expand financial literacy programming to middle schools

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.37, Graduation Requirements

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(Item 12) 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 was implemented at the start of the 2021-22 school year. The plan 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.

The Ambitious Instruction Plan is implemented through three cycles of professional learning. While all cycles are integrated, each cycle has a specific area of focus: Cycle 1 had a focus on intentional planning, Cycle 2 focused on scaffolding, and Cycle 3 focused on empowering students.

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's learning of best practices.

Ambitious Instruction: Accelerating Learning

Ambitious Instruction: Accelerating Learning	• Culturally-responsive Practices • Instructional Technology • District-adopted/-supported Materials	— Formative Practices — Explicit Instruction — Engagement

Ambitious Instruction's Observation Data, Cycle 3

	Beginning	End
Formative Practices	51.4%	55.5%
Explicit Instruction	48.2%	52%
Engagement	51.95%	57.95%

Highlights in Ambitious Instruction

- Common language across the district
- Collaboration throughout the Office of Academics
- Three successful textbook adoptions
- Increased project-based learning and hands-on learning
- Increased literacy in science and social studies classrooms
- Intentionality with education and career opportunities

Guided Reading, In-depth Training

A teaching method that helps teachers meet the specific needs of struggling, proficient, and advanced readers.

Goal

To change teachers' instructional practice through a unique form of professional development that involved hands-on practice with students and expert coaching in real time.

Participants

- 17 teachers
- nine district-level staff
- eight SSTs
- seven school administrators
- four other
- one AGR

Results

Has guided reading training changed your instructional practice? 67% Yes, 0% No, 33% Somewhat

MPS Writing, 2021-22 School Year

Explicit Teaching Strategies

- MLK Writing Unit — All Schools
- Creating a topic sentence
- Single-paragraph outline
- 6-traits writing

Writing Teacher Champions

- 96 Schools
- 98 Champions
- Share strategies with schools
- Deliver PD to school staff

Professional Development

- 65 sessions with cohorts and champions
- Collaboration with the Writing Revolution to train champions

- SSTs' training

Increasing Inquiry-based Instruction

Formative Practices

- Curriculum & Instruction has offered 28 different PDs this school year inn Document-based Questioning (DBQ) Online, an inquiry-based curriculum for 3rd-12th grades.
- Trainings focused on the inquiry-based process of the DBQ, which asks students to research and to gather evidence in order to answer a question about a historical or current event.
- There are currently 558 teachers using the DBQ Online Platform.

Explicit Instruction

- Curriculum & Instruction has modeled the DBQ process to teachers through PD opportunities and modeling in classrooms around the district.
- The DBQ framework provides students with grade-level material with scaffolding and accommodations to meet individual needs.
- The DBQ framework focuses on teaching reading, writing, and analyzing skills.

Engagement

- DBQ Online has been extremely successful this year, growing from 2,100 user logins by October 1 to 67,000 user logins by May 1. MPS averages 9,429 logins per month.
- Districtwide, teachers have assigned a total of 793 DBQs this school year, impacting approximately 15,800 students.

Early Childhood

Explicit Instruction: Lexia Core5 Reading

10 schools
22 classrooms

Core5 Grade Level of Skills

Progress in Core5 for All Students in Sample During 2021-22 (N=40O)

	Level	
	Start	Current
Reached EOY Benchmark	3%	22%
In Student Grade	55%	64%
One Grade Below		
Two or More Grades Below	42%	15%

The Counting Collections Routine

Promising Data from Our Early Adopters

13 MPS Schools and 21 classrooms, 4K-Grade 2
100% of children demonstrated gains in counting understanding.
75% of children working two and three years below grade level have reached grade-level expectations for counting.

Early Literacy, English & Spanish

	21-22 Fall	21-22 Winter	21-22 Spring
Significantly below Target	46.9%	39.5%	40.1%
Well below Target	20.7%	19.9%	16.2%
Below Target	19.8%	19.6%	19.8%
On Target	6.3%	7.1%	8.7%
Significantly above Target	6.4%	13.9%	15.3%

483 additional first-grade students are on-target or above!

Reading, English & Spanish

	21-22 Fall	21-22 Winter	21-22 Spring
Significantly below Target	44.5%	43.6%	44.2%
Well below Target	19.0%	17.9%	17.7%
Below Target	23.4%	23.8%	23.5%
On Target	6.2%	6.7%	6.7%
Significantly above Target	6.9%	8.0%	7.9%

200 additional students in grades 2-10 are on-target or above!

Math, English & Spanish

	21-22 Fall	21-22 Winter	21-22 Spring
Significantly below Target	35.8%	34.2%	36.8%
Well below Target	22.6%	19.1%	17.3%
Below Target	33.7%	35.5%	34.0%
On Target	—	—	—
Significantly above Target	7.9%	11.2%	11.8%

1,293 additional students in grades 1-10 are on-target or above!

Focus for Professional Development

Know It

Effectively implement district-adopted and -supported grade-level resources for 80% of their instructional time starting on day one of the school year.

Teach It

Intentionally plan and deliver grade-level instruction by first using formative classroom data to identify and to leverage students' entry points and then employ content-area-specific scaffolding strategies.

Measure It

Use multiple tools for evaluating individual or whole-class entry points to meet grade-level content standards expectations.

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

No Fiscal Impact

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(Item 13) Report with Possible Action on the Regional Showcase — East 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

The 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 regions are included.

This month, the East Region is featured. The East Region comprises 24 schools and serves 10,136 students in diverse settings to meet their varied needs. Schools in the Citywide Region are Bay View Montessori, Brown, Burdick, Carver, Cass, Clement, Cooper, Elm, Fernwood, Fratney, Gaenslen, Garland, Hartford, Holmes, Humboldt Park, IDEAL, Maryland, Parkside, Milwaukee Academy of Chinese Language, Riverwest, Siefert, 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.

Regional Showcase — East Region

Current Demographics

- 10,136 students
- 24 schools
- 11.9% English-language learners
- 19. 7% special education
- 73.1% economically disadvantaged

American Indian	0.6%
Asian	9.1%
Black	39.1%
Hawaiian/Pacific Isle	0.1%
Hispanic	22.4%
White	23.3%
Two or More	5.4%

State Report Cards, 2020-21

	Score	
Bay View Montessori School	85.5	Significantly Exceeds Expectations
Maryland Montessori	83.8	Significantly Exceeds Expectations
Milwaukee Parkside School	81.6	Exceeds Expectations
Fernwood Montessori	76.4	Exceeds Expectations
Cooper Elementary	76.2	Exceeds Expectations
IDEAL	76.1	Exceeds Expectations
Whittier Elementary	74.1	Exceeds Expectations
Carver Academy	72.9	Exceeds Expectations
Milwaukee Academy of Chinese Language	70.8	Exceeds Expectations
Burdick Elementary	70.4	Exceeds Expectations
Victory Elementary	69.0	Meets Expectations
Humboldt Park Elementary	67.9	Meets Expectations
Siefert Elementary	62.4	Meets Expectations
Trowbridge Street School of Great Lakes Studies	61.0	Meets Expectations
Holmes Elementary	60.7	Meets Expectations
Gaenslen Elementary	58.8	Meets Expectations
Hartford Avenue Elementary	58.5	Meets Expectations
Clement Avenue Elementary	58.3	Meets Expectations
Brown Street Academy	55.7	Meets Few Expectations
Cass Street Elementary	53.2	Meets Few Expectations
Fratney Elementary	51.4	Meets Few Expectations
Riverwest Elementary	51.1	Meets Few Expectations
Elm Creative Arts Elementary	33.2	Fails to Meet Expectations
Garland Elementary	AR	Alternate Rating — Needs Improvement

STAR Data, Fall to Spring

	Early Literacy			Reading			Math		
	21-22 Fall	21-22 Winter	21-22 Spring	21-22 Fall	21-22 Winter	21-22 Spring	21-22 Fall	21-22 Winter	21-22 Spring
Significantly below Targe	41.4%	32.9%	36.2%	40.6%	38.3%	38.8%	33.6%	31.5%	33.0%
Well bellow Target	19.4%	19.0%	14.7%	16.5%	16.2%	16.4%	20.6%	17.1%	16.1%
Below Target	23.1%	21.0%	20.1%	23.8%	24.1%	24.2%	35.0%	36.7%	34.8%
On Target	6.9%	7.2%	8.9%	7.7%	8.6%	8.6%	—	—	—
Significantly above Target	9.2%	19.9%	20.1%	11.3%	12.8%	12.0%	10.8%	14.7%	15.2%

Opportunities for Growth

- Increase attendance rates
- Expand student-enrollment efforts
- Create more opportunities to provide feedback to staff
- Focus on academic achievement through rigor
- Improve climate and culture

Humboldt Park K-8 School

Vision

"We envision offering a differentiated academic and social emotional educational program where staff works with diverse learners and families to create hard-working, persevering individuals who can work with others to continuously grow and navigate a path towards lifelong learning."

Current Demographics

- 574 students
- 44.3% English-language learners
- 17.2% special education
- 80.7% economically disadvantaged

American Indian	0.3%
Asian	46.3%
Black	7.5%
Hispanic	22.0%
Hawaiian Islander	0.2%
White	21.4%
Two or More	2.3%

STAR, Data Fall to Spring

	Early Literacy			Reading			Math		
	21-22 Fall	21-22 Winter	21-22 Spring	21-22 Fall	27-22 Winter	21-22 Spring	21-22 Fall	21-22 Winter	21-22 Spring
Significantly below Target	39.2%	37.3%	37.0%	37.3%	33.9%	32.1%	31.5%	23.2%	21.7%
Well below Target	23.5%	17.6%	18.5%	15.3%	18.1%	15.2%	22.0%	17.7%	20.6%
Below Target	21.6%	25.5%	24.1%	30.2%	28.2%	33.6%	37.9%	44.8%	42.1%
On Target	5.9%	3.9%	3.7%	8.2%	10.1%	8.6%	—	—	—
Significantly above Target	9.8%	15.7%	16.7%	9.0%	9.7%	10.5%	8.6%	14.3%	15.6%

Programming

- Environmental Club for students who are interested in environmental advocacy and awareness
- Science thematic lessons and STEM-based programming
- Project-based learning
- Team Sports: flag football, basketball, soccer, volleyball, and cross-country
- Community partnership with Catholic Charities to support our refugee population

Points of Pride

- iReady Regional Competition's East Region Champions for February, March, and April
- 4th- and 5th-grade students were winners of the 2022 Fluor Engineering Challenge
- MPS Spelling Bee winners in the grade 3-5 and 6-8 categories. Joseph Lanaghan, grade 4; Rachel Lar, grade 6; Peace Peter, grade 7; and Rojinah Faruk, grade 8
- Student Council raised $1,000 to make a charitable donation to the Combined Giving Campaign

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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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, to CESA 1, to the District Advisory Council (DAC), and to the Milwaukee Public Library Board of Trustees.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities from June 2022 included the following:

Academic Achievement

- Met twice with the Reagan High School's Advisory Council
- Met with social studies specialist and her staff regarding textbook adoptions
- Met with the Middle and High School Equity Workgroup
- Attended the Success Center's graduation ceremony and toured the school
- Met with members of the Milwaukee Metropolitan Fair Housing Council to discuss curriculum development on matters of segregation in Milwaukee
- Attended the SSO event at Rufus King High School
- Attended Scholarship Reveal Event at Central Office
- Attended the Youth Forward MKE Coalition's meeting

Effective and Efficient Operations

- Met with Kane Associates, with whom MPS has contracted to review our marketing
- Toured Phillips School with Sean Kane and Dr. Posley
- Worked with community activists to write the Climate Justice Targets resolution 2223R-007
- Visited Zablocki School

Student, Family, and Community Engagement

- Attended high-school graduation ceremonies for Milwaukee High School of the Arts, South Division, Washington High School, and JMAC
- Attended the meetings of the Board's Committee on Parent and Community Engagement (PACE); Committee on Student Achievement and School Innovation (SASI); Committee on Accountability, Finance, and Personnel (AFP); and Committee on Legislation, Rules and Policies (LRP), as well as the Board's retreat, two special board meetings, and the regular monthly board meeting
- Met with members of the Century Foundation and MPS staff regarding follow-up to the mini-conference that was held at North Division High School on school integration
- Met with Steven Lubar from ASC two times
- Met with Assembly Person Vos and other community leaders
- Met twice with Ken Hanson and other people regarding voter turnout in November
- Spoke at celebration event to honor Arlene Skwierawski at North Division High School
- Attended the Milwaukee Club's discussion with Mayor Cavalier Johnson
- Attended the ribbon-cutting ceremony at Burnham Playfield
- Responded to emails and phone inquiries, questions, and concerns

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RESOLUTIONS

Resolution 2223R-005

By Director Herndon

WHEREAS, It is the vision of Milwaukee Public Schools that will be among the highest-student-growth school systems in the country and that relevant, rigorous, and successful instructional programs will be recognized and replicated; and

WHEREAS, Vincent High School has successfully implemented an agricultural program since 1980, not to merely create urban farmers, but to "emphasize careers that support or involve agriculture, such as genetic research, horticulture, forestry, or veterinary science; and

WHEREAS, The success of Vincent's agricultural program is worthy of replicating at the K-8 level; and

WHEREAS, River Trail School is a recent recipient of an agricultural grant and, with its close proximity to Vincent High School, is ideal choice to be designated as a K-8 school of agriculture; now, therefore, be it

RESOLVED, That River Trail School be officially designated as a School of Agriculture and that this designation be factored into the school's marketing and branding, its budget, and its curricular programs; and, be it

FURTHER RESOLVED, That opportunities for students to explore of agriculture-related pathways, including Animal Science, Agribusiness, Horticulture, Food Science, Environmental Science, and Culinary Arts be incorporated into the curriculum and program offerings of the school; and, be it

FURTHER RESOLVED, That in order to retain a feeder pattern and to ensure student retention, River Trail's program include an expansion of its partnership with Vincent High School to enable River Trail students to tour the agricultural program and to interact with high-school-aged agriculture students; and, be it

FURTHER RESOLVED, That an update on this work be provided to the Board by the October 2022 board cycle.

Referred to the Committee on Student Achievement and School Innovation

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Resolution 2223R-006

By Director Carr

WHEREAS, the recent tragic school shooting at Robb Elementary School in Uvalde County, Texas, has rightfully heightened awareness and urgent attention to school safety concerns; and

WHEREAS, Milwaukee Public Schools (MPS) was awarded over $3 million in 2018 from the Wisconsin Department of Justice School Safety Grant program to enhance school building safety with physical upgrades and additional training for staff; and

WHEREAS, MPS employs "School Safety Assistants" to patrol designated schools and ensure the safety and security of students and school personnel;

WHEREAS, in June, 2022, MPS leveraged a $250,000 grant from the U.S. Department of Justice to fund a partnership with Atlas One, a school safety smartphone app that enables parents and school staff to have direct communication with police or the Milwaukee Sheriff's Office;

WHEREAS, the safety of students and staff is the top priority of the Milwaukee Board of School Directors and the MPS administration; now therefore, be it

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

FURTHER RESOLVED, that the Administration shall report the findings of the school security expert to the Board no later than the December 2022 board business meeting.

Referred to the Committee on Accountability, Finance, and Personnel

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Resolution 2223R-007

By Directors Herndon and Peterson

WHEREAS there is an overwhelming scientific consensus that human-made global warming is an existential threat to the lives and wellbeing of billions of people, and even civilization itself; and

WHEREAS the Milwaukee Public Schools Board of Directors adopted "Our House is On Fire" Resolution 1920R-016 in 2020, which set in motion a series of steps to integrate climate justice curricula and sustainability practices into all aspects of MPS' work and functions; and

WHEREAS because preventing runaway climate change requires urgent action at all levels to hold global temperature increases under 1.5 Celsius, many local units of government across the world and in Wisconsin have committed to meeting the International Panel on Climate Change (IPCC) global greenhouse gas emissions reductions targets of a 45% reduction (from 2010 levels) by 2030 and an 80% reduction by 2050; and

WHEREAS The City and County of Milwaukee created the Milwaukee City-County Task Force on Climate and Equity in 2019 to develop a comprehensive plan to meet the IPCC targets not only in their own operations but community-wide, and in a way that also dramatically improves economic equity and the supply of family-supporting jobs, especially for marginalized people of color communities; and

WHEREAS Milwaukee Public Schools is not currently part of the City-County climate action planning process; and

WHEREAS Milwaukee Public Schools are a major missing piece needed to achieve a Milwaukee climate transition that substantially improves racial economic equity, because MPS is the leading educator in Wisconsin of low income and BIPOC children, and its physical infrastructure is a major producer of greenhouse emissions; and

WHEREAS major urban school districts across the country, including New York, Philadelphia, and Chicago, have committed to meeting the greenhouse reduction targets and have developed plans to meet the benchmarks within their aging portfolios of school and administration buildings; and

WHEREAS the green economy is one of the fastest growing economic sectors, and offers potential living wage careers for MPS graduates; and

WHEREAS according to the most definitive federal study of green-collar jobs, four of five green sector workers are currently white, and three quarters are men; and

WHEREAS a key way to make the climate transition dramatically improve economic equity is to provide the career counseling and workforce development supports needed to make these promising career opportunities available to low income students, students of color, women, and others who are not receiving these opportunities; now, therefore, be it

RESOLVED, that Milwaukee Public Schools join Milwaukee County and the City of Milwaukee by specifically adopting the international climate reduction targets, which includes the interim target of cutting greenhouse emissions by 45% by 2030; and be it

FURTHER RESOLVED, Milwaukee Public Schools join Milwaukee County and the City of Milwaukee in the planning and implementation of a community-wide climate action plan which meets the IPPC international greenhouse emissions reduction targets; and be it

FURTHER RESOLVED, Milwaukee Public Schools advocate for a community-wide Milwaukee climate action plan that uses the climate transition to dramatically improve economic equity, setting as a benchmark the Justice40 initiative being pursued by the Biden Administration which stipulates that 40% of all new climate benefits, including new jobs, go to residents of marginalized communities; and be it

FURTHER RESOLVED, that Milwaukee Public Schools continue to dedicate staffing and resources to both promote climate justice education and to develop the climate action plan which includes educators, parents, and students in the process; and be it

FURTHER RESOLVED, that Milwaukee Public Schools utilize the existing structures created by the Resolution 1920R-016 in 2020 whenever possible; and be it

FURTHER RESOLVED, that Milwaukee Public Schools continue to seek the resources from federal and state government needed to undertake a large-scale energy conservation and renewable energy retrofit of all district-owned buildings, and do so in a way that creates green economy learning and career development opportunities for its students.

Referred to the Committee on Strategic Planning and Budget

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The Board adjourned at 6:45 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 28, 2022

Regular meeting of the Board of School Directors called to order by President Peterson at 5:45 p.m.

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

Before proceeding to the items on the agenda, President Peterson asked for a moment of silence to commemorate the passing of the following members of the MPS Community:

- Laron Bynum, a student at Vincent High School;
- Lucius Harper, an MPS safety assistant;
- James Hartig, a retired school engineer from Lloyd Barbee Montessori;
- Christine Milad, a retired teacher from Morse Middle School; and
- Eva Martinez, a retired general assistant from Audubon Middle School.

AWARDS AND COMMENDATIONS

Excellence in Education Award

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

Vicki Turner, University of Wisconsin-Milwaukee's Director of COMPASS Guide

Vicki Turner has 16 years of experience at the University of Wisconsin-Milwaukee as Director of COMPASS Guide. During this time, Ms. Turner has served as the Milwaukee Public Schools (MPS) GEAR UP parent coordinator during our seven-year grant timeline. Ms. Turner built has relationships with GEAR UP's families, linking them to community events and resources, both locally and nationally, that increased their awareness and access to post-secondary opportunities and financial-aid options.

A cornerstone activity for GEAR UP parents was the Milwaukee Parent Institute (MPI), which is a multi-week series of workshops mobilizing families to be the best advocates for their children by empowering them with knowledge of high-school graduation requirements and post-secondary pathways. Since the implementation of the Milwaukee Parent Institute in 2014, more than 1,000 GEAR UP parents have graduated the program, which has since expanded from just the GEAR UP schools and families to the entire MPS school district.

Vicki Turner also gave of her time and expertise in supporting the GEAR UP program in a variety of other ways. She chaperoned MPS's GEAR UP students on several college tours. For each trip, Ms. Turner assisted in planning activities for students, chaperoning and mentoring attendees, and serving as our photographer to document the wonderful experiences of our GEAR UP cohort.

Ms. Turner helped MPS get an external grant to expand a pilot program that provided success coaches for GEAR UP cohort 2017's seniors. She has organized an annual parent breakfast followed by the NCAC College fair. This event has been a huge success, providing information on FAFSA, college fit, and how to experience a college fair. She also secured donations for a laptop giveaway for families.

When the MPS GEAR UP grant ended in 2018, Vicki Turner's support for the students and families continued through her work with M-cubed (M^3), the partnership with Milwaukee Area Technical College and the University of Wisconsin-Milwaukee. Ms. Turner served as the glue that kept the teams and projects moving forward, whether they were related to increasing FAFSA completion rates, to acaplanning

experiences on UWM and MATC campuses, to bringing faculty from all three institutions together for improved instructional alignment, or to helping MPS students earn college credits while in high school.

Beyond high-school success and college enrollment, Ms. Turner has supported, through the Moon Shot for Equity, improving outcomes for all students within college.

Ms. Vicki Turner truly embodied GEAR UP's mission to impact high-school graduation and post-secondary enrolment rates is a community effort that requires engaging students, families, and the institutions that serve them. She has been a friend and a champion to students, families, and staff of Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of June 2022 were approved as presented.

Ayes — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 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

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; and
- Strengthening communication and collaboration

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

Superintendent's Report

Burnham Playfield Grand Reopening

Burnham held a grand reopening June 29 for its newly-renovated playfield. The reopening of this playfield, which has been four years in the making, was commemorated with a ribbon-cutting ceremony. The new playfield comes with a splash pad, playground equipment, basketball courts, and a soccer field with synthetic turf.

There are many playfield re-openings in the works: Green Bay playfield will be next in line for a ribbon-cutting ceremony. Carmen and Stark playfields are under construction, with planning under way for Lincoln and Modrzejewski playfields.

Summer Recreation

This summer, Milwaukee Recreation has provided activities for students in areas such as enrichment, swimming, camps, Community Learning Centers, Safe Places, arts, Twilight Centers, basketball and soccer leagues, and Special Olympics, to name a few. This variety of offerings has allowed more than 11,000 students to participate through the month of July.

Summer programs will continue into the month of August.

Summer Meals

MPS continues to support families with summer meals by providing breakfast, lunch, snacks, and dinners at various meal sites across the district. Through the month of July, MPS has served more than 88,000 meals. We are excited to continue this meal service into August.

MPS Ultimate Sports Day

MPS Athletics and Milwaukee Recreation are hosting the first MPS Ultimate Sports Day on Saturday, August 6! All young people are invited to explore new sports and opportunities to stay active. This free event, which will introduce young people to the following 13 sports programs supported by the District, will give all participants the opportunity to learn the fundamentals of each sport.:

baseball	football	swimming	wrestling
basketball	golf	tennis	
cheer	soccer	track and field	
cross-country	softball	volleyball	

Registered attendees can enjoy sport-specific stations and win raffle prizes, including sports-shoe giveaways! High-school coaches and youth sports instructors will lead the drills at each station.

Preparing for the 2022–23 School Year

In preparation of the upcoming school year, a host of institutes will take place to prepare staff for teaching and leading.

MPS will host its New Educator Institute during the week of August 1-5 for early-start schools and August 22-26 for traditional-start schools. During this institute, new teachers will be onboarded and walked through curricula, procedures, 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 on August 9 and 10 for early-start schools and on August 30 and 31 for traditional-start schools. During this institute, teachers will receive sessions on curricula, classroom management, standards, textbook adoption, social-emotional learning, supporting students with disabilities, assessment, bilingual resources, teaching practices, intervention, and equity.

Last, the Principals' Leadership Institute will take place August 1-3. 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. Topics covered will include Educator Effectiveness, textbook adoption, procedures, IDEA laws, facilities, labor relations, technology, finance, equity, and district guidelines.

Over the summer, staff had an opportunity to attend professional development sessions both in person and virtually. Professional development opportunities included understanding core curricula, new textbook adoption, grant programs, online platforms, software, visual arts, discipline basics, restorative practices, transition, and Educator Effectiveness.

Additional professional development opportunities will take place on professional development days at the school level upon staff returning and during the New Educators', Teachers', and Principals' Institutes.

Recruitment

We are seeking talent for all areas in MPS, both certificated and classified — teachers, administrators, food service assistants, children's health assistants, paraprofessionals, secretaries, and building service helpers — to support our schools, students, and staff.

Our most recent and upcoming recruitment fairs are listed below:

- Bastille Days, July 14-17, 2022
- MPS Community Resource Fairs , July 14, August 11, and August 17, 2022
- Washington Park Wednesdays, July 27, August 3, and August 31, 2022
- Brady Street Festival, July 30, 2022
- Wisconsin State Fair, August 4-14, 2022
- Black Arts Fest, August 6, 2022.

We encourage every staff member, stakeholder, community member, parent, and student to share this information in the community.

Freshman Bridge

MPS high schools will host Freshman Bridge for ninth-grade students on August 3 and 4 to help them 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 the host of 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 dos and don'ts from upperclassmen;
- learning about credits and the importance of their GPAs;
- visiting their schools' college and career centers; and
- getting their Class of 2026 t-shirts.

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(Item 2) Report with Possible Action on a Comprehensive Evaluation of the Department of Communications and Marketing

Background

In May 2021, the Board of School Directors requested a response for proposals to conduct a comprehensive evaluation of the Department of Communications and Marketing. In September 2021, Kane Communications responded to the request. The Communications Audit — Findings Report provided under separate cover and summarized below presents the observations and recommendations from Kane Communications regarding the Department of Communications and Marketing and its impact within Milwaukee Public Schools.

Communications Audit Findings Summary

Situation Overview

Scope of Work

Phase 1: Project kickoff and communications audit
Phase 2: Communication recommendations and activation
Phase 3: Measurement and analysis of communications support

Timeline

December 2021	Kane began its engagement with MPS.
End of January 2022	Kane kicked off the communications audit.
February-March 2022	Kane met with MPS's stakeholders and reviewed existing communications materials.
April 2022	Kane developed the communications audit and shared it with Earl Arms, Interim Director of Communications and Outreach.
May 2022	Kane presented the communications audit's findings to MPS's leadership and to the Milwaukee Board of School Directors and began activating the three agreed-upon priority communications areas of focus.

Audit Process

1. Stakeholder interviews (7)
2. Review of existing communications materials
3. Digital audit
4. Competitor analysis

Executive Summary

1. MPS has countless positive student, school, and program stories to share. Developing and working from a content calendar and strategic plan will help prioritize what stories should be told and will establish a cadence for proactively highlighting these stories.

2. MPS has strong leaders at its helm. Current and prospective parents, staff, and members of the public would like to see and hear from these leaders more during times of celebration and crisis. These audiences want information quickly and straight from the source.

3. Strategic planning, defined processes, and documentation are key so as staffing changes occur, there are paper trails left for successors. Prioritizing the Chief of Communications and School Performance's position will help give the Department more structure and guidance. There is currently no coordination between internal and external communications.

4. The weekly internal and external newsletters are appreciated by and valuable to MPS stakeholders. Leverage the metrics from these newsletters to create more customized content that resonates with MPS's various stakeholder groups.

5. MPS has a strong digital presence, compared with its competitors. There are opportunities to engage followers more. Consider diversifying the content strategy and platforms to reach more people.

Evaluation Scale

MPS's Average Score: 1.3

0	Not Performed	Nonexistent
1	Ad Hoc	Uncoordinated, unassigned, or no resources
2	Operationalized	Deliberate/managed; resources allocated; responsibility assigned; progress tracked
3	Optimized	Regularly performed; "Best" practices; coordinated; regular reflection; continuous improvement

Critical Practice Strategies

Communications Strategy

Evaluated the use of strategy in communications and planning, tools for communications, communications plans, training for communications team members, and consistency of messaging across communications.

Communications Materials and Messages

Evaluated how materials and content are developed and used, including the use of brand standards, marketing materials, digital and social platforms, and key messaging.

External and Internal Communications

Evaluated internal and external communications, including coordination between these two functions and media relations.

Reputation Risk Management

Evaluated preparedness and readiness to manage reputation risk during a developing or existing crisis situation.

Observations and Recommendations

Recommendation #1

Use a strategic approach to develop communication plans and templates that are based on research, include goals and objectives, and address MPS target audience groups.

Observations

- MPS's leaders are eager to do more and to highlight the great work of MPS, but without a strategic communications plan, the work tends to lack direction and is more ad hoc and reactive.
- There are opportunities to create more customized messages based on MPS's various target audiences.

- MPS has so many great stories to tell, and staff, teachers, and parents are hungry for positive, human-interest stories.
- Competitor schools have increased their communications and recruitment efforts, which is impacting MPS's current and prospective target audiences.
- The fundamentals within the MPS "Brand Book" exist, but the Communications Department does not know where to access it or how to use the guidelines.

Recommendations

- Provide training to MPS's leadership in goal setting and plan development to create consistency across departments and ensure strategies can be measured and evaluated.
- Conduct primary and secondary audience research to learn more about MPS's target audiences.
- Develop shorter, six-month communications plans focused on important school milestones such as enrollment.
- Clarify the MPS brand positioning with the Communications Department and provide a training workshop with the team on how to implement the brand's guidelines.

Recommendation #2

Create a streamlined and documented process that allows for the timely approval of communications and an expedited review of time-sensitive matters. Ensure that the MPS has a crisis communications plan in place.

Observations

- A multi-layered approval process may delay the distribution of MPS's communications, which leads the media and the public to creating their own narratives.
- Internal and external communications are not coordinated. Internal stakeholders learn about developments from media and others.
- Decisions about external announcements are sometimes made without a communications specialist present to advise on communications best practices

Recommendations

- Streamline the communications-approval process and establish turnaround timeframes to ensure that deadlines are met.
- Develop approved holding statements that can be distributed immediately during times of crisis and update this document continuously as new situations arise.
- Establish goals focused on the timely dissemination of information.
- Review goals and approval processes quarterly to measure effectiveness.

Recommendation #3

Identify select spokespeople and provide media training so they are able to communicate timely MPS information to the public and to priority stakeholder audiences.

Observations

- Proactive storytelling and frequent and timely information sharing are vital to increasing trust in MPS's communications.
- Spokespeople are prepped in media opportunities ahead of time, but they are not fully media-trained.
- The district could benefit from consistent, overarching organizational key messages shared with spokespeople and key stakeholders who routinely speak about the district.
- The Board may benefit from an onboarding kit that shares the District's key messages and holding statements for when they're contacted by media.

Recommendations

- Identify MPS's spokespeople for specific topics
- Conduct a media-training workshop
- Establish recurring media appearances for MPS's spokespeople

- Fill posted positions and add additional support to support MPS's communication and reputation management
- Update the MPS crisis-communication plan
- Use social listening to monitor the MPS brand, messaging, and competition

Recommendation #4

Update the Brand Book and guidelines and activate the MPS brand throughout the district and in the schools in content and visuals to build the MPS culture.

Observations

- MPS's Brand Book is missing key elements, including brand personality, a brand-positioning statement, brand promise, brand messaging, brand behaviors, and audience needs.
- The brand guidelines could offer more direction on voice, tone, and graphic standards.
- Marketing material samples in the brand guidelines document are text-heavy and sometimes lack visual consistency.

Recommendations

- Develop standardized templates for staff to create more brand consistency across district content and materials
- Create annual marketing template toolkits for the district and its schools to use throughout the year
- Conduct audience-driven research to understand how MPS's target audiences perceive MPS as a brand, establish audience personas, and develop customized key messages to resonate with each audience
- Develop an MPS brand-activation strategy

Recommendation #5

Provide user-friendly and engaging digital experiences on the MPS website, including a content strategy focused on positive stories that are shared across social channels.

Observations

- Although the MPS website is comprehensive, it is challenging to navigate.
- Parents turn to schools instead of the District's website to find information, which bogs down the schools' administrative staffs.
- Although MPS has a strong social media presence, it could benefit from more diversified content and platform strategy.

Recommendations

- Hire a digital media manager to oversee the MPS website and to lead socia-media content strategy
- Consider paid social-media strategies with content targeted to current and prospective parents to ensure that information is reaching the right people at the right time
- Consider creating an MPS TikTok account to reach more students and parents
- Create more student and teacher video spotlights on social media to increase platform engagement
- Update and maintain Superintendent Posley's Linkedln in alignment with his Twitter presence

Next Steps

Plan Development

1. Develop marketing and communications plans with goals and objectives based on key MPS strategic priorities and initiatives
   - Six-month plan with a brand-activation strategy
   - One-year plan/three-year plan
2. Use MPS's foundational brand elements of mission, vision, and core values to shape strategy, relationship building, and engagement and in communications
3. Develop templates for communications plans that can serve as a guide for plan development

4. Review newsletters' metrics and provide content recommendations based on information and stories that perform best

Media Relations

Proactive Storytelling

- Develop a six-month media relations plan with bold and proactive pitches tied to MPS's goals
- Provide on-site/on-demand strategic media relations support
- Leverage these proactive stories to update the MPS homepage

Spokesperson's Media Coaching

- Develop media training materials for select MPS departmental chiefs to build their confidence in speaking with media
- Conduct a media-training workshop for MPS departmental leaders
- Create messaging that ties to MPS's goals with proof points. Introduce messaging to MPS's leaders and community partners

Brand Standards

1. Collaborate with MPS to identify opportunities to enhance the brand's language, including the development of an MPS brand platform. Update or refresh brand-standards guidelines and provide templates for more consistency across content materials. (This could include flyers, social media graphics, email concepts, etc.)
2. Develop templates that the MPS marketing team can use and share with schools to provide more visual consistency on marketing materials.
3. Provide training to the schools in how to use MPS's brand language and standards.

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 1.01, Vision and Mission

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(Item 3) Report with Possible Action Regarding COVID-19 Health and Safety Protocols

Background

Milwaukee Public Schools continues to monitor our response to the COVID-19 pandemic. In light of this evolving situation, we remain flexible in our strategy to maintain healthy and safe schools and buildings for all students and staff. Health protocols continue to be refined based on public health guidance.

Health and Safety Update

The COVID-19 Community Levels tool offered by the Centers for Disease Control and Prevention (CDC) helps guide mitigation steps. Levels can be low, medium, or high. The CDC uses a combination of three metrics based on the past seven days — new COVID-19 admissions per 100,000 in population, the percentage of staffed inpatient beds occupied by COVID-19 patients, and total new COVID-19 cases per 100,000 in population — to determine the COVID-19 community level as shown in the following chart taken from the CDC's website.

COVID-19 Community Levels

New COVID-19 Cases per 100,000 people in the past seven days	Indicators	Low	Medium	High
Fewer than 200	New COVID-19 admissions per 100,000 population (seven-day total)	<10.0	10.0-19.9	≥20.0
	Percent of staffed inpatient beds occupied by COVID-19 patients (seven-day average)	<10.0%	10.0-14.9%	≥15.0%
200 or more	New COVID-19 admissions per 100,000 in population (seven-day total)	NA	<10.0	≥10.0

New COVID-19 Cases per 100,000 people in the past seven days	Indicators	Low	Medium	High
	Percent of staffed inpatient beds occupied by COVID-19 patients (seven-day average)	NA	<10.0%	≥10.0%

The chart below aligns the COVID-19 community levels with the CDC's recommendations in the second column and MPS's mask requirement in the third column. The mask requirement will align with the CDC's community level for Milwaukee County.

COVID-19 Community Level	CDC's Recommendations	MPS's Mask Requirement
Low	• Stay up to date with COVID-19 vaccines • Get tested if you have symptoms	Masks are optional
Medium	• Stay up to date with COVID-19 vaccines • Get tested if you have symptoms	Masks are optional
High	• Wear a mask indoors in public • Stay up to date with COVID-19 vaccines • Get tested if you have symptoms	Masks required in all MPS buildings

The CDC also recommends the following to protect yourself and others from COVID-19:

- Get vaccinated and stay up to date on your COVID-19 vaccines
- Physically distance
- Test to prevent spread to others
- Wash your hands often
- Cover coughs and sneezes
- Clean and disinfect
- Monitor your health daily
- Quarantine at home for five days and wear a mask for five days upon returning to school or work

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

N/A

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(Item 4) Action on a Technical Amendment to Contract Number C030669 for the Provision of Survey Software and Associated Dashboards

Background

On June 30, 2022, the Milwaukee Board of School Directors approved Contract C030669, for the provision of survey software and associated dashboards, with Qualtrics, LLC (please see the minutes of the Board's meeting of June 30, 2022). This exception-to-bid contract included the MPS professional services contract, along with two attachments, Qualtrics Order Form ("Exhibits A") and Qualtrics' Terms of Services or General Terms and Conditions for Qualtrics Services ("Exhibit B").

In order to have the contract finalized in time for the Board's June 2022 meeting, the parties worked rigorously in back-and-forth negotiations to create the contract. In the frequent communications between the parties, Qualtrics indicated that it could not approve and sign off on the draft contract that MPS had shared with it and requested Exhibit A & B be the only documents. In oversight of this accepted request, the contract was erroneously included with Exhibits A and B and presented at the Board's June meeting. Following approval at that meeting, Qualtrics noted the incorrect attached document and emphasized its position that it could not sign the contract and would only execute Exhibit A and B, as discussed.

Thus, the Administration is requesting that the Board approve a technical amendment to revise the previously-approved contract by removing the MPS professional services contract form and, in consequence, amend Contract C030669 to include only Exhibits A and B as the ruling documents.

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

Fiscal Impact Statement

This item does not have a financial impact.

Implementation and Assessment Plan

Upon the Board's approval, the contract will be revised to reflect the technical amendment.

Administration's Recommendation

The Administration recommends that the Board approve this technical amendment to contract C030669.

This item was withdrawn at the request of the Administration.

* * * * *

(Item 5) Action on a Technical Amendments to Transportation Contracts

Background

On May 26, 2022, the Board approved the award of professional services contracts for transportation related to regular school busing in the amount of $72,994,029.56. The contracts included an operations surcharge of $30 for buses that exclusively serviced the MPS district and its students daily. While the surcharge amount was listed on each contract, the summary provided to the Board did not note the amounts because the contracts' estimated not-to-exceed compensation amounts were anticipated to be enough to cover the basic bus contract and the operations surcharge amount for each bus company due to the current number of buses servicing the district not being at the maximum number listed on each contract. The request, however, should have been for the maximum amount achievable on the contracts.

If each contractor should fulfill its allotment of buses, we may exceed the amount of $72,994,029.56 by $3,533,250.00, for a potential spend of $76,527,279.56. This technical amendment is therefore needed to clarify the potential dollar amount in the event all buses quoted would be operational and dedicated to MPS.

Contractor	Potential Basic Contract Amount	Addendum 1, Potential Operation Surcharge
National Express Durham Holding Corp., dba Durham School Services LP	$6,871,443.40	$420,000.00
First Student, Inc.	$19,045,788.36	$1,260,000.00
Lakeside Buses of Wisconsin	$17,715,169.00	$1,050,00.00
Lamers Bus Lines, Inc.	$9,665,548.20	$735,000.00

Contractor	Potential Basic Contract Amount	Addendum 1, Potential Operation Surcharge
North American Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus	$17,391,909.60	$934,500.00
Specialized Care Transport, Inc.	$2,304,171.00	$183,750.00
Total	$72,994,029.56	$3,533,250

The Administration requests that the Board approve the additional $3,533,250.00 for transportation contracts from July 1, 2022, through June 30, 2023.

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

Fiscal Impact Statement

The potential additional spend is $3,533,250.00.

Implementation and Assessment Plan

Upon the Board's approval, the surcharge amount will be issued in accordance with the contracts.

Administration's Recommendation

The Administration recommends that the Board approve this technical amendment to the transportation contracts.

Director O'Halloran moved approval of the technical amendment to the transportation contracts, as requested.

The motion passed, the vote being as follows:

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

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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

As of May, 2022, there are $5.6 billion in available funds at the state level, while recent reports on tax collections indicate that available surplus funds could possibly exceed $6 billion heading into the next state budget. Those funds could be immediately put to use to support Wisconsin schools, students with disabilities, municipalities, and communities.

For two consecutive years, over the 2021-22 and 2022-23 budget years, Wisconsin, for the first time in its history, did not provide per-pupil funding adjustments. As seen below, over those two years, student funding fell behind the pace of inflation.

Revenue Limit's Per-pupil Adjustment under Prior Inflation Indexing Compared with Actual Resource Change (Source: Legislative Fiscal Bureau)

	Per-pupil Adjustment under Prior Indexing	Actual Combined Resource Change	Difference
2008-09	$274.68	$274.68	$0.00
2009-10	274.68	200.00	−$74.68
2010-11	281.00	200.00	−$81.00
2011-12	288.59	-554.00*	−$842.59
2012-13	296.38	100.00	−$196.38
2013-14	300.83	100.00	−$200.83
2014-15	305.34	150.00	−$155.34
2015-16	305.34	0.00	−$305.34
2016-17	308.09	100.00	−$208.09
2017-18	315.48	200.00	−$115.48
2018-19	323.05	204.00	−$119.05
2019-20	329.19	263.00	−$66.19
2020-21	334.13	179.00	−$155.13
2021-22	342.82	0.00	−$342.82
2022-23	371.96	0.00	−$371.96

*While the 5.5% per-pupil reduction amount varied among districts, the statewide average reduction was $554.

Current inflation projections suggest that, in order to get back on pace and to protect students from those losses, an additional $300 adjustment will be needed — for a total of more than $1,000 — to simply get back up to the funding level of two years ago.

As the report from the Wisconsin Policy Forum (provided under separate cover) makes clear, the State has repeatedly made the policy decision to lower taxes at the expense of students and schools. As a result, Wisconsin has now fallen to the bottom half of the nation in per-pupil funding.

The State Legislature will remain out of session until January of 2023.

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

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 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 June through mid-July.

Report to the Milwaukee Board of School Directors, July 2022

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 Office of Accountability and Efficiency completed its FY22 Work Plan on June 30, 2022.

Analysis of FY22 activities, outputs, and outcomes is underway, and a final report on work completed as part of the FY22 Work Plan will be transmitted to the Board in the coming months. In the meantime, the Office of Accountability and Efficiency began implementation of its FY23 Work Plan on July 1, 2022. Each month, the OAE's monthly report will provide a highlight of one area of the OAE's Work Plan and the Work Plan's progress from the previous month.

Accountability and Efficiency Services

Between June 21, 2022, and July 16, 2022, Accountability and Efficiency Services fulfilled one request for information/research, three constituent inquiries, and four special projects. Accountability and Efficiency Services also satisfied one independent hearing officer (IHO) assignment request. Additionally, 32 active projects were carried forward from FY22 to FY23.

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

Contract Compliance Services

During the reporting period, Contract Compliance Services (CCS) staff members focused efforts on the student-engagement program. Since May 2022, CCS has successfully placed 58 students in various internships in their career paths' interest.

Additionally, seven students were successfully placed in a summer Student Council internship initiative. The main objectives of the internship are as follows:

- building leadership capacity;
- observing and participating in the Council's operations;
- creating community and school service opportunities related to community welfare;
- increasing networking and communication among students; and
- implementing new Student Council's activities, and self-evaluating the Council's effectiveness.

CCS's internship opportunities assist MPS's high-school students in developing a solid work ethic and professional demeanor, as well as a commitment to ethical conduct and social responsibility.

Finally, we continuously seek additional local partners to serve as alternative placement sites for student internships.

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 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 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 2022 meeting.

* * * * *

REGULAR ITEMS OF BUSINESS

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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Yolanda Jackson	Building Service Helper I	$15.18/hr.	06/27/2022
2	Christopher Thompson	Building Service Helper I	$16.20/hr.	06/27/2022
2	Philippe Adelon	IT Service Technician	$51,312.00	06/17/2022
7	Antonio Duvnjak	IT Service Technician	$51,312.00	06/17/2022
4	Samuel Nunez	IT Service Technician	$51,312.00	06/21/2022
Promotions				
2	Demetrous Elam, Jr.	Boiler Attendant	$37,102.00	06/27/2022
2	Anthony Davis	School Engineer III – Over 250000 Ft	$65,718.00	06/27/2022
2	Nathan Dixon	School Engineer III – Over 250000 Ft	$67,012.00	06/13/2022
2	LaTasha Willingham	Secretary II	$40,692.00	06/06/2022

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

Name	Appointment	Level	Salary	Date
School Support Teacher				
Harris, Alexandria L	School Support Teacher	01/MA	$63,435.00	8/29/2022
Teachers				
Barnes, Queen V	Spec Ed Multi-categorical	01/BA	$46,979.00	8/29/2022
Beuttler, Kelsey	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/29/2022
Brylow, Emma Grace	Multi-categorical Comp. SEN	01/BA	$48,705.00	8/29/2022
Caretta-Hull, Amanda M	AMP Music	01/MA	$76,653.00	8/29/2022
Daniels, Luke Michael	Music	01/BA	$48,705.00	8/29/2022
Feiker, Lindsay M	Gen'l Elem & K8 — All Grades	01/MA	$80,431.00	8/29/2022
Gainous-Sharpe, Simone	Grants — Milw Partnership Foundation	01/MA	$52,105.00	8/29/2022
Goes, Hope	Gen'l Elem & K8 — All Grades	01/BA	$50,432.00	8/29/2022
Gonzalez Acosta, Patricia Y	Spec Ed Multi-categorical	01/BA	$44,870.00	6/1/2022
Hellrood, Rachel Lee	SAGE	01/BA	$50,432.00	8/29/2022
Johnson, Nichole D	Early Childhood Spec Ed	01/BA	$46,979.00	8/29/2022
Lounsbury, Ainslie	Art	01/BA	$48,705.00	8/29/2022
Mercado Lozada, Diana	Gen'l Elem & K8 — All Grades	01/BA	$48,705.00	6/13/2022
Moore, Cheryl Y	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/29/2022
Nelson, Katherine Sarah	Spec Ed Multi-categorical	01/BA	$57,338.00	8/29/2022
Ortiz Sthokal, Claudia P	Early Childhood Spec Ed	01/BA	$44,870.00	6/1/2022
Payne, Todd	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/29/2022

Name	Appointment	Level	Salary	Date
Protz, Marcus	Health-Phy Ed	01/BA	$48,705.00	8/29/2022
Reinholz, Emily	AMP Music	01/MA	$72,876.00	8/29/2022
Ross, Allison	Gen'l Elem & K8 — All Grades	01/BA	$48,705.00	8/29/2022
Sanchez, Angelica	Music	01/BA	$57,338.00	6/6/2022
Schwartz, Christopher C	Multi-categorical Comp. SEN	01/MA	$82,318.00	8/29/2022
Shows, Sarah	Kindergarten (four-year-old)	01/BA	$74,603.00	8/29/2022
Woychik, Sophia Grace	English as a Second Language	01/BA	$50,432.00	8/29/2022
School Counselor				
Xiong, Kabau	Guidance	01/MA	$52,105.00	8/29/2022
Speech Pathologist				
Gillig, Maura	Speech Pathology	01/SLP	$52,875.00	8/29/2022
Staub, Chloe	Speech Pathology	01/SLP	$52,875.00	8/29/2022
Teachers, Early Start				
Aljalous, Nagham	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/8/2022
Barnes, Gabriela	English	01/BA	$46,979.00	8/8/2022
Bauske, Paige	AMP Art	01/BA	$52,158.00	8/8/2022
Behrendt, Zachary	Mathematics	01/BA	$46,979.00	8/8/2022
Chittick, Emily	Science	01/MA	$53,993.00	8/8/2022
Clements, Nyla	AMP Music	01/BA	$62,517.00	8/8/2022
Davids Modschiedler, Julian	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/8/2022
Drena, Stephen	Social Studies	01/BA	$46,979.00	8/8/2022
Evans, Michelle	Social Studies	01/BA	$46,979.00	8/9/2022
Garcia, Olimpia J	Foreign Language	01/BA	$48,705.00	8/8/2022
Hunter, Anna C	English	01/MA	$53,993.00	8/8/2022
Joeckel, Daniel D	Mathematics	01/BA	$74,603.00	8/8/2022
King, McKenzie	Science	01/MA	$55,882.00	8/8/2022
LeFlore, Cameron B	English	01/BA	$46,979.00	8/8/2022
Love-Carson, Alma M	Kindergarten (four-year-old)	01/BA	$46,979.00	8/8/2022
McGuire, John J	Art	01/BA	$48,705.00	8/9/2022
Meyer, Wyatt	Science	01/BA	$46,979.00	8/8/2022
Montplaisir, Kaja	English	01/BA	$46,979.00	8/8/2022
Morris, Kiraney E	Social Studies	01/BA	$53,885.00	7/1/2022
Plantiko, Madeline Lou	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/8/2022
Scott, Clarisa	English	01/BA	$53,885.00	8/8/2022
Selikoff, Amy Christie	Social Studies	01/MA	$82,318.00	8/8/2022
Sloan, Bridget	Social Studies	01/BA	$60,791.00	8/8/2022
Swalve, Keelin Melissa	Spec Ed Multi-categorical	01/MA	$78,542.00	8/8/2022
Van Bibber, Catie	Mathematics	01/BA	$46,979.00	8/9/2022
Verfuerth, Brian J	Science	01/BA	$74,603.00	8/8/2022
Wertz, Ellen	Science	01/MA	$55,882.00	8/8/2022
Library Media Specialist, IB				
Flood, Erin M	AMP Lib	01/2FM	$80,265.00	8/1/2022
School Psychologist, Early Start, 10-month				
Sanchez, Alyssa J	HS/MS Psych Services	FLT/51C	$60,563.00	8/4/2022
Teachers				
Aitmaamar, Scherazed F	Kindergarten (four-year-old)	XX/4W2	$46,144.00	8/29/2022
Doucette, Isabella	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
Konewko, Leonardo	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
Orozco, Araseli N	Early Childhood Spec Ed	XX/4W2	$46,144.00	8/29/2022
Teachers, Early Start				
Lange Dosmann, Morgan K	Educational Operations	XX/4W2	$46,144.00	8/29/2022
Plucheck, Haley	SAGE	XX/4W2	$46,144.00	8/8/2022

	Counts				
Codes:	Teachers	SSWs	Psychs	Other	Total
1 Native American	2	0	0	0	2
2 African American	8	0	0	0	8

Codes:	Counts Teachers	SSWs	Psychs	Other	Total
3 Asian/Oriental/Pacific Islander	0	0	1	2	3
4 Hispanic	6	0	0	0	6
5 White	38	0	0	3	41
6 Other	1	0	0	0	1
7 Two or more ethnic codes	2	0	0	0	2
Males	14	0	0	0	14
Females	43	0	1	5	49

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, June 2022		
Peter Manning	LaFollette School	April 28, 2022
Joseph Willerth	Bradley Tech High School	May 2, 2022
Katrina Scott	Siefert School	May 23, 2022
Personal Leave, August 2022		
Jane Peppey	MacDowell School	August 8, 2022
Military Leave, August 2022		
Andrew Moriarity	Ronald Reagan High School	August 8, 2022
Brendan Laguna	Vieau School	August 29, 2022
Sabbatical Leave, August 2022		
Shannon Reed	Lincoln Avenue School	August 29, 2022

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Personal	14.5	4	Marisol Adame	Teacher	Morgandale	06/24/2022
Retire	19.9	5	Spring Al Bassam	Teacher	Parkside	06/16/2022
Personal	1.0	4	Juliana Amoruso	Psych	Congress	07/01/2022
Retire	24.8	2	Phyllis Anderson	Principal	Rufus King HS	06/30/2022
Personal	3.0	5	Miriam Barnicle	Teacher	Ronald Reagan	07/01/2022
Personal	6.9	2	Jennifer Berry	Teacher	Marshall	06/09/2022
Personal	5.9	2	Leon Booker	Teacher	Marshall	06/30/2022
Retire	30.6	2	Donna Bradley	Teacher	Dr. King Elem	06/30/2022
Personal	24.4	2	LaKendra Brown	Teacher	Central Svcs	06/25/2022
Personal	25.4	2	Tanisha Caldwell	Teacher	Morse	06/20/2022
Personal	23.3	2	Vanetta Collins	SST	Alliance	06/30/2022
Personal	12.9	5	Shane Cournia	Teacher	Lincoln MS	06/21/2022
Personal	0.8	4	Vanesa Cruces Maya	Teacher	Hayes	06/17/2022
Personal	13.6	5	Frances Daigle	Teacher	Hayes	06/16/2022
Other Dist	7.9	2	Ashaunti Davis	Teacher	Bethune	06/16/2022
Personal	2.9	4	Georgina Espinet	Teacher	Fratney	06/16/2022
Retire	31.8	5	Lisa Eusebio	Teacher	Thoreau	08/05/2022
Other Dist	0.9	5	Shannon Fitzgerald	Teacher	Sherman	06/16/2022
Retire	22.9	5	Scott Ganswindt	Teacher	Curtin	06/30/2022
Retire	37.9	5	Kristine Gerke Komes	Teacher	Riley	06/16/2022
Retire	33.4	5	Gayle Gorman	Teacher	Lincoln Ave	06/16/2022
Retire	34.3	5	Kristen Granzow	Teacher	Kluge	06/20/2022
Other Dist	4.9	5	Kaylee Gresl	Teacher	Victory	06/24/2022
Retire	30.9	5	Judy Hafemeister	Teacher	Engleburg	09/20/2022
Other Dist	9.9	2	Darnell Hamilton	Mentor Teacher	Central Svcs	07/08/2022
Personal	5.8	2	Alexis Haney	Teacher	Keefe	07/01/2022
Personal	2.7	2	Theresa Johnson	Teacher	Central Svcs	05/26/2022
Personal	6.9	5	Therese Kurszewski	Teacher	Pratt	06/17/2022
Personal	7.9	5	Kelsey Lierman	Teacher	Pulaski	06/17/2022
Other Work	9.4	2	Sabrina Manuel	Teacher	Washington HS	06/30/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	30.0	5	Linda Markowski	Teacher	Grant	06/16/2022
Personal	2.9	5	Tiller Martin	Teacher	French Imm	06/03/2022
Retire	5.6	5	Trace Matabele	Teacher	Lincoln MS	05/27/2022
Other Dist	18.9	4	Veronica Ocampo	Teacher	Greenfield	06/16/2022
Retire	8.6	2	Beryl Parker	Teacher	Riverside	05/28/2022
Personal	4.3	4	Yomara Perez	Teacher	Mitchell	06/16/2022
Personal	0.8	4	Elba Polo Fernandez	Teacher	Hayes	06/18/2022
Personal	0.8	4	Marta Preciado Ortega	Teacher	AAL	06/17/2022
Personal	1.9	5	Caroline Radomsky	Teacher	Grantosa	06/16/2022
Personal	0.9	5	Kaitlin Rathkamp	Teacher	Emerson	06/17/2022
Retire	32.8	4	Lucy Roche	Teacher	Wedgewood	05/27/2022
Retire	31.0	2	Hollins Terry	AP	Obama SCTE	05/31/2022
Other Work	2.9	5	Mandilyn Veeder	Teacher	Gaenslen	06/16/2022
Other Dist	5.4	5	Sara Zander	Teacher	Milw Sch of Lang	05/31/2022
Classified Retirements						
Retire	6.8	5	JoAnna Agnello	Para	Gaenslen	06/17/2022
Retire	28.2	2	Larry Bond	BSH I	Milw Env Science	07/01/2022
Retire	20.6	4	Luis Cornejo	Para	Central Svcs	05/28/2022
Retire	32.3	5	Cheryl Egan	Para	Browning	06/22/2022
Retire	2.9	2	Kelly Hardwick	Accountant	Food Services Div	05/31/2022
Retire	26.3	5	Steve Hochhalter	Mechanic	Central Svcs	06/01/2022
Retire	25.5	5	Kim Hogan	FSA	Wegdewood	06/16/2022
Retire	8.5	2	Johnnie Johnson	Secretary I	Browning	06/24/2022
Retire	35.5	2	Patsy Johnson	CHA	Marshall	05/29/2022
Retire	29.9	5	Gary Kowalski	Safety Asst	School Safety	05/28/2022
Retire	29.1	2	Eugene Lacey	Para	AAL	06/17/2022
Retire	36.1	2	Geraldine Lewis	Secretary II	Curr & Instruction	07/08/2022
Retire	28.6	2	Lillie Lewis	Engineer III	Gaenslen	06/11/2022
Retire	36.1	4	Alma Lopez	Secretary I	Vieau	06/25/2022
Retire	25.6	5	Nancy Mcgillis	CHA	Humboldt Park	07/01/2022
Retire	20.9	5	Christopher O'Byrne	Para	Neeskara	07/01/2022
Retire	8.8	5	Jill Opie	Para	Meir	05/28/2022
Retire	29.6	5	Carrie Parzych	Para	Grant	06/17/2022
Retire	23.4	2	Herman Redd	Engineer II	Grantosa	06/17/2022
Retire	20.2	2	Renee Taylor	Safety Asst	School Safety	06/17/2022
Retire	25.9	2	Carrie Thornton	Para	Marshall	05/28/2022
Retire	15.5	5	Elizabeth Totsky	SKM III	Ronald Reagan	06/01/2022
Retire	35.3	5	Linda Villa	Para	Kagel	06/25/2022
Retire	30.4	2	Tina Wheeler	Para	Starms	05/28/2022
Retire	30.3	2	Reginald Williams Sr	BSH II	Pulaski	06/11/2022
Retire	15.5	2	Linda Williams	Suprvisr II	Special Svcs	06/04/2022

Reasons for Retirements and Resignations
Other District 6
Other Work 2
Personal 22
Retirement ..... 40 (26 Classified, and 14 Certificated)

Monthly Affirmation Action Report

The Affirmative Action monthly personnel transaction report for June 2022 has been provided under separate cover. This is an informational item, and no action is required.

Administration's Recommendation

The Administration recommends that the Board approve the promotions, appointments, and leaves as listed, to be effective upon approval by the board.

Director O'Halloran moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
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	Location	Sched	Range	Amount
4, r	Jineen McLemore Torres	Manager III, Educator Effectiveness	Office of the Chief of Academics	03	13A	$133,891
4, r	Doreen Badillo	Principal II 9-12, King IB High School	Office of the Chief of School Administration	03	15A	$126,062
2, r	Jason Brazil	Principal I, Obama	Office of the Chief of School Administration	03	14A	$121,362
2, r	Tecy Yarn	Principal I, Keefe	Office of the Chief of School Administration	03	13T	$115,902
4, r	Juan Mejia	Principal I, Kagel	Office of the Chief of School Administration	03	13T	$111,621
5, nr	Bill Wondrachek, Jr.	Civil Engineer	Office of the Chief of Operations	03	11A	$107,096
5, nr	Moriah Weingrod	Supervisor I, Restorative Practices	Office of the Chief of Staff	03	09A	$105,087
6, nr	Carlos Rodriguez	Curriculum Specialist IV	Office of the Chief of Academics	03	11A	$101,433
5, r	Cathy Montemurri	Coordinator II, Extended Learning Opportunities	Office of the Chief of Academics	03	07A	$96,346
5, r	Kristen Lowell	Principal II, Fernwood	Office of the Chief of School Administration	03	14T	$95,006
5, r	Alexandra Kestner	Manager II, Employee Benefits	Office of the Chief of Human Resources	03	12A	$95,000
2, r	Willie Mitchell	Recreation District Coordinator II	Office of the Chief of Operations	03	07A	$88,071
2, r	Michael Williams	Supervisor I, Building Operations	Office of the Chief of Operations	03	09A	$85,000
5, r	Keith Omdahl	Assistant Principal I, Starms	Office of the Chief of School Administration	03	10C	$81,309
5, r	David Walker	Assistant Principal III, Regan IB High School	Office of the Chief of School Administration	03	12C	$80,094
5, r	Brianne Marcum	Assistant Principal I, Cass	Office of the Chief of School Administration	03	10C	$78,524
2, r	Malik Cupid	Assistant Principal I, Carver	Office of the Chief of School Administration	03	10C	$77,000
5, r	Erika Wolf	Planning Assistant II	Office of the Chief of Academics	03	02A	$69,224
5, r	Eric O'Brien	Systems Administrator	Office of the Chief of Communications & School Performance	03	06A	$67,207
2, r	Endia Mosby	Procurement Associate III	Ofice of the Chief of Finance	03	05A	$61,589
2, r	Avyanna Young	Associate II, Recreation	Office of the Chief of Operations	03	04A	$60,671
5, r	Christina Wickhesier	Associate II, Recreation	Office of the Chief of Operations	03	04A	$57,978
2, r	Tavon Johnson	Associate II, Recreation	Office of the Chief of Operations	03	04A	$57,000
2, r	Steve Wells Jr	Associate II, Recreation	Office of the Chief of Operations	03	04A	$55,749
3, r	Maivang Xiong	Accountant II	Office of the Chief of Finance	03	04A	$55,749

Codes	Name	Appointment	Location	Salary Sched	Salary Range	Salary Amount
2, r	Chauncey Huley	Associate II, Recreation	Office of the Chief of Operations	03	04A	$55,749
4, r	Dalisa Flores	Procurement Associate II	Office of the Chief of Finance	03	04A	$55,749
4, r	Carly Weckwerth	Planning Assistant II	Office of the Chief of Academics	03	02A	$55,692
2, r	Crissy Kimbrough Tate	Administrative Assistant III	Office of the Chief of School Administration	03	03A	$54,000
4, r	Roberta Elizondo	Associate I, Data Management	Office of the Chief of Human Resources	03	03A	$51,845
2, r	Brittany Beene	Planning Assistant II	Office of the Chief of Academics	03	02A	$50,903
2, r	Elyse Abernathy	Planning Assistant II	Office of the Chief of Academics	03	02A	$50,669

Recommended Reassignments

The Superintendent recommends that the following individuals be appointed to the reassignments indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Location	Salary Sched	Salary Range	Salary Amount
2, nr	Marla Bronaugh	Director I, Remote Work	Office of the Chief of Human Resources	03	14A	$161,873*
2, r	Chareese Morris	Principal I, Story	Office of the Chief of School Administration	03	13T	$109,228

*Base salary will be adjusted effective July 1, 2023

Recommended Reclassifications

The Superintendent recommends that the following individuals be reclassified to the classifications indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Location	Salary Sched	Salary Range	Salary Amount
2, nr	Wanda Smith	Coordinator I, Logistics	Office of the Chief of Communication & School Performance	03	06A	$86,327

Recommended Salary Increase/Decrease

The Superintendent recommends that the following individual be appointed at the salary indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Location	Salary Sched	Salary Range	Salary Amount
5, r	Troy Clarke	Manager I, Community Recreation	Office of the Chief of Operations	03	11A	$92,563

Recommended LTE Contracts Exceeding 60 Days (to be effective upon the Board's approval)

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	Location	Hourly Wage	Dates
4, r	Yvette Martel	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
2, r	Winifred Tidmore	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
5, r	Joseph Hartlaub	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
1, r	Ali Hatab	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
2, nr	Janine Cano-Graber	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22

Codes	Name	Position	Location	Hourly Wage	Dates
5, nr	Susan Apps	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
5, r	Virginia McFadden	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
2, r	Peggie Swift	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
5, r	Ruth Messnick	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
2, r	Thresessa Childs	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
2, r	Beverly Conner	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
2, r	Thyra Handford	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/22-12/31/22
2, r	Lorraine Applewhite	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	$40.00	07/01/22-12/31/22
4, r	Dr. Evelyn Resto	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	$40.00	07/01/22-12/31/22
5, r	Michelle Siems	Project Manager & Site Coordinator	Office of the Chief of Operations	$30.00	07/01/22-12/31/22
5, r	Marshall Lee	Stage Technician, Theater Department	Office of the Chief of School Administration	$30.00	08/10/22-12/26/22
5, r	Colleen Munch	Transformative Reading Instruction (TRI) Coach	Office of the Chief of School Administration	$30.00	09/12/22-03/12/23
2, r	Annette Fayne	Administrative Assistant III	Office of Board of Governance	$27.86	07/01/22-12/31/22
2, r	Dan Ruiz	Youth Mentor	Office of the Chief of School Administration	$22.00	08/15/22-12/21/22
2, nr	Kennedi Adams	Secretarial Support	Office of the Chief of School Administration	$15.00	08/15/22-02/14/23

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		

Director Carr moved to retire to closed session, pursuant to Wisconsin Statutes, Section 19.85(1)(c).

The motion passed, the vote being as follows:

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

The Board went into closed session at 7:26 p.m.

The Board reconvened in open session at 8:40 p.m.

Director O'Halloran moved approval of the administrative appointments, with the salary for the position of Director I, Remote Work, to be at the starting range of a Director I's position, which is $97,775.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 6.
Noes — Director Carr — 1.

* * * * *

(Item 3) Action on a Request to Approve Submission of the Head Start Transportation Waiver for the 2022-23 School Year

Background

The Milwaukee Public Schools Head Start Program is seeking approval to provide transportation services to Head Start students in the three- & four-year-old program) who request or need transportation to or from school in the 2022-23 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 child safety-restraint systems requirement (45CFR 1310.11(a)) for three- and four-year-old students, and the bus-monitor requirement (45CFR 1310.15 (c)(1)) for 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 46% of the 1,506 children in Head Start will use the transportation services. Providing this service would involve MPS's supporting 118 bus routes at a cost of $3.03 million, which the District would cover 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 a 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 providers' services.

Administration's Recommendation

The Administration recommends that the Board approve the submission of the 2022-23 Head Start Transportation Waiver.

Director O'Halloran moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 7.

Noes — None.

* * * * *

(Item 4) Action on a Request for Approval of a Job Description for Coordinator I, Community Literacy

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job description for the Coordinator I, Community Literacy, as summarized below. The detailed description of the position has been provided under separate cover.

Coordinator I, Community Literacy (Mobile Pop-up Book Shop)

Job Code: TBD
Reports to the District Library Media Specialist, Department of Curriculum and Instruction, Office of Academics
Pay Grade: 06A
Pay Range: $67,207-$96,799
FLSA Status: Non-exempt
Term of Employment: Full-time

Position Summary/Purpose

Provides support to all areas within the Office of Academics by implementing administrative systems and procedures and policies and monitoring and executing large-scale projects. Major tasks will focus on the management of the Mobile Pop-up Book Shop, including programming and community outreach.

Plans, prioritizes, and organizes diversified workload.

Recommends changes in office practices or procedures.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

The item does not authorize expenditures. This position is funded by grants through summer 2024.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will use the job description as provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board approve the job description for the Coordinator I, Community Literacy Position, as provided under separate cover.

Director Siemsen moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 5) Action on a Recommendation to discharge the Committee on Strategic Planning and Budget from Further Consideration of Resolution 2223R-007 by Directors Peterson and Herndon, Regarding Climate-justice Targets, and to Take Immediate Action on the Resolution

Background

At its regular meeting on June 30, 2022, the Board referred Resolution 2223R-007 by Directors Peterson and Herndon to the Committee on Strategic Planning and Budget.

WHEREAS there is an overwhelming scientific consensus that human-made global warming is an existential threat to the lives and wellbeing of billions of people, and even civilization itself; and

WHEREAS the Milwaukee Public Schools Board of Directors adopted "Our House is On Fire" Resolution 1920R-016 in 2020, which set in motion a series of steps to integrate climate justice curricula and sustainability practices into all aspects of MPS' work and functions; and

WHEREAS because preventing runaway climate change requires urgent action at all levels to hold global temperature increases under 1.5 Celsius, many local units of government across the world and in Wisconsin have committed to meeting the International Panel on Climate Change (IPCC) global greenhouse gas emissions reductions targets of a 45% reduction (from 2010 levels) by 2030 and an 80% reduction by 2050; and

WHEREAS The City and County of Milwaukee created the Milwaukee City-County Task Force on Climate and Equity in 2019 to develop a comprehensive plan to meet the IPCC targets not only in their own operations but community-wide, and in a way that also dramatically improves economic equity and the supply of family-supporting jobs, especially for marginalized people of color communities; and

WHEREAS Milwaukee Public Schools is not currently part of the City-County climate action planning process; and

WHEREAS Milwaukee Public Schools are a major missing piece needed to achieve a Milwaukee climate transition that substantially improves racial economic equity, because MPS is the leading educator in Wisconsin of low income and BIPOC children, and its physical infrastructure is a major producer of greenhouse emissions; and

WHEREAS major urban school districts across the country, including New York, Philadelphia, and Chicago, have committed to meeting the greenhouse reduction targets and have developed plans to meet the benchmarks within their aging portfolios of school and administration buildings; and

WHEREAS the green economy is one of the fastest growing economic sectors, and offers potential living wage careers for MPS graduates; and

WHEREAS according to the most definitive federal study of green-collar jobs, four of five green sector workers are currently white, and three quarters are men; and

WHEREAS a key way to make the climate transition dramatically improve economic equity is to provide the career counseling and workforce development supports needed to make these promising career opportunities available to low income students, students of color, women, and others who are not receiving these opportunities; now, therefore, be it

RESOLVED, that Milwaukee Public Schools join Milwaukee County and the City of Milwaukee by specifically adopting the international climate reduction targets, which includes the interim target of cutting greenhouse emissions by 45% by 2030; and be it

FURTHER RESOLVED, Milwaukee Public Schools join Milwaukee County and the City of Milwaukee in the planning and implementation of a community-wide climate action plan which meets the IPPC international greenhouse emissions reduction targets; and be it

FURTHER RESOLVED, Milwaukee Public Schools advocate for a community-wide Milwaukee climate action plan that uses the climate transition to dramatically improve economic equity, setting as a benchmark the Justice40 initiative being pursued by the Biden Administration which stipulates that 40% of all new climate benefits, including new jobs, go to residents of marginalized communities; and be it

FURTHER RESOLVED, that Milwaukee Public Schools continue to dedicate staffing and resources to both promote climate justice education and to develop the climate action plan which includes educators, parents, and students in the process; and be it

FURTHER RESOLVED, that Milwaukee Public Schools utilize the existing structures created by the Resolution 1920R-016 in 2020 whenever possible; and be it

FURTHER RESOLVED, that Milwaukee Public Schools continue to seek the resources from federal and state government needed to undertake a large-scale energy conservation and renewable energy retrofit of all district-owned buildings, and do so in a way that creates green economy learning and career development opportunities for its students.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement
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

The implementation of this Resolution is dependent upon the action which the Board wishes to take.

Administration's Recommendation

The Administration recommends that the Board:

1. discharge the Committee on Strategic Planning and Budget from further consideration of this resolution; and
2. determine the action it wishes to take with respect to the resolution.

Director Peterson moved to discharge the Committee on Strategic Planning and Budget from further consideration of this item in order to give immediate consideration.

The motion passed, the vote being as follows:

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

Director Siemsen moved approval of the resolution.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
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 School Fund Transfers; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations

Purchases

——— Authorization to Purchase Digital Signage Hardware and Licenses from CDW Government, LLC

The Administration is requesting authorization to make purchases from CDW Government, LLC, ("CDW") of display monitors, digital signage players, mounting hardware, locking kits, and digital signage licensing. These items will be used to ensure that all schools have the ability to broadcast digital signage to their school

communities. These signs are used by schools internally for school-wide announcements. This need was identified as a priority from ESSER III feedback received.

This purchase is made under the CESA Purchase Agreement (022-G).

The total cost of goods purchased from CDW-G will not exceed $550,000.00.

Budget Code: TITS-0-0-9P2-TC-ENCQ (ESSER III — Non-capital Equipment).....$550,000.00

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 a Purchase Order to Pear Deck, Inc., for Premium Access to Pear Deck

The Administration is requesting authorization to issue a purchase order to Pear Deck, Inc., for premium district-wide premium access to Pear Deck for one year, from August 1, 2022, until July 31, 2023. 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 children socially and emotionally with a number of Pear Deck social emotional learning (SEL) templates. 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.

Pear Deck use 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. Since introducing Pear Deck to teachers to encourage student engagement during remote teaching, there have been more than 25 million student engagements this school year. (Engagements are the number of times that a student has responded to a formative assessment, exit tickets, or discussion prompt or has created meaningful flashcards.) More than 50,000 students have contributed to those engagement numbers, and more than 45,000 moments of engagements have come from 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 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 total cost of the goods purchased will not exceed $107,000.

Budget Code: GEN-0-0-INV-DW-ECTS $107,000

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

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.

C028868 Marquette University

Original Contract Amount.....$742,426.00
First Extension.....$742,426.00
Second Extension $758,032.00
RCC.....$53,800.00

Ending amount $2,296,684.00

On August 1, 2019, the Milwaukee Board of School Directors and Marquette University entered into professional services contract number C028868, for therapeutic services for students and families, with a term of August 1, 2019, through July 31, 2020. The contract was then extended for an additional term of August 1, 2020, through July 31, 2021. The second, and final, extension was approved, with a term of August 1, 2021, through July 31, 2022. On March 30, 2022, additional funds of $53,800 were added due to increased needs for the spring and summer sessions and activities.

C029157 David Bowen, d/b/a Cornerstone Collective, LLC

Original Contract Amount.....$90,000.00
RCC.....$2,205.80
Extension.....$80,000.00
RCC 3/22/2022.....$70,000.00
Ending amount $242,205.80

On July 1, 2019, the Milwaukee Board of School Directors and David Bowen, d/b/a Cornerstone Collective, LLC, entered into professional services contract number C029157, for taxi services for students throughout the metro-Milwaukee area to and from school, with a term of July 1, 2019, through June 30, 2020. Due to the pandemic, the contract was then extended to June 30, 2021. Additional funds of $2,205.80 were added to the contract to cover additional services. The final extension was approved with a term of July 1, 2021, through June 30, 2022. On March 22, 2022, additional funds of $70,000 were added due to increased needs of students.

C030026 All City Communications, Inc.

Original Contract Amount.....$20,000.00
RCC 4/8/2022.....$30,000.00
Ending amount $50,000.00

On July 17, 2021, the Milwaukee Board of School Directors and All City Communications, Inc., entered into professional services contract number C030026, for after-hours answering services for district inquiries and information, with a term of July 1, 2021, through June 30, 2022. On April 8, 2022, the contract was extended for a term of July 1, 2022, through June 23, 2023, with additional funds of $30,000 added for after-hours answering services for families.

C030066 Dorshak Family Tree and Landscape, Inc.

Original Contract Amount.....$45,500.00
RCC 4/14/2022.....$45,500.00
Ending amount $91,000.00

On August 15, 2021, the Milwaukee Board of School Directors and Dorshak Family Tree and Landscape, Inc., entered into professional services contract number C030066, for tree-trimming services at MPS Recreation's playfields, with a term of August 15, 2021, through April 15, 2022. On April 14, 2022, the contract was extended for a term of April 16, 2022, through April 15, 2023, with additional funds of $45,500 added for additional tree-trimming services at playfields.

B0001376 Munger Technical Services

Original Contract Amount.....$225,000.00
First Extension.....$225,000.00
RCC 4/12/2021.....$33,750.00
Second Extension $275,000.00
RCC 4/12/2022.....$41,250.00
Ending amount $800,000.00

On June 1, 2019, the Milwaukee Board of School Directors and Rob Munger, d/b/a Munger Technical Services, entered into professional services contract number B0001376, for low-voltage and fiber-cabling installation services as per RFP 1010, with a term of June 1, 2019, through May 31, 2020. On May 28, 2020, the contract was extended for a term of June 1, 2020, through May 31, 2021, with additional funds of

$225,000. On April 12, 2021, additional funds of $33,750 were added for additional UPS upgrades in the schools. On May 27, 2021, the contract was extended for an additional term of June 1, 2021, through May 31, 2022. On April 12, 2022, additional funds of $41,250 were added for ESSER III projects.

C030038 Curriculum Associates, LLC

Original Contract Amount.....$408,417.62
RCC 4/14/2022.....$47,196.00
Ending amount $455,613.62

On August 15, 2021, the Milwaukee Board of School Directors and Curriculum Associates, LLC, entered into professional services contract number C030038, for the use of BRIGANCE Early Childhood Screens III and the BRIGANCE Inventory of Early Childhood edition for grades K3, K4, and K5, with a term of August 1, 2021, through July 31, 2022. On May 3, 2022, funds of $47,196 were added to purchase more kits for the schools.

C030207 Sebastian Family Psychology Practice, LLC

Original Contract Amount.....$330,000.00
RCC 4/14/2022.....$30,000.00
Ending amount $360,000.00

On October 1, 2021, the Milwaukee Board of School Directors and Sebastian Family Psychology Practice, LLC, entered into professional services contract number C030207, to conduct activities for the School Community Partnership for Mental Health (SCPMH) in accordance with the SCPMH's manual, with a term of October 1, 2021, through September 30, 2022. On February 18, 2022, DPI grant funds of $30,000 were added for additional services.

C030216 Mental Health America of WI

Original Contract Amount.....$90,000.00
RCC 4/14/2022.....$11,250.00
Ending amount $101,250.00

On October 1, 2021, the Milwaukee Board of School Directors and Mental Health America of Wisconsin entered into professional services contract number C030216, to conduct activities for the School Community Partnership for Mental Health (SCPMH) in accordance with the SCPMH's manual, with a term of October 1, 2021, through September 30, 2022. On February 24, 2022, DPI grant funds of $11,250 were added to the contract.

C030215 AMRI Counseling Services, LLC

Original Contract Amount.....$90,000.00
RCC 4/14/2022.....$11,250.00
Ending amount $101,250.00

On October 1, 2021, the Milwaukee Board of School Directors and AMRI Counseling Services, LLC, entered into professional services contract number C030215, to conduct activities for the School Community Partnership for Mental Health (SCPMH) in accordance with the SCPMH's manual, with a term of October 1, 2021, through September 30, 2022. On February 24, 2022, DPI grant funds of $11,250 were added to the contract.

B0001430 ALC Schools, LLC

Original Contract Amount.....$ 50,000.00
Extension.....$300,000.00
RCC 3/22/2022.....$250,000.00
Ending amount $800,000.00

On May 1, 2020, the Milwaukee Board of School Directors and ALC Schools, LLC, entered into blanket contract number B0001430, to provide human-service vehicles (HSV) or van transportation for students to and from school throughout the metro-Milwaukee area, with a term of July 1, 2020, through June 30, 2021. Ambulatory transportation services or orthopedically-impaired (OI) transportation services were also to be

provided. On June 24, 2021, the contract was extended for a term of July 1, 2021, through June 30, 2022, with compensation not to exceed $300,000. On March 22, 2022, additional funds of $250,000 were added to the contract for additional home-school vehicle services.

C029160/B0001375 American United Transportation Group

Original Contract Amount.....$50,000.00
Extension.....$150,000.00
Final extension $150,000.00
RCC 5/10/2022.....$45,000.00
Ending amount $395,000.00

On July 1, 2019, the Milwaukee Board of School Directors and American United Taxicab, Inc., entered into professional services contract number C029160/B0001375, to provide taxi service to and from school for students throughout the metro-Milwaukee area, with a term of July 1, 2019, through June 30, 2020. The contract was then modified to reflect the vendor's name change to American United Transportation Group. On May 28, 2020, the contract was extended for an additional term of July 1, 2020, through June 30, 2021, with compensation not to exceed $150,000. On May 10, 2022, the contract was modified to add additional funds of $45,000 to cover additional services needed in the district.

B0001463 CDW Government

Original Contract Amount.....$500,000.00
RCC 5/6/2022.....$500,000.00
Ending amount $1,000,000.00

On June 1, 2021, the Milwaukee Board of School Directors and CDW Government entered into blanket contract number B0001463, to purchase various electronic supplies that are not covered under existing contracts — including, but not limited to, audio/visual equipment and accessories, computer/tablet accessories, memory/system components, cables, document scanners, and ink and toner — with a term of June 1, 2021, through May 31, 2024. On May 6, 2022, additional funds of $500,000 were added to the contract for additional purchases due to various ESSER III initiatives in the district, including a large purchase of digital signage equipment.

C030009 The Lamar Companies

Original Contract Amount.....$19,200.00
RCC 6/24/2021.....$19,200.00
RCC 5/6/2022.....$18,200.00
Ending amount $56,600.00

On June 7, 2021, the Milwaukee Board of School Directors and The Lamar Companies entered into professional services contract number C030009, to provide digital billboard advertising for the District's recruitment fairs, with a term of June 11, 2021, through May 31, 2022. On June 24, 2021, additional funds of $19,200 were added for additional signage for July/August recruitment events. On February 4, 2022, additional funds of $18,200 were added to cover spring teacher-recruitment advertising.

C029938 Parallel Employment Group

Original Contract Amount.....$49,999.00
RCC 10/29/21.....$60,000.00
RCC 12/10/21.....$100,000.00
RCC 5/27/2022.....$100,000.00
Ending amount $309,999.00

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc., entered into professional services contract number C029938, to provide staffing services for teachers across the district, with a term of May 1, 2021, through April 30, 2022. On October 29, 2021, additional funds of $60,000 were added to the contract to cover additional substitute teachers. On December 20, 2021 additional funds of $100,000 were added to cover additional needs for teachers and to add paraprofessionals to the

contract. 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.

C029577 VidCruiter, Inc.

Original Contract Amount.....$25,000.00
RCC 6/29/21.....$25,000.00
RCC 6/2/2022.....$25,000.00
Ending amount $75,000.00

On June 1, 2020, the Milwaukee Board of School Directors and Vidcruiter, Inc., entered into professional services contract number C029577, to provide a video interviewing tool that allows video interviews, live and scheduled interviews with numerous participants, and a scheduling component, with a term of August 1, 2020, through July 31, 2021. On June 29, 2021 the contract was extended for an additional term of August 1, 2021, through July 31, 2022. On June 2, 2022, the contract was extended for a final term to fully implement the use of VidCruiter by all talent specialists and building and departmental leaders to interview interested candidates moving forward.

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on school fund transfers, the report on contracts under $50,000 and cumulative total report, and the report on monthly grant awards have been provided under separate cover for the Board's information. No action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
ALBA	Charities Aid Foundation America	$5.54	General School Supplies
Barton School	Richard Spates	$10.00	Spring Craft Fair
Barton School	Calvin Matthew	$15.00	Spring Craft Fair
Barton School	Prudence Camuy	$20.00	Spring Craft Fair
Barton School	Angela Daniels	$20.00	Spring Craft Fair
Barton School	Kim Hughes	$20.00	Spring Craft Fair
Bryant School	Robert and Amy Fritsch	$250.00	Zoo Fieldtrip
Bryant School	Ahmed Hollowell	$350.00	General School Supplies
Bryant School	Lawn and Landscape Solutions	$500.00	Zoo Fieldtrip
Clemens School	Box Tops for Education	$14.70	General School Supplies
Congress School	Box Tops for Education	$5.60	General School Supplies
Elm Creative Arts School	Rev. Charles D. Watkins	$300.00	Teacher Supplies for Next Year
Forest Home Avenue School	Northwestern Mutual	$1,000.00	Teacher Appreciation Donation
Gaenslen School	Kahtleen Oman	$500.00	Playground Remodel
Greenfield School	Box Tops for Education	$5.40	General School Supplies
Gaenslen School	Milwaukee Public Schools Foundation, Inc	$36,259.20	Library Project
Gwen T. Jackson School	Box Tops for Education	$0.50	General School Supplies
Office of Academics — Parent Information	I.C.A.R.E Ministries Inc.	$100.00	MPS Toiletry Drive Donation
Office of Academics — Parent Information	MPS Communications Department	$30.00	MPS Toiletry Drive Donation
Office of Academics — Parent Information	Tangela Anderson	$50.00	MPS Toiletry Drive Donation
Office of Academics — Parent Information	Lynn Greb	$50.00	MPS Toiletry Drive Donation
Office of Academics — Parent Information	Brown & Brown, Inc.	$2,000.00	MPS Toiletry Drive Donation
King High School	Mary Hamel	$100.00	Forensics DC Trip
King High School	Patrick Kirsop	$100.00	Forensics DC Trip

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	Box Tops for Education	$18.60	General School Supplies
Meir School	Box Tops for Education	$11.50	General School Supplies
Milwaukee Academy of Chinese Language	Anonymous Donor	$10.00	Graduation Trip
Milwaukee High School of the Arts	Saint Johns Communities, Inc	$250.00	General School Supplies
Milwaukee School of Languages	Anonymous Donor	$8.70	General School Supplies
Mitchell School	Box Tops for Education	$8.10	General School Supplies
Morgandale School	Box Tops for Education	$23.80	General School Supplies
North Division High School	Office Of Human Resources	$330.00	General School Supplies
North Division High School	Viola Rembert	$100.00	School Cultural Event Support
North Division High School	Paul and Kathleen Oman	$500.00	Art Supplies Support
Pulaski High School	Heather Pevlons	$250.00	Prom Tickets
Ronald Reagan High School	Northwestern Mutual Foundation	$1,000.00	Teacher Appreciation
Obama SCTE	Jeffery Eastern*	$51.00	General School Supplies
Obama SCTE	Jeffery Eastern*	$65.00	General School Supplies
Obama SCTE	Paul and Kathleen Oman	$500.00	General School Supplies
Victory School	Coccia Foundations	$250.00	Italian Program Support
Washington High School	Nancy Trimble	$1,500.00	Special Ed Prom
Zablocki School	Box Tops for Education	$0.20	General School Supplies
	Total Monetary Donations	*$46,582.84*	
Non-monetary Donations			
Barton School	Mary Wilson	$20.00	Jewelry
Barton School	DonorsChoose	$849.50	Reading Interventions
Bethune Academy	Starbucks	$57.08	Coffee
Burbank School	Lyn Edmonds	$128.00	Treats/Snacks For March Madness
Burbank School	Martin Luther Lutheran Church	$900.00	Staff Appreciation Lunch
Cass Street School	DonorsChoose	$606.26	Classroom Furniture Donation
Clemens School	DonorsChoose	$220.72	Cleaning
Engleburg School	DonorsChoose	$225.94	Math Material Supplies
Engleburg School	DonorsChoose	$289.72	Sensory Items
Fernwood School	DonorsChoose	$333.48	The Wonderful World in Book
Fernwood School	DonorsChoose	$445.93	The Prepared Montessori
Forest Home Avenue School	Northwestern Mutual Foundation	$1,340.00	134 Terrace Brewers Tickets
Franklin School	DonorsChoose	$5,054.25	Getting into the Outdoors
German Immersion School	DonorsChoose	$496.46	General School Supplies
German Immersion School	DonorsChoose	$1,299.92	General School Supplies
Goodrich School	DonorsChoose	$224.60	Girls on the Run
Goodrich School	DonorsChoose	$249.61	Materials for Pl Experiences
Goodrich School	DonorsChoose	$258.43	Snacks and Wipes
Goodrich School	DonorsChoose	$283.59	Sharpen Up My Classroom
Goodrich School	DonorsChoose	$293.94	C is for Cardstock
Goodrich School	DonorsChoose	$334.50	Digital Resources for Computer
Goodrich School	DonorsChoose	$334.50	Small Group Center Activities
Goodrich School	DonorsChoose	$358.49	Accidents Happen
Goodrich School	DonorsChoose	$365.39	Classroom Pet Supplies
Goodrich School	DonorsChoose	$374.24	B is for Bubbles J is for Jump
Goodrich School	DonorsChoose	$381.55	Classroom Positivity
Goodrich School	DonorsChoose	$387.59	Hands on Science

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	$388.39	Summertime Fun
Goodrich School	DonorsChoose	$397.34	Comfortable Learning Space
Goodrich School	DonorsChoose	$399.05	General School Supplies
Goodrich School	DonorsChoose	$409.58	Great Attendance
Goodrich School	DonorsChoose	$415.52	My Rock Stars
Goodrich School	DonorsChoose	$436.00	Learning Resources
Goodrich School	DonorsChoose	$505.57	Wonderful Writing
Goodrich School	DonorsChoose	$606.64	Stem Learning
Goodrich School	DonorsChoose	$610.97	Lets Get Organized
Goodrich School	DonorsChoose	$611.90	Make Reading and Math Fun
Goodrich School	DonorsChoose	$673.15	Aspiring Artists
Humboldt Park School	DonorsChoose	$247.94	Bell Mindfulness Resources
Kagel School	DonorsChoose	$230.37	Informational Reading
Kagel School	DonorsChoose	$416.65	Social Emotional Learning
Kagel School	DonorsChoose	$423.80	Lets Update Our Manipulatives
Kagel School	DonorsChoose	$631.10	Scholastic Magazines
Kagel School	DonorsChoose	$876.44	Equity Racial Justice
Kagel School	DonorsChoose	$742.45	Decrease Classroom Clutter
Kagel School	DonorsChoose	$637.98	Stemcreativity
Kilbourn School	DonorsChoose	$179.69	General School Supplies
Kilbourn School	DonorsChoose	$297.15	General School Supplies
Kilbourn School	DonorsChoose	$338.40	General School Supplies
Kilbourn School	DonorsChoose	$397.95	General School Supplies
Lafollette School	Pick N Save	$25.00	Gift Card For Food (Muffins)
Longfellow Elementary	DonorsChoose	$852.67	Floor Seating And Supplies
Manitoba School	DonorsChoose	$172.58	Awards Incentives
Manitoba School	DonorsChoose	$241.93	Books For Home Library
Manitoba School	DonorsChoose	$242.21	Wireless Mice
Manitoba School	DonorsChoose	$242.85	Books
Manitoba School	DonorsChoose	$246.26	Stools/Clipboards
Manitoba School	DonorsChoose	$248.94	Books
Manitoba School	DonorsChoose	$251.98	Books/Novels
Manitoba School	DonorsChoose	$276.29	Pencils/Crayons/Paper
Manitoba School	DonorsChoose	$480.05	Books
Manitoba School	DonorsChoose	$623.65	Rug/Charts
Maple Tree School	DonorsChoose	$153.22	General School Supplies
Maple Tree School	DonorsChoose	$158.73	General School Supplies
Maple Tree School	DonorsChoose	$698.64	General School Supplies
Maple Tree School	DonorsChoose	$408.25	General School Supplies
Maple Tree School	DonorsChoose	$415.61	General School Supplies
Maple Tree School	DonorsChoose	$434.35	General School Supplies
Marshall High School	DonorsChoose	$443.88	Life Skills Books
Marshall High School	DonorsChoose	$551.74	Student Supplies, Writing Note
Marshall High School	DonorsChoose	$900.88	Plant Seed and Basic Needs
Maryland Avenue Montessori School	DonorsChoose	$552.43	Classroom Supplies
Maryland Avenue Montessori School	DonorsChoose	$561.53	Literacy Materials
Milw High School of Arts	DonorsChoose	$450.05	Supplies for Treats, Pet, Cafe
Milw High School of Arts	DonorsChoose	$883.99	Dish Washer
Milw High School of Arts	DonorsChoose	$1,158.67	Supplies for Trans Café
Mitchell School	DonorsChoose	$694.57	Cleaning/Health Supplies
North Division High School	DonorsChoose	$46.63	Sewing Class Supplies
Office of Academics — Parent Information	Kiwanis Club of Milwaukee	$300.00	MPS Toiletry Drive Donation

Location	Donor	Amount	Gift or Purpose
Office of Academics — Parent Information	MTEA	$450.00	MPS Toiletry Drive Donation
Office of Academics — Parent Information	Neighbors Care	$800.00	Target Gift Cards
Office of Academics — Parent Information	Roundy's Supermarkets, Inc.	$500.00	MPS Toiletry Drive Donation
Stuart School	DonorsChoose	$290.56	SEL Resources
Trowbridge School	DonorsChoose	$214.75	General School Supplies
Trowbridge School	DonorsChoose	$224.57	General School Supplies
Trowbridge School	DonorsChoose	$278.35	General School Supplies
Trowbridge School	DonorsChoose	$333.48	General School Supplies
Trowbridge School	DonorsChoose	$435.96	General School Supplies
Trowbridge School	DonorsChoose	$456.00	General School Supplies
Trowbridge School	DonorsChoose	$483.70	General School Supplies
Trowbridge School	DonorsChoose	$496.05	General School Supplies
Trowbridge School	DonorsChoose	$506.69	General School Supplies
Trowbridge School	DonorsChoose	$506.75	General School Supplies
Trowbridge School	DonorsChoose	$588.43	General School Supplies
Trowbridge School	DonorsChoose	$613.44	General School Supplies
Trowbridge School	DonorsChoose	$1,146.30	General School Supplies
Trowbridge School	DonorsChoose	$1,146.30	General School Supplies
Vieau School	DonorsChoose	$319.86	General School Supplies
Vieau School	DonorsChoose	$371.44	Gift Cards and Classroom Supplies
Vieau School	DonorsChoose	$372.81	Math Manipulatives
Vieau School	DonorsChoose	$403.74	Classroom Books
Vieau School	DonorsChoose	$451.40	Literacy Station Supplies
Vieau School	DonorsChoose	$476.08	Classroom Library Books
Vincent High School	DonorsChoose	$465.35	Reading Materials
Washington High School	DonorsChoose	$1,057.59	Food Clothing Hygiene
Zablocki School	DonorsChoose	$426.96	Ruby Bridges Books
	Total Non-monetary Donations	*$53,521.86*	
Total Value of Donations		$100,104.70	
	**Donations from MPS Alumni*	*$116.00*	

Administration's Recommendation

The Administration recommends that the Board

1. authorize the purchases as listed; and
2. accept the donations as listed, with appropriate acknowledgment to be made on behalf of the Board.

Director Herndon moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 7) Action on the Award of Professional Services Contracts

RFP 1038 Authorization to Extend a Contract with Drive USA, Inc., d/b/a Arcade Drivers School, for a Drivers' Education Program

The Administration is requesting authorization to extend the contract with Drive USA, Inc., d/b/a Arcade Drivers School, for a drivers' education program. This contractor will be used to deliver classroom and

behind-the-wheel instruction for the MPS Drive program and behind-the-wheel instruction for the community-based drivers' education program.

MPS has identified a large disparity in the number of young people within the City of Milwaukee who possess drivers' licenses. In an effort to eliminate potential barriers to obtaining a driver's license, the MPS Drive program was developed to offer free drivers' education to all age-eligible MPS students. Paired with the community-based drivers' education program, young people throughout Milwaukee now have multiple access points to obtain a drivers' licenses.

The contractor was chosen pursuant to RFP 1038, which closed on February 22, 2021. The original contract provided for two one-year options to extend if certain performance metrics were met. Drive USA, Inc., d/b/a Arcade Drivers School, has met the performance metrics codified in the contract; therefore, MPS is exercising the first and second option years (Years 2 and 3) for the contract, for a term of September 1, 2022, through August 31, 2024.

The total cost of the contract in Years 2 and 3 will not exceed $2,956,525.00.

Budget Code: DRD-0-0-DED-RC-ECTS (MPS Drive — Contract Services) $1,261,808
CSV-0-0-DRV-RC-ECTS Community-based Driver Ed — Contract Services) $240,000
PRC-0-S-9W3-RC-ECTS (ESSER — Contract Services).....$1,454,717

RFP 1046 Authorization to Enter into Contracts with Milwaukee Christian Center, Inc., and Running Rebels Community Organization for Violence-reduction Program Services

The Administration is requesting authorization to enter into contracts with Milwaukee Christian Center, Inc., and 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 student attendance, and to decrease suspensions due to disruptive behavior.

Contractors were chosen pursuant to RFP 1046, which closed on May 18, 2021. The contracts will run from October 1, 2022, through September 30, 2023, ("Year 2"), with an additional one-year option to extend if certain performance metrics incorporated into the contracts are met.

The contracts for Milwaukee Christian Center, Inc., in the amount of $1,030,000.00, and Running Rebels Community Organization, in the amount of $1,442,000.00, in Year 2 will not exceed a total of $2,472,000.00.

Budget Code: OGA-0-0-SST-DW-ECTS.....$2,472,000.00

RFP 1045 Authorization to extend a Contract with Maxim Healthcare Staffing Services, Inc.; Aura Staffing Partners Chicago, LLC; and Sunbelt Staffing, LLC, for Nursing Services

The Administration is requesting authorization to extend two contracts with Maxim Healthcare Staffing Services, Inc., and Sunbelt Staffing, LLC, and to enter into a contract with Aura Staffing Partners Chicago, LLC, for nursing services. These contractors will be used to provide nursing services to students when staff vacancies exist or for short- and long-term employee leaves.

Contractors were chosen pursuant to RFP 1045, which closed on May 24, 2021. The original contracts provided for two one-year options to extend if certain performance metrics were met. Maxim Healthcare Staffing Services, Inc., and Sunbelt Staffing, LLC, have met the performance metrics codified in the contract; therefore, MPS is exercising the first and second option years for the contract. Aura Staffing Partners Chicago LLC, was not originally awarded in year one, but has been added for year two based on staffing demand.

The contract extensions and original contract of all three contracts will run from August 1, 2022, through July 31, 2024. The contracts will not exceed $1,300,000.00.

Budget Code: NRR-0-0-BDN-DW-ECTS (Nursing — Contract Services)
Maxim Healthcare Staffing Services, Inc. $600,000
Sunbelt Staffing, LLC.....$400,000
Aura Staffing Partners Chicago, LLC.....$300,000
Total.....$1,300,000

RFP 1048 Authorization to Extend a Contract with Gemino Healthcare, for the Benefit of 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 teams' meetings, consultation with staff members, and all related documentation.

In a typical school year, two to three 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 for those vacancies created by leaves 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 first option year for the contract. The contract extension will run from August 1, 2022, through July 31, 2023 ("Year 2") with one additional one-year option to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the extension year will not exceed $100,000.00.

Budget Code: OTS-0-0-SES-DE-ECTS (Specialized Services — Contracted Services) $100,000

FP 1074 Authorization to Enter into Contracts with Milwaukee Repertory Theater, with Boys & Girls Clubs of Greater Milwaukee Inc., with Lead2Change, Inc., and with Signature Dance Company for Saturday Youth Programming

The Administration is requesting authorization to enter into contracts with Milwaukee Repertory Theater, with Boys & Girls Clubs of Greater Milwaukee Inc., with Lead2Change, Inc., and with Signature Dance Company for Saturday youth programming. These contractors will be used to provide coordinated extra-curricular Saturday programming and activities for youth in grades 1 through 12.

The contractors were chosen pursuant to RFP 1074, which closed on April 14, 2022. The contracts will run from August 1, 2022, through July 31, 2023, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met.

The contracts in the initial term will not exceed $300,961.00, as follows:

Budget Code: PRC-0-S-9V3-RC-ECTS (Recreation — Contracted Services)

Milwaukee Repertory Theater	$70,000
Boys & Girls Clubs of Greater Milwaukee, Inc.	$109,336
Lead2Change, Inc.	$61,625
Signature Dance Company	$60,000
Total	$300,961

RFP 1082 Authorization to Enter into Contracts with AMRI Counseling Services LLC, with DotCom Therapy, Inc. and with Kennedy's Circle of Wellness for Teletherapy Services

The Administration is requesting authorization to enter into contracts with AMRI Counseling Services, LLC, with Dot Com Therapy, Inc., and with Kennedy's Circle of Wellness for teletherapy services. These contractors will be used to provide limited-term (maximum of eight sessions at 45 minutes per session) virtual intensive support, including family therapeutic supports, such as family sessions involving parents/guardians and siblings, for students with acute mental health needs that have been precipitated by the experience a traumatic events.

Contractors were chosen pursuant to RFP 1082, which closed on May 19, 2022. The contracts will run from August 1, 2022, through September 30, 2024, and will not exceed $4,000,000.00, as follows:

Budget Code: DTI-0-S-9F3-DE-ECTS .(Specialized Services — Contracted Services)

AMRI Counseling Services, LLC	$1,500,000
DotCom Therapy, Inc.	$1,500,000

Kennedy's Circle of Wellness.....$1,000,000
Total.....$4,000,000

RFP 939 Authorization to Enter into Contracts with Contracts with 15 Community-based Organizations for Arts & Humanities Programming during the 2022-23 School Year

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 City of Milwaukee children, youth, and families. The goals of the Partnership for the Arts & Humanities program to:

1. increase access to arts and/ humanities experiences for all City of Milwaukee 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 totaling $934,329.00 with the following 15 community-based organizations.

- America SCORES Milwaukee
- Art Start, Inc.
- Arts At Large, Inc.
- ArtWorks for Milwaukee
- Bembé Drum and Dance, Inc.
- Black Arts MKE, Inc.
- First Stage
- Lead2Change, Inc.
- Milwaukee Ballet Company
- Milwaukee Muslim Women's Coalition
- Running Rebels Community Organization
- Teens Grow Greens Inc.
- TransCenter for Youth
- Unity in Motion, Inc.
- Woodland Pattern Book Center

The programs led by these organizations will serve a projected 6,633 non-repeating children, youth, and family members between September 1, 2022, and August 31, 2023. Collectively, these organizations have demonstrated $1,199,360.00 dollars in cash and in-kind matching support for the same or similar programming.

The contract swill run from September 1, 2022, through September 30, 2023. The total of the contracts will not exceed $934,329.00.

Budget Code: CSV-0-0-ART-RC-ECTS (Extension Funds — Arts and Humanities)
America SCORES Milwaukee.....$53,990
Art Start, Inc. $62,547
Arts At Large, Inc. $62,243
ArtWorks for Milwaukee.....$64,412
Bembé Drum and Dance, Inc.....$63,203
Black Arts MKE, Inc. $60,000
First Stage $63,750
Lead2Change, Inc. $63,750
Milwaukee Ballet Company $64,068
Milwaukee Muslim Women's Coalition $63,750
Running Rebels Community Organization $85,000
Teens Grow Greens Inc. $52,560
TransCenter for Youth $56,000
Unity in Motion, Inc. $50,000
Woodland Pattern Book Center $69,056
Total.....$934,329

——— Authorization to Enter into Contracts with Five Community-based Organizations to Provide 21st Century Community Learning Center Programs at 41 Locations during the 2022-23 School Year

The Administration is requesting authorization to enter into agreements with five community-based organizations (CBOs) to operate 41 Community Learning Centers (CLCs) during the 2022-23 school year. These community-based organizations were chosen pursuant to RFP 939: Before- and After-school

Recreational Providers. The CBOs provide fiscal administration for their respective CLC sites, hire and evaluate CLC staff ,and assist day schools in developing extended-day academic, recreational, and parent/family programming.

Each of the agreements presented for authorization will run from August 1, 2022, through June 30, 2023. The total of all contracts will not exceed $5,556,500.00. The total cost of each contract and the associated budget codes are identified below.

Milwaukee Kickers Soccer Club, Inc.

Site	ALBA (Academia de Lenguaje Y Bellas Artes)	
	DPI Grant Funds	$123,500
	Extension Funds	—
	Subtotal	$123,500
Site	Riley Elementary School	
	DPI Grant Funds	$137,750
	Extension Funds	$25,000
	Subtotal	$162,750
Contracted Agency's Total		$286,250

Boys and Girls Club of Greater Milwaukee

Site	Allen Field School	
	DPI Grant Funds	$137,750
	Extension Funds	$25,000
	Subtotal	$162,750
Site	Audubon Middle/High School	
	DPI Grant Funds	$123,500
	Extension Funds	$25,000
	Subtotal	$148,500
Site	Bay View High School	
	DPI Grant Funds	$95,000
	Extension Funds	$25,000
	Subtotal	$120,000
Site	Bethune Academy	
	DPI Grant Funds	$123,500
	Extension Funds	—
	Subtotal	$123,500
Site	Bradley Tech High School	
	DPI Grant Funds	$109,250
	Extension Funds	—
	Subtotal	$109,250
Site	Carson Academy	
	DPI Grant Funds	$123,500
	Extension Funds	$25,000
	Subtotal	$148,500
Site	Carver Academy	
	DPI Grant Funds	$109,250
	Extension Funds	—
	Subtotal	$109,250
Site	Cass Street School	
	DPI Grant Funds	$137,750
	Extension Funds	—
	Subtotal	$137,750
Site	Clarke Street School	
	DPI Grant Funds	$137,750
	Extension Funds	$25,000
	Subtotal	$162,750
Site	Eighty-first Street School	
	DPI Grant Funds	$123,500
	Extension Funds	$25,000
	Subtotal	$148,500
Site	Engleburg Elementary School	
	DPI Grant Funds	$137,750
	Extension Funds	$25,000
	Subtotal	$162,750
Site	Fifty-third Street School	
	DPI Grant Funds	$137,750
	Extension Funds	$25,000
	Subtotal	$162,750
Site	Fratney Elementary School	
	DPI Grant Funds	$137,750
	Extension Funds	$25,000
	Subtotal	$162,750
Site	Gaenslen School	
	DPI Grant Funds	$137,750
	Extension Funds	—
	Subtotal	$137,750
Site	Grantosa School	
	DPI Grant Funds	$109,250
	Extension Funds	—
	Subtotal	$109,250
Site	Greenfield Avenue School	
	DPI Grant Funds	$137,750
	Extension Funds	$25,000
	Subtotal	$162,750
Site	Hayes Bilingual	
	DPI Grant Funds	$137,750
	Extension Funds	—
	Subtotal	$137,750
Site	Kagel School	
	DPI Grant Funds	$95,000
	Extension Funds	—
	Subtotal	$95,000
Site	Kluge Elementary School	
	DPI Grant Funds	$95,000
	Extension Funds	—
	Subtotal	$95,000
Site	LaFollette School	
	DPI Grant Funds	$109,250
	Extension Funds	—
	Subtotal	$109,250
Site	Lincoln Elementary School	
	DPI Grant Funds	$137,750
	Extension Funds	$25,000
	Subtotal	$162,750
Site	Maple Tree School	
	DPI Grant Funds	$109,250
	Extension Funds	—
	Subtotal	$109,250
Site	Mitchell School	
	DPI Grant Funds	$137,750

	Extension Funds	—
	Subtotal	$137,750
Site	North Division High School	
	DPI Grant Funds	$95,000
	Extension Funds	$25,000
	Subtotal	$120,000
Site	Obama School of Career & Tech Ed.	
	DPI Grant Funds	$109,250
	Extension Funds	$25,000
	Subtotal	$134,250
Site	Riverwest Elementary School	
	DPI Grant Funds	$137,750
	Extension Funds	$25,000
	Subtotal	$162,750
Site	Sherman School	
	DPI Grant Funds	$123,500
	Extension Funds	—
	Subtotal	$123,500
Site	Siefert Elementary School	
	DPI Grant Funds	$123,500
	Extension Funds	$25,000
	Subtotal	$148,500
Site	Townsend School	
	DPI Grant Funds	$123,500
	Extension Funds	$25,000
	Subtotal	$148,500
Site	Vieau School	
	DPI Grant Funds	$123,500
	Extension Funds	—
	Subtotal	$123,500
Site	Washington Campus High School	
	DPI Grant Funds	$109,250
	Extension Funds	$25,000
	Subtotal	$134,250
Site	Zablocki Elementary School	
	DPI Grant Funds	$137,750
	Extension Funds	$25,000
	Subtotal	$162,750
Contracted Agency's Total		$4,373,500

Children's Outing Association

Site	Doerfler School	
	DPI Grant Funds	$109,250
	Extension Funds	—
	Subtotal	$109,250
Site	O.W. Holmes School	
	DPI Grant Funds	$109,250
	Extension Funds	—
	Subtotal	$109,250
Site	Hopkins-Lloyd Community School	
	DPI Grant Funds	$109,250
	Extension Funds	$25,000
	Subtotal	$134,250
Site	Lincoln Center of the Arts	
	DPI Grant Funds	$123,500
	Extension Funds	—
	Subtotal	$123,500
Site	Westside Academy	
	DPI Grant Funds	$109,250
	Extension Funds	$25,000
	Subtotal	$134,250
Contracted Agency's Total		$610,500

Journey House, Inc.

Site	Longfellow School	
	DPI Grant Funds	$137,750
	Extension Funds	—
	Subtotal	$137,750
Contracted Agency's Total		$137,750

Silver Spring Neighborhood Center, Inc.

Site	Thurston Woods	
	DPI Grant Funds	$123,500
	Extension Funds	$25,000
	Subtotal	$148,500
Contracted Agency's Total		$148,500
Grand Total		$5,556,500

Budget Code: EXC-X-S-8R3-XX-ECTS (DPI Grant Funds).....$5,006,500
CSV-0-0-CNR-XX-ECTS (Extension Funds).....$550,000

———— Authorization to Enter into a Contract with Gallagher Benefit Services, Inc., to Provide a Compensation Study of All Districts

The Administration is requesting authorization to enter into a contract with Gallagher Benefit Services, Inc,.to provide a compensation study of all districts. The study will include gathering compensation data from local, state, and regional sources. In addition to the compensation study, the vendor will perform a classification study of select job titles which will use Positions Descriptions Questionnaires (PDQs) that will be completed by employees to obtain current job-description information. The vendor will analyze classification data and make recommendations on possible revisions to classification structures.

The vendor was chosen based upon the University of Virginia's cooperative agreement #SH052809.

The contract will run from August 1, 2022, through July 31, 2023, and will not exceed $450,000.00.

Budget Code: HMR-0-A-9G3-HR-ECTS.....$450,000

RFB 5803 Authorization to Contract with East Side Jersey Dairy ,d/b/a Prairie Farms Dairy, for Milk Products

The Administration is requesting authorization to enter into a contract with East Side Jersey Dairy, d/b/a Prairie Farms Dairy, for milk products. Milk is a USDA-required food component that must be offered at breakfast, lunch, and dinner. This vendor will be used to deliver milk to all MPS school cafeterias for the School Nutrition Program. This contract will allow specific milk products to be directly delivered to MPS schools, which will allow flexibility of delivery services based on storage capacity at each school.

The contractor was chosen pursuant to RFB 5803, which closed on June 14, 2022. The contract will run from September 1, 2022, through August 31, 2023, (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 second term will not exceed $3,000,000.00

Budget Code: LNC-0-0-LNH-XX-EFOD (School nutrition — Food) $3,000,000

RFB 5804 Authorization to Contract with Alpha Baking Company, Inc,. for Fresh Bakery

The Administration requests authorization to enter into a blanket agreement with Alpha Baking Company, Inc., for fresh bakery products. The fresh bakery products will be delivered directly to MPS schools for students' lunches, with flexible delivery days based on the fresh-bakery needs of the menu.

The vendor was chosen pursuant to RFB 5804, which closed on June 13, 2022.

This will be a blanket agreement for one year, with the possibility of two annual renewals for a second and a third year based upon a review of a performance evaluation. The "Initial Term" of this blanket agreement will be from September 1, 2022, through August 31, 2023. The total cost for the first extension will not exceed $400,000.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract) $400,000

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

This item authorizes expenditures as indicated in the attachments provided under separate cover.

Please see the attachments provided under separate cover for HUB and student-engagement information.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments provided under separate cover

Director Siemsen moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Leonard, O'Halloran, Siemsen, and President Peterson — 6.
Noes — None.
Recused — Director Herndon — 1.

* * * * *

(Item 8) Action on the Award of Professional Services Contracts Related to Transportation

RFB 5785 Authorization to Contract with American United Transportation Group; with EverDriven Technologies, LLC, formerly known as (f.k.a.) ALC Schools, LLC; with First Student, Inc.; with HopSkipDrive, Inc.; and with MC Transportation Services, LLC, 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; with EverDriven Technologies, LLC, formerly known as (f.k.a.) ALC Schools, LLC; with First Student, Inc.; with HopSkipDrive, Inc.; and with MC Transportation Services, LLC, for human-service vehicles or van-type transportation to and from school for students throughout the metro-Milwaukee area. This service will provide service for students who may require transportation to MPS schools or schools in the surrounding suburban districts. This service be offered both to ambulatory students and to orthopedically-impaired (OI) students who wheelchair transport.

The vendors were chosen pursuant to B 5785, which closed on February 28, 2020. The blanket contract for EverDriven Technologies, LLC, f.k.a. ALC Schools, LLC; American United Transportation Group; First Student, Inc.; and MC Transportation Services LLC, ran from July 1, 2020, through June 30, 2021, (the "Initial Term") with the option of two additional one-year contracts to run from July 1 through June 30 in subsequent years upon mutual agreement and after successful completion of the performance metrics. The blanket contract for HopSkipDrive, Inc., ran from January 1, 2021, through June 30, 2021, (the "Initial Term") with the option of two additional one-year contracts to run from July 1 through June 30 in subsequent years upon mutual agreement and after successful completion of the performance metrics. The contracts were previously extended for the first one-year term ("Year 2"), from July 1, 2021, through June 30, 2022. MPS is now exercising the second, and final, option to extend these contracts, from August 1, 2022 through June 30, 2023. The total cost of these contracts in this second, and final, extension will not exceed $1,250,000.00.

The total cost of the blanket contracts will not exceed:

EverDriven Technologies, LLC
- Ambulatory $250,000
- Orthopedically Impaired (OI) $50,000

American United Transportation Group
- Ambulatory $300,000
- Orthopedically-impaired (OI) $50,000

First Student, Inc.
- Ambulatory $100,000

HopSkipDrive, Inc.
- Ambulatory $250,000

MC Transportation Services, LLC.
- Ambulatory $200,000
- Orthopedically-impaired (OI) $50,000

Budget Code: 000-0-0-000-BL-ECTS (Contracted Services — Blanket Contract).....$1,250,000.00

RFB 5798 Authorization to Enter into Contracts with Four Contractors for Field-trip Transportation Services

The Administration is requesting authorization to enter into contracts with First Student, Inc.; Lamers Bus Lines, Inc.; North America Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC; and Safeway Transportation Services Corporation to provide transportation services for field trips throughout the school year:.

These contractors were chosen pursuant to RFB 5798, which closed on July 7, 2022. Each contractor was awarded specific field-trip locations, pursuant to its low bid for those locations, as the "primary contractor." Schools and departments are directed to use the primary contractors for those locations first. Each contractor awarded a contract for field-trip services may also be solicited to provide services to other field-trip locations in cases in which the primary contractor is unable to service those particular dates and times.

These contracts will run for a three-year term, from August 1, 2022, through July 31, 2025. The total cost of these contracts is dependent on the usage by schools and departments. The Administration's best estimate is that the total cost of these contracts will not exceed $1,000,000.00 per year and will not exceed $3,000,000 over the three-year term.

Budget Code: 000-0-0-000-BL-ECTS (Varies by location for services)
- First Student, Inc. $900,000
- Lamers Bus Lines, Inc. $600,000

North America Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC $900,000
Safeway Transportation Services Corporation.....$600,000
Three-year Total $3,000,000

RFB 5799 Authorization to Contract with First Student, Inc.; North America Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC; and Safeway Transportation Services Corporation for Busing Services for Mid-day Transportation Services for Early Childhood, Headstart, and CATP

The Administration is requesting authorization to enter into contracts with First Student, Inc.; North America Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC; and Safeway Transportation Services Corporation to provide mid-day transportation services for early childhood, Headstart and CATP.

These contractors were all chosen pursuant to RFB 5799, which closed on June 10, 2022. The contracts will run for a three- year term, from August 1, 2022 ,through June 30, 2025.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $6,098,880.00 to be distributed across the contractors over the three-year term. Total amount is not to exceed $2,032,960.00 per year.

The following table provides information on the amount not to exceed for each contract:

	Three-year Total
North America Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC	$1,928,880
First Student, Inc.	$2,760,000
Safeway Transportation Services Corporation	$1,410,000

Budget Codes: Three-year Total
RST-0-0-TRS-DW-EPPT $3,415,374
MDK-0-0-TRS-DW-EPPT $2,683,506

RFB 5800 Authorization to Contract with Durham School Services, L.P.; First Student, Inc.; North America Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC; and Safeway Transportation Services Corporation for Busing Services for Athletics, Academic Competitions, and After-school Activities

The Administration is requesting authorization to enter into contracts with Durham School Services, L.P.; First Student, Inc.; North America Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC; and Safeway Transportation Services Corporation to provide transportation services for for athletics, academic competitions, and after-school activities.

These contractors were all chosen pursuant to RFB 5800, which closed on June 13, 2022. The contracts will run for a three-year term, from August 1, 2022, through July 31, 2025.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $3,600,000 to be distributed across the contractors over the three-year term. Total amount is not to exceed $1,200,000.00 per year. The following table provides information on the amount not to exceed for each contract:

	Three-year Total
North America Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC	$900,000
First Student, Inc.	$900,000
Durham School Services, L.P.	$900,000
Safeway Transportation Services Corporation	$900,000

Budget Code: TSP-0-0-TRS-DW-EPPT (Pupil Transportation — Contract Services) $3,600,000

RFB 5801 Authorization to Contract with Brew City Taxi Cab Company; EverDriven Technologies, LLC; First Student, Inc.; HopSkipDrive, Inc.; MC Transportation Services, LLC; and Safeway Transportation Services Corporation for Taxi Services for Schools

The Administration is requesting authorization to enter into blanket contracts with Brew City Taxi Cab Company; EverDriven Technologies, LLC; First Student, Inc.; HopSkipDrive, Inc.; MC Transportation Services, LLC; and Safeway Transportation Services Corporation for taxi services to and from school for students throughout the metro-Milwaukee area. This service will primarily be used by MPS students living in temporary situations such as shelters or emergency housing.

The vendors were chosen pursuant to RFB 5801, which closed on June 9, 2022. The blanket contracts will run for a three-year term, from August 1, 2022, through July 31, 2025. The total cost of the blanket contracts to be distributed across the contractors over the three-year term is not to exceed $4,950,000.00, or $1,650,000.00 per year:

	Three-year Amount
Brew City Taxi Cab Company	$450,000
EverDriven Technologies, LLC	$1,200,000
First Student, Inc.	$450,000
HopSkipDrive, Inc.	$1,200,000
MC Transportation Services, LLC	$1,200,000
Safeway Transportation Services Corporation	$450,000

Budget Code: HLT-0-0-TRS-DW-ECTS $4,950,000

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

This item authorizes expenditures as indicated in the attachments provided under separate cover.

Please see the attachments provided under separate cover for HUB and student-engagement information.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contracts related to Transportation as set forth in the attachments provided under separate cover.

Director Herndon moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 7.

Noes — None.

* * * * *

(Item 9) Action on the Award of Exception-to-bid Requests

——— 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 for applicants, student teachers and field-placement students, volunteers, and vendors. Truescreen has provided criminal background-check screening services to the District since 2013. The services provided by Truescreen have increased capacity, efficiency, and accuracy in processing criminal background checks. Truescreen conducts nationwide searches and sex-offender searches. Truescreen's web-based platform is integrated with the District's applicant-tracking system so that criminal background checks can be requested with little to no manual intervention. The District has historically provided this service internally through the Office of Human Resources.

The District has and will continue to absorb the cost of criminal background checks of applicants for employment with the district and of 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 of 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 first contract extension will run from August 1, 2022, through July 31, 2023. The total cost of the extension term will not exceed $200,000.00.

Budget Code: BGC-0-0-EMB-HR-ECTS (Employment Benefits — Contract Services) $200,000

——— Authorization to Enter into a Blanket Contract with Danceworks, Inc., for Multi-arts Lessons

The Administration is requesting authorization to enter a blanket contract with Danceworks, Inc., ("Danceworks") to provide multi-arts (dance, dance fitness, visual art, theater or music) lessons for MPS students. The regular usage of Danceworks by MPS schools as an augmentation to their curricula has driven the need for a district-wide contract. MPS schools will select which programs will be provided in their 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)).

This blanket contract will run from August 1, 2022, through July 31, 2025. The total cost of the services is not expected to exceed $250,000.00 during the term of the blanket contract.

Budget Code: Varies by location using services.....$250,000

——— Authorization to Enter into a Contract with DBT in Schools, LLC, for Training of School Psychologists and School Social Workers

The Administration is requesting authorization to enter a contract with DBT in Schools, LLC, for its DBT Steps-A Training to be offered to school psychologists and school social workers for the 2022-23 school year. Steps-A was developed to provide an approach to building resilience and mental-wellness skills in middle- and high-school students. The DBT Steps-A curriculum is designed to help adolescents develop coping strategies and decision-making abilities, especially under emotional distress. The curriculum is based on the skills component of Dialectical Behavior Therapy (DBT) that has been shown to be effective with individuals experiencing both high-risk behaviors as well as mild to moderate levels of anxiety, depression, ADHD, and other disorders. This training will assist schools in identifying and meeting the social emotional needs of our students.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The contract will run from August 1, 2022, through December 31, 2023. The total cost will not exceed $87,500.00.

Budget Code: SDV-0-S-8I3-DE-ECTS $87,500

——— Authorization to Issue a Purchase Order to Labster for a District License for a Lab-simulation Platform

The Administration is requesting authorization to issue a purchase order to Labster for the purchase of a district license for a lab-simulation platform. Labster is a lab-simulation platform that allows high-school teachers to implement complex labs that are not possible in the high-school setting. This resource is a supplement to be used only when in-person labs are not possible.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the goods are needed to maintain continuity (Administrative Policy 3.09(7)(E)(1)(b)(vi)).

The total cost will not to exceed $132,000.00

Budget Code: ITS-0-0-9P3-TC-ESWR (Instructional Technology).....$132,000

——— Authorization to Extend a Contract with Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee for Credit-bearing College Courses

The Administration is requesting authorization to extend the contract with Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee for credit-bearing college courses. The contractor will be used to deliver courses in English, math, sciences, world languages, and, potentially, other content areas.

MPS has contracted with Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee for three years through the M- Cubed (M3) College Connections program. Students have been very successful, with a high percentage of students earning college credit at a significantly reduced cost to the District.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the contractor will be completing a previously-begun project (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract extension will run from August 1, 2022, through July 31, 2024, and will not exceed $470,000.00.

Budget Code: GN4-0-I-9Y3-EO-ECTS (Contracted Services) $470,000.00

——— Authorization to Contract with Viterbo University for Reduced Tuition for Employees Enrolled to Become Licensed Educators

The Administration is requesting authorization to enter into a contract with Viterbo University to provide discounted tuition to MPS employees currently enrolled in Viterbo University's programs to obtain teacher licensure in the following areas:

- emerging educator/bachelor's completion, grades 1-8 regular education and grades 1-12 special education
- special education post-baccalaureate program
- elementary and middle-school post-baccalaureate program
- content program (art, science, math, music, social studies, ELA)
- masters of science in education for post-baccalaureate completers
- leadership license.

Current employees enrolled in these programs would be able to continue their programs with Viterbo without any disruption in services. With this contract in place, these employees will be able to either remain or to enter into teaching positions for the FY23 school year.

Viterbo will continue offering current courses to allow current employees to complete programs. This contract would cover the length of time needed for these employees to complete their current coursework to seek endorsement from 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 goods are needed to maintain continuity (Administrative Policy 3.09(7)(E)(1)(b)(vi)).

This contract will run from August 1, 2022, through June 30, 2025. The total cost of the contract will not exceed $200,000.00.

Budget Code: SDV-0-0-SIS-HR-EUWT $200,000.00

——— Authorization to Contract with EDBLOX, Inc., d/b/a Elevate K12, for Online Instruction with Licensed Wisconsin Teachers

The Administration is requesting authorization to enter into a contract with EDBLOX, Inc., d/b/a Elevate K12, to provide licensed Wisconsin teachers for online instruction at the high-school level as well as for early start middle schools. Elevate K12 will provide approximately 25-30 online instructors to MPS for hard-to-fill vacancies within the district. Middle-school areas of focus will include 6-8 mathematics, ELA, science (earth and space, life, and physical).High-school areas of focus will include early start in content areas of mathematics, science (physics, biology, chemistry, environmental, and physical science), and ELA.

Instruction will take place in real time during the instructional day. Elevate K12 will assign one operations manager (OM) for the school district's program held at designated schools. A virtual academic performance manager (APM) assigned by Elevate K12 will monitor the performance of the instructional sessions virtually. MPS will provide one classroom manager to each classroom.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of an emergency need due to an increased number of resignations and openings (Administrative Policy 3.09(14)).

This contract will run from August 1, 2022, through July 31, 2023. The total cost of the contract will not exceed $2,506,300.00.

Budget Code: DTI-0-S-9Y3-HR-ECTS.....$2,506,300.00

——— 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 to provide services in the continued development and implementation of the Community Schools model. The schools to be serviced under the contract in the 2022-23 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 of Greater Milwaukee & Waukesha County shall serve as a backbone partner for the Milwaukee Community Schools Partnership (MCSP). The role that United Way plays is instrumental to the MCSP as a collective strategy to transform schools into places 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 share the guiding practices of shared leadership, equity, and cultural relevance. The Community Schools strategy is focused on collaboration and collective action: engaging multiple stakeholders, collectively building aspirations, and removing barriers through data while developing priorities and aligning partnerships, initiatives, and policies to ensure every student is successful.

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

The original contract provided for two additional one-year extensions upon the mutual written consent of parties; with a term of July 1, 2019, through June 30, 2020. The contract has been updated for a one-year term, from August 1, 2022, through July 31, 2023.

The total cost of the contract in in this year will not exceed $580,000.00. As these funds do not cover the full cost of the project, MPS and UW will partner to apply for relevant government, foundation, and corporate support.

Budget Code: OSC-0-S-1T3-LS-ECTS $580,000.00

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 requests:

- Truescreen, Inc., for continued criminal background screenings;
  BGC-0-0-EMB-HR-ECTS $200,000;
- Danceworks, Inc. for multi-arts lessons;
  Varies by location using services $250,000;
- DBT in Schools, LLC, for training for school psychologists and school social workers;
  SDV-0-S-8I3-DE-ECTS.....$87,500;
- Labster for district license for lab-simulation platform;
  ITS-0-0-9P3-TC-ESWR,.....$132,000;
- Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee for credit-bearing college courses;
  GN4-0-I-9Y3-EO-ECTS $470,000.00;
- Viterbo University for reduced tuition for employees enrolled to become licensed educators;
  SDV-0-0-SIS-HR-EUWT $200,000;
- EDBLOX, Inc., d/b/a Elevate K12, for online instruction with licensed Wisconsin teachers;
  DTI-0-S-9Y3-HR-ECTS $2,506,300;
- United Way of Greater Milwaukee & Waukesha County for services associated with the Community Schools Partnership;
  OSC-0-S-1T3-LS-ECTS .....$580,000.

This item authorizes expenditures as indicated in the attachments provided under separate cover.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the exception-to-bid requests 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, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

* * * * *

(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Contracts for Textbooks and Instructional Materials

RFP 1063 Authorization to Enter into Contracts with McGraw-Hill Education, Inc., d/b/a McGraw Hill, LLC; Wisconsin Historical Society Press; Houghton Mifflin Harcourt Publishing Co.; and Teachers Curriculum Institute for Social Studies, High-school Citizenship, US History, and World History Textbooks and Instructional Materials

The Administration is requesting authorization to enter into Contracts with McGraw-Hill Education, Inc., d/b/a McGraw Hill, LLC; Wisconsin Historical Society Press; Houghton Mifflin Harcourt Publishing Co.;and Teachers Curriculum Institute for social studies, high-school citizenship, US history, and world history textbooks and instructional materials. These social studies materials will be available in both digital and hard copy for all students. Every student will have the resources to participate in high-quality inquiry-based learning through the many lenses of social studies literacy.

The request to waive administrative policy 3.09(9)(e) and issue the contract for an eight-year period allows the District to ensure price levels for eight years.

Contractors were chosen pursuant to RFP 1063, which closed on November 19, 2021. The contracts will run from August 1, 2022, through July 31, 2030, and will not exceed $11,598,113.89, as follows:

Budget Code:	SSC-0-I-8G3-CI-ETXB (Textbooks)	
	McGraw-Hill Education, Inc., d/b/a McGraw Hill LLC	$4,781,531.10
	Wisconsin Historical Society Press	$453,257.29
	Houghton Mifflin Harcourt Publishing Co	$3,703,019.50
	Teachers Curriculum Institute	$2,660,306.00
	Total	$11,598,113.89

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

Budget Code:	SSC-0-I-8G3-CI-ETXB (Textbooks)	$11,598,113.89

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the request to waive Administrative Policy 3.09(9)(e) and to enter into the contracts as set forth in the attachments provided under separate cover.

Director Siemsen moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 11) Action on Monthly Facilities Matters: FMS Award of Material Purchase and Report on Emergency Purchase

Material Purchase

Bag Salt

Various MPS Sites

Prime Contractor
Bureau of Correction Enterprises
3099 East Washington Avenue
Madison, WI 53708

Authorization to approve the purchase of bag salt for use at MPS schools. These purchases will be made under the Wisconsin Department of Corrections' cooperative purchase, contract number 505ENT-M18-ICE MELTER-01, for bags of salt and will be in accordance with the unit pricing on quote dated October 2, 2017.

Budget Code: Various.....$120,000

Report of Emergency Contract

This emergency contract is being reported as required by Administrative Policy 3.09, Purchasing and Bidding Requirements. FMS approached three vendors to solicit quotes and purchase concrete bollards to be placed around MPS's school sites to deter reckless driving and to protect pedestrians.

One vendor fabricated a prototype unit, but the finish and appearance did not meet the approval. Another vendor could not meet the demand of the proposed schedule. The last vendor was able to provide a unit that meets approval with the finish, appearance, and proposed schedule.

Wausau Tile will provide the bollards, with delivery to MPS starting approximately September 1, 2022, and completion of all 700 by October 31, 2022. The cost will be $217,638.04.

The purchase was funded through the major remodeling construction fund, budget code OPR0A9J2FMECNC, Project 8078, in the amount indicated above.

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 is the material purchase recommended for the Board's approval at this meeting:

Material Purchase

- Bureau of Correction Enterprises, for the purchase of bag salt for use at various MPS schools
  Contract number: 505ENT-M18-ICEMELTER-01 .....$120,000

Implementation and Assessment Plan

Upon the Board's approval, the material-purchase contract, as provided under separate cover, will be executed.

Administration's Recommendation

The Administration recommends that the Board approve the material purchase as 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, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

* * * * *

(Item 12) 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 2021-22 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 2022-23 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 Summary

Expulsion Authority

Year	Expulsions	Expulsion Authority
1995-96	113	
1996-97	133	Central Office Directors, Managers, Coordinators
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

Year	Expulsions	Expulsion Authority
.2021-22	169	Independent Hearing Officers

		Black		Non-Black		Offenses			
	Total	Male	Female	Male	Female	Firearms	BB Guns	Drugs	Other
2009-10	400	227	115	43	15	13	13	45	329
20010-11	415	273	94	35	13	4	21	68	322
2011-12	380	241	86	40	13	4	27	55	294
2012-13	326	218	76	27	5	2	19	54	251
2013-14	311	1	68	22	9	10	27	56	218
2014-15	162	118	31	10	9	4	21	31	106
2015-16	191	126	46	15	4	4	27	29	131
2016-17	116	58	48	6	4	5	12	14	85
2017-18	128	68	31	22	7	0	20	25	83
2018-19	193	98	60	26	9	2	9	32	150
2019-20	100	52	25	11	12	2	9	15	74
2020-21	0	0	0	0	0	0	0	0	0
2021-22*	169	73	57	26	13	6	14	50	99

*Through June 30, 2022

Student Expulsion Statistics, 2020-21* and 2021-22

Data are through June 30, 2022

*Due to COVID-19 pandemic, schools were closed, and most classes was virtual.

By Age

Age	2020-21	2021-22	
7 to 11	0	8	5%
12	0	12	7%
13	0	16	9%
14	0	20	12%
15	0	31	18%
16	0	48	29%
17	0	25	15%
18	0	7	4%
19	0	2	1%
20	0	0	0%
Total	0	169	100%

By Gender

	2020-21	2021-22	
Male	0	99	59%
Female	0	70	41%
Total	0	169	100%

	Firearms		Other Guns		Controlled Substance		Other		Total	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
Male	0	6	0	14	0	34	0	45	0	99
Female	0	0	0	0	0	16	0	54	0	70
Total	0	6	0	14	0	50	0	99	0	169

By Conduct

	2020-21	2021-22	
Assault	0	0	0%
Battery	0	21	12%
Controlled Substance	0	50	30%
Firearms	0	6	4%
Other Conduct	0	50	30%
Other Guns	0	14	8%
Other Weapons	0	28	16%
Total	0	169	100%

By Ethnicity

	2020-21	2021-22	
Native American	0	4	2%
African American	0	130	77%
Asian	0	1	1%
Hispanic	0	32	19%
White	0	2	1%
Total	0	169	100%

	Firearms		Other Guns		Controlled Substance		Other		Totals	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
Native American	0	0	0	0	0	2	0	2	0	4
African American	0	4	0	7	0	40	0	79	0	130
Asian	0	0	0	1	0	0	0	0	0	1
Hispanic	0	2	0	5	0	8	0	17	0	32
White	0	0	0	1	0	0	0	1	0	2
Other	0	0	0	0	0	0	0	0	0	0
Total	0	6	0	14	0	50	0	99	0	169

By Month of Incidents

	2020-21	2021-22	
July	0	0	0%
August	0	13	8%
September	0	26	15%
October	0	25	15%
November	0	23	14%
December	0	12	7%
January	0	9	5%
February	0	14	8%
March	0	16	9%
April	0	18	11%
May	0	13	8%
June	0	0	0%
Total	0	169	100%

By Number of Days Expelled

Range	2020-21	2021-22	
0-29	0	9	5%
30-90	0	11	7%
91-140	0	68	40%
141-350+	0	81	48%
Until Age 21	0	0	0%
Total	0	169	100%

By Expulsion Assignments

Assignment	2020-21	2021-22	
Banner Prep	0	50	30%
Southeastern	0	31	18%
Synergy S.	0	44	26%
Special Ed	0	29	17%
On-Line School	0	9	5%
Regular School	0	3	2%
Non-MPS	0	2	1%
Graduated	0	1	1%
Total	0	169	100%

By Services Offered

	Firearms		Other Guns		Controlled Substance		Other		Total	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
Services	0	6	0	14	0	50	0	99	0	169
No Services	0	0	0	0	0	0	0	0	0	0
Total	0	6	0	14	0	50	0	99	0	169

By Schools

Elementary Schools

	2020-21	2021-22	
Cass	0	1	5%
Fairview	0	1	5%
Franklin	0	1	5%
Grantosa	0	1	5%
Kluge	0	1	5%
Lancaster	0	2	10%
Longfellow	0	3	15%
MacDowell	0	2	10%
Starms DLC	0	1	5%
Story	0	3	15%
Townsend	0	1	5%
Vieau	0	2	10%
Whitman	0	1	5%
Total	0	20	100%

Middle Schools

	2020-21	2021-22	
Audubon	0	1	4%
Douglas	0	1	4%
Green Tree	0	1	4%
King	0	5	17%
Lincoln	0	5	17%
Meir	0	2	7%
Milw Sign Language	0	3	11%
Milw School of Languages	0	2	7%

	2020-21	2021-22	
Morse	0	2	7%
Roosevelt	0	3	11%
Wedgewood	0	3	11%
Total	0	28	100%

High Schools

	2020-21	2021-22	
Alliance	0	1	1%
Audubon	0	1	1%
Bay View	0	8	7%
Bradley Tech	0	15	13%
Grandview	0	1	1%
Green Tree	0	5	4%
Hamilton	0	6	5%
MacDowell	0	1	1%
Madison	0	7	6%
Marshall	0	14	12%
MHSA	0	3	3%
Milw Sch Lg	0	3	3%
North Div.	0	2	2%
Obama SCTE	0	3	3%
Project STAY	0	1	1%
Pulaski	0	6	5%
Riverside	0	10	8%
Rufus King	0	6	5%
South Div.	0	9	8%
Vincent	0	10	8%
Washington	0	2	2%
WCLL	0	1	1%
Total	0	115	100%

Partnership/Alternative Schools

	2020-21	2021-22	
Banner Prep	0	1	20%
Synergy S.	0	0	0%
Southeastern	0	1	20%
Shalon	0	0	0%
Assata	0	3	0%
Nova	0	0	60%
Total	0	5	100%

Non-instrumentality Charter Schools

	2020-21	2021-22	
Carmen SE	0	1	100%
Carmen NW	0	0	0%
Total	0	1	100%

By Activity during Expulsion Period

	2020-21	2021-22	
Court-ordered	0	0	0
Incarcerated	0	0	0
Alternative School	0	154	91%
On-line School	0	9	5%
Regular School	0	3	2%
Non-MPS	0	2	1%
Graduated	0	1	1%
Out of State	0	0	0
Worked FT	0	0	0
Worked PT	0	0	0
No Response	0	0	0
Hospitalized	0	0	0
Total	0	169	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 costs of processing student expulsion cases are for the transcription services and the cost of the Independent Hearing Officers. These costs were previously approved in the FY 2023 budget for the Department of Student Services.

Administration's Recommendation

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2022-23 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 2021-22 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, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 7.

Noes — None.

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(Item 13) Reports of the Board's Delegates

The Board received the report of its delegate to the Library Board.

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(Item 14) Monthly Report of the President of the Milwaukee Board of School Directors

In an effort to support the goals identified by MPS as essential to the accomplishment of MPS's Vision and Mission, the President's activities from June 2022 included the following:

Academic Achievement

- I attended the first three meetings of the MPS Inclusive Perspectives Social Studies Committee, which had been set up by the Board and Administration to supplement the social studies textbooks that were adopted. The Committee is looking for omissions and inaccuracies in the books and will make recommendations as to how teachers should handle such shortcomings in the textbooks. This year the committee is focusing on the new books for 3rd through 6th grades. I am excited about the strong group of teachers who are working on the committee.
- I participated in nine hours of professional development with the team of social studies teachers who are reviewing the content of our recently-adopted social studies books for bias, inaccuracies, and omissions.
- I presented at a conference sponsored by the African American Policy Forum with two MPS teachers — Areli Gomez and Alyssa Mussa. The conference was entitled Critical Race Theory Summer School. The three of us participated in a panel discussion titled Organizing and Teaching against White Narratives in Social Studies textbooks.

Effective and Efficient Operations

- I met with the MPS Foundation's staff and board members as we reviewed attempts to increase donations to MPS.

Student, Family, and Community Engagement

- Throughout July I have responded to constituent emails, phone calls, and texts.
- I participated in a meeting with Ken Hansen and representatives from UWM, MIAD, MATC, and Marquette to discuss how a digital-design campaign might encourage larger turnouts in our upcoming elections.

- I met with members of Citizen Action of Wisconsin and participated with Director Herndon in a press conference promoting our resolution on connecting MPS's climate efforts with those of the City and the County.
- I am looking forward to participating with others in the Run Back to School event on Saturday, August 27, 2022, at Wick Playfield.

* * * * *

The Board adjourned at 9:38 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 25, 2022

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

Present — Directors Carr, Garcia, Gokalgandhi ,Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Absent — None.

Before moving on to the agenda, President Peterson asked for a moment of silence to commemorate the passing of the following members of the MPS Community:

- Olalekan "Ola" Benson, a retired teacher with the district;
- Dorothy Davis, a retired teacher from Pratt Elementary;
- Maureen Gleesing, a retired teacher from South Division High School;
- John Herr, a retired teacher from Escuela Vieau;
- Konrad Holtz, a substitute teacher for the district;
- Deborah Jasso, a retired paraprofessional from Grantosa Drive School;
- Aries Jones, a student at Madison High School;
- Gordan McKenzie, a retired boiler attendant from Wedgewood Park School; and
- Jeriek Vazquez-Marrero, a student at ALBA.

President Peterson also extended heartfelt condolences to the North Division community, which is mourning the loss of two leaders, Ms. Jaqueline Fears, who had been with North Division for almost ten years, most recently as its data processing secretary. and Mr. Keith Carrington, who started with Milwaukee Public Schools in 1997 as a paraprofessional and had served as principal at North Division since 2016.

Ms. Fears and Mr. Carrington worked tirelessly to support our students and families in the 53206 neighborhood.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of July 2022 were approved as presented.

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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 July through mid-August are also included in the following report.

Superintendent's Report, August 2022

Early Start's Day One Kickoff, 2022-23

MPS early-start schools across the city — including all high schools, grade 6-8 middle schools, and identified elementary schools — returned to school on August 15, 2022. Traditional-start elementary schools will return to school on Tuesday, September 6.

Larry Farris, principal of Milwaukee High School of the Arts, welcomed guests and families at the Day One kickoff. He was followed by Dr. Posley, who conveyed his appreciation to the MPS teams, students, and guests who ensured that the Day-one kickoff was a success.

Students arriving at schools all over the district received the red-carpet treatment as staff and guests greeted, cheered, chanted, and applauded students on to a successful first day of the 2022-23 school year.

Families interested in selecting MPS can still enroll via online registration or by visiting mpsmke.com/enroll.

MPS Ultimate Sports Day

Families poured into Wick Playfield for the first annual MPS Ultimate Sports Day on Saturday, August 6, 2022. MPS Athletics and Milwaukee Recreation hosted this event for first- through twelfth-graders to experience new sports and to learn the fundamentals.

Participants moved through stations around the field that included baseball, softball, cheer, basketball, football, cross-country, ultimate frisbee, track and field, golf, soccer, and tennis.

This was a great opportunity for students of all ages to become acquainted with sports which they may have been interested in playing, and it served as an introduction to sports with which they were unfamiliar. For others, it was a day out with the family.

Freshman Bridge: Preparing First-year Students for Their First Day of High School

Freshman Bridge, a two-day workshop held during the first week in August, is designed to provide students new to high school with critical information to prepare them for a successful transition. The preparation includes the logistics of navigating through the school, locker assignments, and credit requirements, along with team building, mindfulness exercises, and restorative practices. Sophomores, juniors, and seniors are an integral part of the success attributed to Freshman Bridge, as they buddy up with freshmen and lead sessions sharing their experiences as both newcomers to high school and as seasoned scholars. We look forward to seeing the class of 2026 in four short years in their caps and gowns.

GE Healthcare: Twenty-six Years of Service

For 26 years, GE Healthcare has partnered with MPS and has held GE Community Service Day to assist in the beautification of schools, classrooms, and courtyards. Over the years, more than one hundred MPS schools have received attention from caring volunteers to help students become more excited about returning to school and enjoying a pleasant environment.

This year, leaders from MPS and GE Healthcare hosted a kickoff event at Milwaukee Parkside School of the Arts. Volunteers were welcomed and appreciated as they carried out the work of painting, planting, fixing, and assembling items around the school to prepare for the students' return.

In addition to the beautification at Milwaukee Parkside School of the Arts, GE Healthcare took on projects at Bruce School, Maple Tree School, Parkview School, Stuart School, and Westside Academy.

Vincent High School's Students Show off Their Lambs at the Wisconsin State Fair

Three students in Vincent High School's agriculture program — seniors Arionna Harris and Donavon Tubbs and sophomore Kayziah Smith — spent an exciting summer working in the school's animal barn, getting ready for the Wisconsin State Fair. Vincent's students cared for the animals and competed over several days. While at the State Fair, the students were solely responsible for the care and preparation of their animals.

Vincent High School of Agricultural Sciences, which is the only school in Milwaukee County to offer an agriculture program, allows students to work with sheep, cattle, horses, goats, pigs, and chickens through the animal-science pathway.

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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

In the months ahead, the people of Wisconsin have an incredible opportunity to support the State's students and to communicate to state leaders the shared priority of providing readily available resources to schools.

News articles over the past month have again highlighted the fact that the State has not provided for students in districts across Wisconsin. School districts across the state have been under immense financial pressure over the past decade due to the Legislature's significant underfunding of students — and specifically students with disabilities. Where Wisconsin once provided a nearly 70% reimbursement rate to support Wisconsin's students with disabilities, that level has dropped to 29%. And while private schools receive a minimum 90% reimbursement for students with disabilities, the State grants their public-school peers only 29%. Understandably, concerns about the low level of support and the issue of basic fairness continue to grow.

There is a clear opportunity to restore and to substantially increase educational support for Wisconsin's children. With $5.6 billion currently available in state coffers, and financial reports indicating that revenues are on the rise, there is a greater future available to the State's children and a shared ability for the people of the State to make that future happen. In September, the State Superintendent and the Department of Public Instruction will put forward budget recommendations. The funding is clearly available to make those proposals a reality for students, as is the opportunity to work together to strengthen Wisconsin's 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 Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

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 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 July through mid-August.

Report to the Milwaukee Board of School Directors, August 2022

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability in the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of the fiscal stewardship of Milwaukee Public Schools. Each month, the OAE's monthly report will provide a highlight of one area of the OAE's Work Plan and Work Plan's progress from the previous month.

During the reporting period, the Office of Accountability and Efficiency began the analysis of FY22 activities, outputs, and outcomes. A final report on work completed as part of the FY22 Work Plan will be transmitted to the Board upon its completion.

Accountability and Efficiency Services

During the reporting period, Accountability and Efficiency Services updated and conducted staff training on the fulfillment of requests for impartial hearing officers as set forth in the Employee Handbook.

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

Contract Compliance Services (CCS)

On August 4, 2022, CCS's staff had the pleasure of providing a day of professional shadowing to one of our intergovernmental partners. During the day, staff provided an overview of CCS's processes used to assign Historically Underutilized Businesses (HUB), Communities in Need (COIN), and student-engagement requirements to district bids/RFPs. The exercise allowed the team not only the opportunity to showcase our processes to our colleagues, but also to share resources and tools used to assign participation assignments. Additionally, CCS and our partner shared best practices to ensure that we are on the right track to continuously provide healthy and robust programming for the community.

During the reporting period, CCS provided one-on-one compliance trainings to multiple contractors who are completing ESSER general construction projects. B2G Now, our real-time compliance-tracking system, allows contractors to report data monthly and to ensure full compliance with the CCS's requirements. CCS's trainings go a step further to include not only technical support, but opportunities to assist with COIN and student placement.

Additionally, six students completed their summer internships with Reflo Sustainable Water Solutions. The students celebrated their accomplishments during a graduation ceremony on August 5, 2022.

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 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 three expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors for August 19, 2022, at 9:00 a.m. and 10:30 a.m., and August 22, 2022, at 9:00 a.m.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers of August 19, 2022, and August 22, 2022.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel, Item Ten, Action on the Award of Professional Services Contracts, which had been forwarded to the Board without recommendation;
- Report of the Committee on Student Achievement and School Innovation, Item Three, Report with Possible Action Regarding Art Education, which had been set aside at the request of Director Herndon; and
- Report of the Committee on Student Achievement and School Innovation, Item Three, Report with Possible Action Regarding Music Education, which had been set aside at the request of Director Herndon.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Herndon 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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Nala Barnes	Building Service Helper I	$15.90/hr.	07/11/2022
2	Shapira Moore	Building Service Helper I	$15.90/hr.	07/25/2022
2	Jacnika Sandifer	Secretary I — 12-month	$37,003.00	07/11/2022
5	Anthony Dickens	School Kitchen Manager Trainee	$17.70/hr.	07/11/2022
5	Michael Skrivanek	Sheet Metal Worker	$48.60/hr.	0/20/2022
Promotions				
2	Sarah Knox	Paraprofessional	$22,803.00	07/01/2022
2	Kendra Pearson	Paraprofessional — Parent Involvement	$29,890.00	07/01/2022
5	Todd Borts	School Engineer I	$50,835.00	07/11/2022
2	Koa Branch	School Engineer I	$53,232.00	07/11/2022
2	Gwendolyn Anderson Starks	Secretary II	$48,557.00	07/25/2022
4	Zennia Sifuentes Perez	Secretary II	$41,116.00	07/25/2022
Rehires				
2	Erica Ramsey	Building Service Helper I	$16.96/hr.	07/11/2022
2	Viontae Williams	Building Service Helper I	$15.90/hr.	07/11/2022
2	Romell Jackson	Boiler Attendant Trainee	$41,262.00	07/25/2022
2	Michelle Beckley	Secretary I — 12-month	$47,486.00	07/25/2022

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					
5, r	Balistreri, Samuel	AMP Music	01/BA	$52,158.00	8/29/2022
5, nr	Barber, Sarah K	Early Childhood Spec Ed	01/MA	$87,984.00	8/29/2022
5, r	Bliss, Jena	AMP Music	01/BA	$48,705.00	8/29/2022
5, r	Gausmann, Patricia L	English as a Second Language	01/BA	$74,603.00	8/29/2022
5, nr	Hensel, Linda	AMP HPE	01/BA	$46,979.00	8/29/2022
1, r	Ibarra, Veronica E	Bilingual Education	01/BA	$74,603.00	8/29/2022
5, r	Irwin, Rose	Bilingual Education	01/BA	$46,979.00	8/29/2022
5, r	Laundrie, Alexandra	Multicategorical Comp. SEN	01/BA	$46,979.00	8/29/2022
5, nr	Lueder, Amber	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/29/2022
2, r	McNeil Harris, Francine Elizabeth	Music	01/MA	$87,984.00	8/29/2022
5, nr	Meyers, Katie F	Kindergarten (four-year-old)	01/BA	$50,432.00	8/29/2022
2, r	Moore, Jasmine	General Operations	01/BA	$46,979.00	8/29/2022
1, nr	Narens, Kimberly	Art	01/BA	$64,244.00	8/29/2022
2, r	Ragland, Jarvis C	Multicategorical Comp. SEN	01/MA	$52,105.00	8/29/2022
5, nr	Ruffner, Rhiannon	Art	01/BA	$46,979.00	8/29/2022
5, r	Rutter, Jonathan	AMP Music	01/BA	$52,158.00	8/29/2022
5, r	Schinner, Patrick J	General Operations	01/BA	$46,979.00	8/29/2022
5, nr	Schmeling, Heather M	Art	01/MA	$87,984.00	8/29/2022
5, nr	Schuler, Brooke	Title I, School-wide	01/BA	$46,979.00	8/29/2022
3, nr	Smith, Perry	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/29/2022
5, nr	Taylor, Morgan	Music	01/BA	$46,979.00	8/29/2022
5, nr	Witheft, Dana S	Gen'l Elem & K8 — All Grades	01/BA	$53,885.00	8/29/2022
5, r	Wright, Jamie Marie	Gen'l Elem & K8 — All Grades	01/MA	$80,431.00	8/29/2022

Codes	Name	Appointment	Level	Salary	Date
Speech Pathologist					
5, r	Bruns, Jessica Dianne	Speech Pathology	01/SLP	$64,204.00	8/29/2022
School Social Worker					
5, r	Hoeffert, Paige R	School Social Work	01/2A	$70,301.00	8/19/2022
School Social Worker, IB					
5, nr	Harkin, Erin R	School Social Work	01/2A	$58,971.00	8/1/2022
4, r	Krug, Grace	Social Work	01/2A	$58,971.00	8/1/2022
Occupational Therapist					
5, nr	Sieglaff, Tammy L	IDEA — Central Service	01/OTM	$67,357.00	8/29/2022
Teachers, IB					
5, r	Bartel, Brett A	Multicategorical Comp. SEN	01/MA	$67,211.00	8/8/2022
5, r	Bradshaw, Andrew	Music	01/BA	$46,979.00	8/8/2022
5, r	Brusewitz, Hannah Elizabeth	Foreign Language	01/BA	$57,338.00	8/8/2022
5, r	Cady, Patrick	Mathematics	01/BA	$52,158.00	8/8/2022
5, nr	Christou, Phaedra	Spec Ed Multicategorical	01/MA	$82,318.00	8/8/2022
1, nr	Crowley, Michael J	English	01/MA	$63,435.00	8/8/2022
4, nr	Garcia, Beatriz	Multicategorical Comp. SEN	01/MA	$74,765.00	8/8/2022
5, nr	Hiller, Bryan	Health & Phy Ed	01/MA	$53,993.00	8/8/2022
2, r	Hood, Jason E	Math	01/MA	$78,542.00	8/8/2022
5, r	Johnson, Noah	Health & Phy Ed	01/BA	$48,705.00	8/8/2022
5, r	Kactro, Christopher	Cat English, High-school	01/BA	$46,979.00	8/8/2022
5, r	Maiter, Ryan Robert	AMP HPE	01/BA	$60,791.00	8/8/2022
5, nr	Marek, Ronald J	Specialty Prgm Implementor	01/BA	$69,423.00	8/8/2022
5, r	Mulder, Gerrit	English	01/BA	$46,979.00	8/8/2022
5, r	O'Dowd, Maureen	Cat Math, Middle-school	01/MA	$53,993.00	8/8/2022
5, r	Pacer, Sydney	Science	01/BA	$46,979.00	8/8/2022
2, r	Roberts, Keith D	AMP HPE	01/MA	$67,211.00	8/8/2022
5, r	Schaap, Ellie J	Art	01/BA	$46,979.00	8/8/2022
4, r	Schaecher, Claire	AMP Music	01/BA	$46,979.00	8/8/2022
5, nr	Schwebe, Erica	English	01/BA	$46,979.00	8/8/2022
3, nr	Soung, Yuepeng	Science	01/BA	$65,970.00	8/8/2022
5, r	Spelker, Samantha Rose	Science	01/MA	$57,769.00	8/8/2022
5, r	Steeves, Andrew	English	01/MA	$61,547.00	8/8/2022
5, r	Steffenhagen, Duane Ernst	Early Childhood Spec Ed	01/BA	$74,603.00	8/8/2022
5, nr	Temple, Dylan Alexander	English	01/BA	$46,979.00	8/8/2022
4, nr	Vizcaya Alvarado, Diana Paola	Bilingual Ed	01/BA	$48,705.00	8/29/2022
Library Media Specialist, IB					
2, r	Cooper, Tonya V	AMP Library	01/2FB	$49,193.00	8/1/2022
5, r	Goodwin, Angela Marie	Library	01/2FM	$92,130.00	8/1/2022
School Counselor, Early Start					
4, r	Guizar, Samantha	Guidance	01/MA	$52,105.00	8/8/2022
5, nr	Woodruff, Shane	Guidance, Various	01/MA	$52,105.00	8/8/2022
Teacher Leaders, Early Start					
5, r	Bauer Kulas, Amy E	Educational Operations	1D/BA	$72,174.00	8/1/2022
5, nr	Easterling II, Jimmy O	Educational Operations	1D/MA	$71,052.00	8/1/2022
5, nr	Loosen, Suzanne A	Educational Operations	1D/MA	$99,393.00	8/1/2022
5, r	Morris, Connor C	Educational Operations	1D/BA	$64,201.00	8/1/2022
3, r	Stanioch, Carolynne V	Educational Operations	1D/MA	$101,572.00	8/1/2022
School Psychologists, 10-month					
5, r	DeWitt, Seidl	Psychological Services, CS	FLT/51C	$60,563.00	8/19/2022
2, r	Freeman, MacKenzie	School Psych Services	FLT/51C	$60,563.00	8/19/2022
5, nr	Kinkade, David	School Psych Services	FLT/51C	$88,259.00	8/19/2022
5, nr	Milek, Emma C	Psychological Services, CS	FLT/51C	$60,563.00	8/19/2022
5, r	Pirman, Milena	School Psych Services	FLT/51C	$60,563.00	8/19/2022
4, r	Quiles, Estefania	School Psych Services	FLT/51C	$60,563.00	8/19/2022
4, nr	Rodriguez Gonzalez, Lorena	School Psych Services	FLT/51C	$60,563.00	8/19/2022

Codes	Name	Appointment	Level	Salary	Date
2, nr	Seabrook, Sabelle	School Psych Services	FLT/51C	$60,563.00	8/19/2022
School Psychologists, IB — 10-month					
5, nr	Abraham, Ellie	School Psych Services	FLT/51C	$60,563.00	8/1/2022
5, nr	Beeders, Madeline	School Psych Services	FLT/51C	$60,563.00	8/1/2022
4, nr	DeLeon, Samantha	School Psych Services	FLT/51C	$60,563.00	8/1/2022
5, r	Verhulst, Jacquelyn	School Psych Services	FLT/51C	$60,563.00	8/1/2022
Teachers					
5, r	Ernest, Emily A	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
4, nr	Garcia, Kelsey S	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
5, nr	Hanson, Sarah M	Multicategorical Comp. SEN	XX/4W2	$46,144.00	8/29/2022
2, r	Johnson, Nikole Lee	Regular (five-year-old) Kindergarten	XX/4W2	$46,144.00	8/29/2022
2, r	Spencer, Jaquil V	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
Teachers, IB					
2, r	McDuffie, Deanna D	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/8/2022
2, r	Robinson, Dion	Art	XX/4W2	$46,144.00	8/8/2022

		Counts				
Codes		Teachers	SSWs	Psychs	Other	Total
1	Native American	3	0	0	0	3
2	African American	10	0	2	0	12
3	Asian/Oriental/Pacific Islander	3	0	0	0	3
4	Hispanic	4	1	3	1	9
5	White	44	2	7	2	55
6	Other	0	0	0	0	0
7	Two or more ethnic codes	0	0	0	0	0
	Males	23	0	1	1	25
	Females	41	3	11	2	57

r Resident
nr Non-resident
a Reappointment without tenure
b Reappointment with tenure

Levels
BA Bachelor's Level (Teachers)
MA Master's Level (Teachers)

Certificated Leaves of Absence

	Present Assignment	Effective From
Military Leave, August 2022		
Samora Johnson	Starms Elementary	August 8, 2022
Illness Leave, August 2022		
Lena Sills	Milwaukee School of Languages	August 8, 2022
Personal Leave, August 2022		
Stephanie Wallander	Thurston Woods Campus	August 29, 2022

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Other Dist	13.2	2	Vaolare Abney	Teacher	Green Tree Prep	08/02/2022
Personal	15.6	4	Diana Alfonzo	Teacher	Central Svcs	07/27/2022
Personal	1.3	5	Samira Bachi	Teacher	MACL	06/16/2022
Other Dist	1.0	2	Alicia Barr	Teacher	Marshall	08/05/2022
Other Dist	0.5	5	Andrew Bartel	Teacher	Bradley Tech	07/26/2022
Other Dist	21.0	5	Kimberly Bartelme	Teacher	Parkside	08/04/2022
Other Dist	3.0	5	Laura Bolen	Teacher	Sherman	07/25/2022
Other Dist	9.0	2	Ingrid Campbell	Teacher	Green Tree Prep	07/13/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	29.5	2	Deborah Cannon	Teacher	Thoreau	07/12/2022
Other Dist	6.5	5	Bryce Coppersmith	Teacher	Bay View HS	07/08/2022
Personal	5.0	4	Juan Corona	Teacher	Greenfield	08/04/2022
Retire	20.7	2	Rachel Crumpton	Teacher	HS of the Arts	08/08/2022
Personal	22.7	5	Ray Curry	AP	Victory	07/07/2022
Personal	0.1	5	Luke Daniels	Teacher	Bay View Mont	08/29/2022
Other Dist	8.0	2	Pamela Davis	Teacher	Keefe	07/25/2022
Personal	8.0	5	Erin Dentice	Teacher	Parkside	07/11/2022
Other Dist	2.0	5	Logan Duerst	Teacher	Audubon HS	07/26/2022
Retire	30.0	5	Heidi Fritz	Teacher	Burdick	08/29/2022
Personal	13.6	5	Matthew Gagnier	Teacher	Audubon MS	07/22/2022
Other Dist	5.0	5	Amy Gibson	Counselor	Riverside	07/12/2022
Personal	2.0	7	Joanna Gonzalez	Teacher	Westside Acad	07/28/2022
Other Dist	9.6	4	Martin Guerra	Spec Ed Sup	Central Svcs	07/29/2022
Personal	5.8	5	Mary Kay Heinold	Teacher	Maple Tree	07/29/2022
Other Dist	2.0	5	Darien Hiller	Teacher	Gaenslen	08/28/2022
Personal	4.0	5	Lisa Holewa	Teacher	Craig	07/21/2022
Personal	1.0	5	Laura Hopps	Teacher	Morse	07/13/2022
Personal	5.0	5	Taylor Hernandez	Psych	Engelburg	07/14/2022
Personal	12.5	5	Brian James	Teacher	Bradley Tech	08/01/2022
Other Dist	10.7	5	Melissa Kavanagh	Teacher	Vincent	07/15/2022
Retire	35.0	5	Michael Key	Teacher	Garland	08/01/2022
Personal	13.9	5	Christine Kierzek	Teacher	Audubon HS	05/28/2022
Other Work	2.0	4	Sandra Lamers Hernandez	Soc Worker	Longfellow	07/11/2022
Retire	24.0	5	Alice Lanphier	Teacher	Rufus King HS	08/08/2022
Personal	3.0	5	Lindsay Loughrin	Teacher	Rufus King MS	08/12/2022
Other Work	4.0	4	Susana Marin	Teacher	ALBA	07/21/2022
Personal	1.9	5	Andrew McAleese	Teacher	South Division	05/11/2022
Other Dist	2.5	6	Kawana Momon	Teacher	Starms	07/22/2022
Other Dist	10.1	5	Krista Ostrowski	Audiologist	Central Svcs	07/22/2022
Retire	20.0	5	Sharon Preuss	Spec Ed Sup	South Division	07/15/2022
Personal	9.6	2	Kristin Reams	Counselor	Central Svcs	07/29/2022
Other Dist	7.6	2	Isaiah Rembert	Teacher	Bradley Tech	08/07/2022
Personal	6.5	2	Chimere Roundtree	Teacher	Vincent	08/01/2022
Personal	13.8	2	Terica Ruffin	Teacher	Bradley Tech	08/01/2022
Personal	21.5	5	Daniel Scherbert	Teacher	Rogers Street Acad	08/02/2022
Personal	4.0	5	Michelle Stephan	Teacher	95th Street	08/12/2022
Personal	2.0	2	Calla Stokes	Teacher	Metcalfe	08/02/2022
Personal	26.6	3	Soua Thor	Teacher	Clarke	07/15/2022
Personal	1.0	5	Kristin Verenski	Teacher	Hopkins Lloyd	07/29/2022
Other Dist	8.9	5	Anthony Wojcicki	Teacher	MacDowell	08/10/2022
Other Dist	8.0	4	Christine Wojciechowski	Teacher	ALBA	07/22/2022
Other Work	3.0	5	Matthew Zaccone	Teacher	Longfellow	08/04/2022
Personal	1.6	5	Josh Zimmers	AP	Transition HS	07/28/2022

Classified Retirements

Retire	26.9	5	Nola Goggins	Secretary I	Bethune	08/05/2022
Retire	13.5	5	Gary Hodel	Para	Milw Sch of Lang	07/27/2022
Retire	22.8	5	Janet Kasprzak	Secretary II	Wedgewood Park	07/30/2022
Retire	33.2	5	Quinn Kopplin	Supervisor I	Facilities & Maint	07/22/2022
Retire	22.9	2	Tia Moore	Secretary I	Kilbourn	07/29/2022
Retire	27.9	5	Lynn Ruhl	Director II	Finance	07/26/2022
Retire	26.6	5	Kathleen Veit	Secretary I	Riverside	07/27/2022

Reasons

Other District.....18
Other Work.....3
Personal.....25
Retirement.....13 (7 Classified & 6 Certificated)

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for July 2022 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 on the balance of the reports of the Standing Committees.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

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	Assignment	Sched	Range	Amount
2, r	Sylvia Traylor	Principal, Jackson	Office of the Chief of School Administration	03	13T	$119,501
5, r	Dana Berlin	Manager I, Talent Management	Office of the Chief of Human Resources	03	11A	$118,581
2, r	Cheryl Crosby	Program Specialist III, Ed Services	Office of the Chief of Academics	03	10A	$111,594
2, r	Delicia Laster	Principal II, Burbank	Office of the Chief of School Administration	03	14T	$106,280
5, r	Nicole Armendariz	Director I, Communications & Outreach	Office of the Chief of School Administration	03	14A	$97,755
2, r	Dennis Daniels	Assistant Principal I, Metcalfe	Office of the Chief of School Administration	03	10C	$97,323
6, nr	Linda Ergeson	Facilities Planning Analyst II	Office of the Chief of Operations	03	06A	$90,812
1, r	Shalanda Driver	Assistant Principal I, 53rd St	Office of the Chief of School Administration	03	10C	$79,403
5, nr	Yasmine Al Abdul Raheem	Research Specialist I, Student Services	Office of the Chief of Communications and School Performance	03	08A	$73,777
5, r	Rickey Gray	Coordinator II, F&M	Office of the Chief of Operations	03	07A	$69,168
2, r	Kinishewa Quinn	Accountant IV, Finance	Office of the Chief of Finance	03	06A	$68,551
4, r	Brenda Saucedo	Accountant II, School Nutrition	Office of the Chief of Finance	03	04A	$59,648
2, r	Kenyetta Maclin	Accountant I, Finance	Office of the Chief of Finance	03	03A	$56,053
2, r	Ebony Staples	Planning Assistant II, Nutrition Services	Office of the Chief of Finance	03	02A	$49,905
4, r	Charis Montanez	Assistant I, Student Enrollment	Office of the Chief of School Administration	03	01A	$48,101

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	Assignment	Hourly Wage	Dates
2, r	Carol McKay	Professional Development Specialist	Office of the Chief of Academics	$40.00	07/01/22-12/31/22
5, nr	Cynthia McMahon	Professional Development Specialist	Office of the Chief of Academics	$40.00	07/01/22-12/31/22
2, r	Mary Henry	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Dean Haith	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
2, r	Rozalia Harris	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
2, r	Ruth Aviles	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Cheryl Bohnsack	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, nr	Mae Beard	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
2, r	Justine Hutchins	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Steven Krey	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Robin Kitzrow	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
4, r	Lourdes Ocampo-Lewis	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Therese Meurer	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Roberta Mc Loud	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Debbie Karow	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Robin Waeltz	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Cynthia Shields	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Nina Zealy	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
2, r	Louise Young-Benson	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, nr	Michael Fendry	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
2, r	Willie Fuller	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Geoffrey Carter	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	John Zablocki	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
2, r	Ouida Williams	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
2, r	Mondell Mayfield	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
2, r	Janie Hatton	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
2, r	Kelvin Robinson	Induction & Support	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
5, r	Michelle Wielebski	Teals Support	Office of the Chief of School Administration	$30.00	08/01/22-12/30/22
5, nr	Peggie Serak	Science Lab Resources Instructor, Trowbridge	Office of the Chief of School Administration	$26.33	07/01/22-12/31/2

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, r	Cassu Green	Youth Mentor	Office of the Chief of School Administration	$22.00	08/01/22-12/30/22
2, r	Danny Hamilton	Youth Mentor	Office of the Chief of School Administration	$22.00	08/01/22-12/30/22

Approved with the roll call vote on the balance of the reports of the Standing Committees.

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(Item 3) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend Contracts Related to Employee Benefits

RFP 1008 Authorization to Contract with UnitedHealthcare Services, Inc., (UHC) for Administration of the District's Health Plans

The Administration is requesting authorization to extend a contract with United Healthcare Services, Inc., (UHC) for the administration of the District's self-funded health plans. The contractor was chosen pursuant to RFP 1008, which closed on March 21, 2019.

In August 2019, the Board approved a contract with UHC with an initial term running from January 1, 2020, through December 31, 2022, (the "Initial Term") with two one-year options to extend if certain performance metrics incorporated into the contract were met. The first extension will run from January 1, 2023, through December 31, 2023.

The waiver is being requested as this would be the third year of the contract with the potential for one additional year if performance metrics are met.

The total cost of the contract for this first extension will not exceed $4,577,844

Budget Code: DWC-00-EMB-DW-EMDI (Employee Benefits — Medical Insurance) $4,577,844

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
270,000	26,393	52,759	No	0	NA	NA	NA	300	10

RFP 1009 Authorization to Contract with UnitedHealthcare Services, Inc., through Optum Rx, for Prescription Drug Administration

The Administration is requesting authorization to extend a contract with United Healthcare Services, Inc., through OptumRx, for prescription drug administration. The contractor was chosen pursuant to RFP 1009, which closed on March 28, 2019.

In August 2019, the Board approved a contract with UHC with an initial term running from January 1, 2020, through December 31, 2022, (the "Initial Term") with one two-year option to extend if certain performance metrics incorporated into the contract were met. This extension will run from January 1, 2023, through December 31, 2024.

The waiver is being requested as this would be the fourth and fifth years of the contract.

The total cost of the contract in this extension will not exceed $535,000.

Budget Code: DWC-00-EMB-DW-EMDI (Employee Benefits — Medical Insurance) $535,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
270,000	26,393	52,759	No	0	NA	NA	NA	100	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 standalone contracts related to employee benefits

- United Healthcare Services, Inc,. (UHC), for Administration of the District's Health Plans;
  DWC-00-EMB-DW-EMDI..... $4,577,844
- United Healthcare Services, Inc., through Optum RX, for Prescription Drug Administration;
  DWC-00-EMB-DW-EMDI..... $535,000.

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 request to waive Administrative Policy 3.09(9)(e) and to enter into the contracts as set forth above.

Approved with the roll call vote on the balance of the reports of the Standing Committees.

* * * * *

(Item 4) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract Related to Flexible Spending Accounts

RFP 1084 P&A Administrative Services, Inc., DBA P&A Group, to Provide Administration of Health Flexible Spending Accounts and Dependent-care Flexible Spending Accounts for MPS Employees

Health flexible spending accounts allow employees to set aside tax-free dollars to be used for health expenses such as deductibles, copays for medical and prescription drugs, coinsurance, physician office visits, and dental and vision care. The dependent-care flexible spending account allows employees to set aside tax-free dollars to be used as reimbursement for work-related dependent-care expenses. The flexible spending accounts are voluntary to employees, who select the annual amount to contribute to the flexible spending accounts.

The contractor was chosen pursuant to RFP 1084, which closed on July 8, 2022. The contract will run from January 1, 2023, through December 31, 2025, (the "Initial Term") with the possibility of three one-year extensions, upon agreement of the parties, at the same terms. Certain performance guarantees are associated with the contract. The request to waive administrative policy 3.09(9)(e) and to issue the contract for a three-

year period, with the possibility of three one-year extensions, allows the District to ensure a five-year rate guarantee.

The total cost of the contract in the Initial Term will not exceed $78,100.00.

Budget Code: DWC-00-EMB-DW-EDPC (Dependent Care & Healthcare FSA — District-Wide) $78,100.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours per 12-month Contract)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	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

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 request to waive Administrative Policy 3.09(9)(e) and enter into the contract as set forth in the attachments to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the reports of the Standing Committees.

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(Item 5) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Authorize a Contract Related to Vision Benefits

RFP 1085 Authorization to Enter into a Contract with National Vision Administrators, LLC, (NVA) to Provide Vision Benefits to MPS Employees through a Fully-insured Vision Plan

The Administration is requesting authorization to enter into a contract with National Vision Administrators, LLC, (NVA) to provide vision benefits to MPS Employees through a fully-insured vision plan The selected vision plan's benefits provided to MPS employees includes, but is not limited to, a 100% covered eye examination, an allowance of $100 for eyeglasses frames, and standard glass or plastic lenses covered 100%, or, in lieu of eyeglasses, a $100 retail allowance on contact lenses. NVA's Eye Care Professional Network includes 95,489 providers at 17,711 locations. For MPS employees, there are, on average, two providers located within a five-mile radius of their homes.

Contractor was chosen pursuant to RFP 1085, which closed on July 12, 2022. The contract will run from January 1, 2023, through December 31, 2025, (the "Initial Term") with the possibility of three one-year extensions, upon agreement of the parties, at the same terms. Certain performance guarantees are associated with the contract. The request to waive administrative policy 3.09(9)(e) and to issue the contract for a three-year period with the possibility of three one-year extensions allows the District to ensure a four-year rate guarantee.

The total cost of the contract in the Initial Term will not exceed $2,250,000.00.

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance — Districtwide) $2,250,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours per 12-month Contract)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	400	1o

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 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 request to waive Administrative Policy 3.09(9)(3) and authorize the contracts as set forth in the attachments to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the reports of the Standing Committees.

* * * * *

(Item 6) Action on a Request to Approve Seasonal 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 programs through Milwaukee Recreation, primarily within school facilities.

The general fund cannot be used to pay costs related to Fund 80, Community Program and Services, including the cost for the use of school facilities. Therefore, as explained below, seasonal payments for school facility use are proposed for Milwaukee Recreation. The payments are based on the actual cost to permit the use of our buildings, which is an established charge.

Milwaukee Recreation's Seasonal Payment Summary for Use of School Facilities

Milwaukee Recreation will pay the Department of Facility 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) seasonally. 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 total annual expenses for pool chemicals for shared pools will be paid by Milwaukee Recreation to DFMS upon receipt of actual costs at the end of the annual term.

The following is an example of a seasonal payment for the use of school facilities by Milwaukee Recreation.

	Amount
Use of Facility	$661,417.12
Pool Chemicals	$—
Total to DFMS	$661,417.12
Amount of Total to be Used for Improvements (35%)	$231,496.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.04, Fund Transfer

Fiscal Impact Statement

There will be $2,000,000 set aside within the Extension Fund to pay for the use of school facilities by MPS Recreation from September 1, 2022, through August 31, 2023.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will work with Milwaukee Recreation to ensure proper payment is made on a seasonal basis and that 35 percent is designated for MPS's building modifications (Americans with Disabilities Act improvements, equipment replacement, facility enhancements) to benefit the respective schools and Milwaukee Recreation.

Committee's Recommendation

Your Committee recommends that the Board approve up to $2,000,000 for seasonal payments for the use of school facilities by Milwaukee Recreation from September 1, 2022, through August 31, 2023.

Approved with the roll call vote on the balance of the reports of the Standing Committees.

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Professional Service Contracts, Contract Extension, and Change Order Recommendation

Professional Services Contracts

RFP #484193 Small Gas-engine Repair at Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide small gas-engine repair at various MPS locations.

Selected Firm: Proven Power Inc., LLC

Contract Period: August 26, 2022-August 25, 2025

Budget Code: Various, annually not to exceed 100,000.00

RFP #484194 Small Electric Motor Equipment Repair at Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide small electric motor equipment repair at various MPS locations.

Selected Firm: San-A-Care, Inc. and Nassco, Inc.

Contract Period: August 26, 2022-August 25, 2025

Budget Code: Various, annually not to exceed 100,000.00

Contract Extension

——— CleanPower, LLC, to Provide Supplemental Cleaning Services for One Year

The Administration is requesting authorization to waive Administrative Policy 3.09(9))e) and to extend a contract with CleanPower, LLC, to provide supplemental cleaning services for one year.

The contractor was chosen pursuant to RFP #388029, which closed on July 11, 2019. The original contract was for three years. The request to waive administrative policy and issue the contract for a fourth year is due to the unforeseen high vacancy rate in the Department of Facilities and Maintenance Services. Extending the contract with CleanPower, LLC, will ensure that the Department of Facilities and Maintenance Services will have sufficient supplemental cleaning services to clean classrooms, offices, and common spaces in schools and district facilities when staffing levels are low.

Contract Period: August 30, 2022-August 29, 2023

Budget Code: BLD 00 BLO DW ECTS, annually not to exceed $785,000.00

Report on Change Orders

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

Lighting Upgrade

South Division Multi-Plex

Prime Contractor
ALLCON, LLC
12704 West Arden Place
Butler, WI. 53007

Budget Code: FCM 00 ECE CT ECNC7 (Project No. 7532)..... $64,122.00

The existing light fixtures in South Division High School's library and computer lab are currently nonfunctional. The existing fluorescent F-12 style, high-output lamps in the existing fixtures are obsolete and are no longer available for purchase. Therefore, new LED fixtures were proposed for this location and are being installed.

Energy Conservation Corridor Ceiling

South Division Multi-Plex

Prime Contractor
ALLCON, LLC
12704 West Arden Place
Butler, WI. 53007

Budget Code: FCM 00 ECE CT ECNC7 (Project No. 7532)..... $208,064.00

An unforeseen condition was encountered after the demolition of the corridor ceiling at South Division: In locations where the ductwork spanned the entire width of the corridor, it was not possible to access the structure above from which to hang the new ceiling grid. A new, engineered steel support structure was installed below the ductwork in these areas, to which the new ceiling grid is attached and supported.

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 Contracts

- Proven Power Inc., LLC, for small gas-engine repair services at various MPS locations;
  Code: Various — Annually not to exceed $100,000.00
- San-A-Care, Inc. & Nassco, Inc., for small electric motor equipment repair services at various MPS locations;
  Code: Various — Annually not to exceed $100,000.00

Contract Extension

- CleanPower, LLC, for supplemental cleaning services at various MPS locations;
  Code: BLD 00 BLO DW ECTS — Annually not to exceed $785,000.00

Change Orders

- Allcon, LLC. for the energy-conservation corridor ceiling and lighting upgrade at the South Division Multi-plex;
  Code: FCM 00 ECE CT ECNC7 ..... $272,186.00

Implementation and Assessment Plan

Upon the Board's approval, the professional services contracts, contract extension, and change orders, 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 contracts, contract extension, and change orders as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the reports of the Standing Committees.

* * * * *

(Item 8) 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

Purchases

——— Authorization to Purchase Ford Vehicles from Ewald's Hartford Ford, LLC

The Administration is requesting authorization to use a state contract to purchase from Ewald's Hartford Ford, LLC, nine Ford vehicles for use by the Department of Facilities and Maintenance. This purchase will be made under the State of Wisconsin's Contract #505ENT-M21-VEHICLES-00.

The nine vehicles to be purchased are:

- five 2023 Ford Transit 250 low-roof cargo vans, 130" WB, RWD, ECOBOOST (state contract bid item number F104) at $44,500, for a subtotal of $222,500
- four 2023 Ford Ranger XL 4WD Supercab, six-foot-long box (state contract bid item number R1F) at $33,000 each for a subtotal of ..... $132,000.

This will be a one-time purchase and funds expended will not exceed $354,500.

Budget Code: MTN-0-0-VRP-11-ERVH (Vehicle Replacement — Construction Fund) $354,500

——— Authorization to Purchase Athletic and Physical Fitness Equipment from Summit Commercial Fitness

The Administration is requesting authorization to make a one-time purchase of athletic and physical fitness equipment from Summit Commercial Fitness. This purchase will include the delivery and assembly of weight equipment, as well as two rubber flooring systems for the weight room at Bradley Tech High School.

This purchase is made under the University of Wisconsin-Madison's Cooperative Purchasing Agreement 22-5227 for athletic and physical fitness equipment.

The total cost of goods purchased from Summit Commercial Fitness will not exceed $139,989.00.

Budget Code: GEN-H-I-BDH-MT-ENCQ) $139,989.00

RFB 5794 Authorization to Issue a Purchase Order to Spiideo AB for Live-stream Cameras

The Administration is requesting authorization to issue a purchase order to Spiideo AB for live-stream cameras, which will be used to stream a vast majority of MPS's athletics events to remote audiences.

The vendor was chosen pursuant to RFB 5794, which closed on April 28, 2022.

The introduction of live-stream cameras for all MPS City Conference-member school gymnasiums and turf football stadiums would put our athletic programs on par with. or in line to succeed, those amenities offered by our suburban counterparts. Presently, MPS's athletic programs do not had the ability to offer this advanced technological option to our parents, remote family/community members, or fans. This option would allow us to expand our reach in the athletics space as well as to decrease the effects of COVID-19 by providing our most vulnerable constituencies or those not able to attend events in person to enjoy a remote viewing option. Live steaming has proven to be a new way to experience sports that otherwise would be only live and in-person. These fully-automated and cloud-based live-stream cameras are the future of sports broadcasting and the new standard in showcasing our MPS student-athletes as they pursue their athletic goals.

The total cost of the goods purchased will not exceed $90,454.

Budget Code: ATH-0-S-9T3-RC-ETHD $21,448
ATH-0-S-9T3-RC-ENTH $69,006

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

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.

C027248 Frontier Communications of America, Inc.

Original Contract Amount..... $4,500,000
Increase..... $300,000
Ending amount $4,800,000

On April 1, 2018, the Milwaukee Board of School Directors and Frontier Communications of America, Inc., entered into Professional Services Contract number C027248 for a premise-based, fully-managed Voice-over-IP (VoIP) phone system to support all 138 MPS locations, with a term of April 1, 2018, through March 31, 2023. On June 6, 2022, additional funds were added for replacement equipment during year five.

C029592 Quality Healthcare Options, Inc.

Original Contract Amount..... $24,875.00
Increase..... $25,005.60

First Extension.....$49,750.00
Second Extension 20,855.00
Ending amount: $120,485.60

On July 22, 2020, the Milwaukee Board of School Directors and Quality Healthcare Options, Inc., entered into Professional Services Contract number C029592 ("Contract"), with a term of October 1, 2020, through September 30, 2021, for nursing and training approved by the Wisconsin Department of Health Services' Division of Quality Assurance. On October 16, 2020, additional funds of $25,005.60 were added for training for up to 50 students. On September 9, 2021, the contract was extended for an additional year, through September 30, 2022, and funds of $49,750 added. On June 21, 2022, the contract was extended for additional year, through September 30, 2023, and additional funds of $20,855 were added for training students to become certified nurses' assistants.

C030290 Board of Regents of the University of Wisconsin System, on Behalf of the University of Milwaukee

Original Contract Amount.....$470,000.00
RCC 6/24/2022.....$149,436.70
Ending Amount $619,436.70

On January 1, 2022, the Milwaukee Board of School Directors and Board of Regents of the University of Wisconsin System, on behalf of the University of Milwaukee, entered into Professional Services Contract number C030290 ("Contract"), with a term of January 1, 2022, through July 31, 2022, for college courses for high-school students to earn both high-school and college credit. On June 24, 2022, the contract was extended for an additional two years, through July 31, 2024, with additional funds of $149,436.70.

C030102 Forward Service Corporation

Original Contract Amount.....$25,000
First Extension.....$25,000
Ending Amount $50,000

On August 16, 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 individual to fulfill the responsibility of all 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 during the 2021-22 school year. The contract was extended for an additional term, through June 30, 2023, and compensation not to exceed $25,000.

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 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			
King High School	Milwaukee Public Schools Foundation	$7,500.00	Debate Nationals
Total Monetary Donations over $5,000		*$7,500.00*	
Monetary Donations			
Audubon Middle School	Paul and Kathleen Oman	$500.00	General School Supplies
Bay View High School	Hollander	$100.00	Clubs — Gay/Straight Alliance
Bethune Academy	Ms. Leopold	$40.00	Fathers' Day Event
Fernwood School	United Way Milwaukee Wauksha	$435.00	General School Supplies
Fernwood School	Indu R Nayak	$200.00	Scholarship Trips
Franklin School	Megan Costello	$335.00	Playground Redevelopment

Location	Donor	Amount	Gift or Purpose
Franklin School	American Transmission Company	$300.00	Trees for Threes
Greenfield School	Pallo's Automotive Repair LLC	$2,000.00	Composting Services
Meir School	Milwaukee Public Schools Foundation	$2,500.00	Team Sponsorship
Hampton School	Meemic	$200.00	Soda-vending-Fund
Hopkins Street School	Box Tops for Education	$0.10	General School Supplies
King High School	Luke Laga	$500.00	Baseball
King High School	United Way Milwaukee Wauksha	$435.00	General School Supplies
Milwaukee School of Languages	German Immersion Foundation	$1,200.00	Classroom Activities —German
Office of Academics - Specialized Services	Wisconsin Masonic Foundation	$1,370.64	Project ADAM — AED Equipment
Obama School of Career and Technical Education	Jeffery Eastern	$90.00	General School Supplies
Obama School of Career and Technical Education	Lea Kyle Lewis	$150.00	General School Supplies
Thoreau School	Dairy Farm of Wisconsin	$334.00	General School Supplies
Wisconsin Conservatory	Box Tops for Education	$3.70	General School Supplies
	Total Monetary Donations	*$10,693.44*	
Non-monetary Donations			
Albert E. Kagel School	DonorsChoose	$416.65	Social Emotional Learning
Albert E. Kagel School	DonorsChoose	$631.10	Scholastic Magazines Are Awesome
Albert E. Kagel School	DonorsChoose	$637.98	Stem and Creativity
Albert E. Kagel School	DonorsChoose	$742.45	Decrease Classroom Clutter
Bethune Academy	Anonymous	$55.00	Doughnuts
Browning School	DonorsChoose	$263.75	Pre-K Planting Possibilities
Browning School	DonorsChoose	$475.36	Animal Habitats
Browning School	DonorsChoose	$481.46	Pre-K Shape-up
Browning School	DonorsChoose	$505.45	All Better
Browning School	DonorsChoose	$508.49	Recess Ruckus
Browning School	DonorsChoose	$541.44	Speech and Language Skills
Browning School	DonorsChoose	$595.82	Sensational Sand & Wonderful Water
Bryant School	DonorsChoose	$491.06	Indoor Recess Extravaganza
Burdick School	DonorsChoose	$424.08	Model Dream Houses Come to Life
Carver Academy	DonorsChoose	$842.36	Dress for Success, Middle School
Carver Academy	DonorsChoose	$651.07	Educational Kits & Games
Clemens School	DonorsChoose	$309.01	General Classroom Supplies
Clemens School	DonorsChoose	$220.72	Cleaning and Containers
Clement Avenue School	DonorsChoose	$1,680.19	1st-grade Switch
Doerfler School	DonorsChoose	$184.16	Fidget Time
Doerfler School	DonorsChoose	$219.64	General Classroom Supplies
Doerfler School	DonorsChoose	$236.00	Hoop It Up
Doerfler School	DonorsChoose	$281.34	Wind Beneath My Wings
Doerfler School	DonorsChoose	$330.14	General Classroom Supplies
Doerfler School	DonorsChoose	$714.95	General Classroom Supplies
Dr.B.Carson Academy of Science	DonorsChoose	$173.16	Community Clean Up
Dr.B.Carson Academy of Science	DonorsChoose	$259.33	Racial Justice and Representation
Dr.B.Carson Academy of Science	DonorsChoose	$164.71	Writing to Read
Dr.B.Carson Academy of Science	DonorsChoose	$229.22	I Can't Draw
Dr.B.Carson Academy of Science	DonorsChoose	$360.62	General Classroom Supplies

Location	Donor	Amount	Gift or Purpose
Dr.B.Carson Academy of Science	DonorsChoose	$585.62	Seating Options
Fifty-third Street School	DonorsChoose	$313.99	Pants, Prizes, and Snacks: Oh My
Forest Home Avenue School	DonorsChoose	$567.70	More Fun in a Colorful World
Forest Home Avenue School	DonorsChoose	$328.70	Ready, Set, Shoot
Forest Home Avenue School	DonorsChoose	$334.50	Materials to Complement
Forest Home Avenue School	DonorsChoose	$469.27	Engaging Learning
Forest Home Avenue School	DonorsChoose	$582.46	Great Beginnings, New Challenges
Forest Home Avenue School	DonorsChoose	$588.09	ABCs in Little Minds Learning
Forest Home Avenue School	DonorsChoose	$636.15	General Classroom Supplies
Franklin School	DonorsChoose	$5,054.27	Getting into the Outdoors
French Immersion School	DonorsChoose	$494.17	Sensory Objects
Gaenslen School	DonorsChoose	$492.33	General Classroom Supplies
Gaenslen School	DonorsChoose	$593.17	Poly-folders for Fifth Grade
German Immersion School	DonorsChoose	$1,299.93	Flexible Seating Options
Gilbert Stuart School	DonorsChoose	$290.56	My Feelings Are Important
Goodrich School	DonorsChoose	$317.35	Nifty Non-fiction Novels
Goodrich School	DonorsChoose	$224.60	Girls on the Run
Goodrich School	DonorsChoose	$249.61	Art Supplies
Goodrich School	DonorsChoose	$293.94	C Is for Cardstock
Goodrich School	DonorsChoose	$334.50	Small-group Center Activities
Goodrich School	DonorsChoose	$334.50	Digital Resources
Goodrich School	DonorsChoose	$374.24	B Is for Bubbles, J Is for Jump
Goodrich School	DonorsChoose	$381.55	Classroom Positivity
Goodrich School	DonorsChoose	$387.59	Hands-on Science
Goodrich School	DonorsChoose	$397.34	Comfortable Learning Space
Goodrich School	DonorsChoose	$409.58	Great Attendance
Goodrich School	DonorsChoose	$415.52	My Rock Stars
Goodrich School	DonorsChoose	$561.68	Clean and Healthy
Goodrich School	DonorsChoose	$606.64	STEM Learning
Goodrich School	DonorsChoose	$610.97	Let's Get Organized
Goodrich School	DonorsChoose	$611.90	Make Reading and Math Fun
Goodrich School	DonorsChoose	$673.15	Aspiring Artists
Goodrich School	DonorsChoose	$1,693.59	Art Supplies
Goodrich School	DonorsChoose	$152.69	Snacks for Success
Goodrich School	DonorsChoose	$505.57	Wonderful Writing
Grant School	DonorsChoose	$158.16	Creating a Colorful Classroom
Grant School	DonorsChoose	$265.43	Art Supplies
Grant School	DonorsChoose	$310.53	General Classroom Supplies
Grant School	DonorsChoose	$885.77	Snowy Day
Grant School	DonorsChoose	$1,109.95	General Classroom Supplies
Grant School	DonorsChoose	$1,261.81	General Classroom Supplies
Grantosa Drive School	DonorsChoose	$471.54	Books
Grantosa Drive School	DonorsChoose	$1,094.12	Food, Clothing & Hygiene
Gwen T. Jackson School	DonorsChoose	$697.87	General Classroom Supplies
Gwen T. Jackson School	DonorsChoose	$615.67	Play to Learn, Learn to Play
Hamilton High School	DonorsChoose	$531.86	Chewelry Necklace and Adult Bibs
Hamilton High School	DonorsChoose	$1,369.51	Flexible Seating
Hamilton High School	DonorsChoose	$2,516.74	General Classroom Supplies
Hamilton High School	DonorsChoose	$2,699.14	Activity Tables with Dry Erase Table Tops
Hampton School	DonorsChoose	$495.78	Sports & Exercise Equipment
Hawthorne School	DonorsChoose	$470.75	Phonics Instruction for Us
Hayes Bilingual School	DonorsChoose	$376.20	Teacher’s Table for Small Groups

Location	Donor	Amount	Gift or Purpose
Hayes Bilingual School	DonorsChoose	$468.91	Rewarding Academic Achievements
Hayes Bilingual School	DonorsChoose	$478.10	General Classroom Supplies
Hayes Bilingual School	DonorsChoose	$564.31	Books
Hi-Mount School	DonorsChoose	$437.52	Sports & Exercise Equipment
Hi-Mount School	DonorsChoose	$710.51	Educational Kits & Games
Holmes School	DonorsChoose	$237.08	Leapfrog for Struggling Readers
Holmes School	DonorsChoose	$395.81	Flexible Seating
Holmes School	DonorsChoose	$427.60	Reading Nooks, Desks & Storage
Holmes School	DonorsChoose	$617.33	Manga for Middle Schoolers
Holmes School	DonorsChoose	$799.29	Sensory Exploration
Kilbourn School	DonorsChoose	$179.69	Books
Kilbourn School	DonorsChoose	$297.15	Books
Kilbourn School	DonorsChoose	$338.40	General Classroom Supplies
Kilbourn School	DonorsChoose	$397.95	Art Supplies
Kluge School	DonorsChoose	$194.37	General Classroom Supplies
Kluge School	DonorsChoose	$364.86	General Classroom Supplies
Kluge School	DonorsChoose	$386.53	Light Accessories
Kluge School	DonorsChoose	$459.51	Art Supplies
Kluge School	DonorsChoose	$514.29	Reading Nooks, Desks & Storage
Kluge School	DonorsChoose	$1,460.83	General Classroom Supplies
Kluge School	DonorsChoose	$4,145.94	Gaga over Gaga Ball
Kluge School	DonorsChoose	$4,804.02	Reading Nooks, Desks & Storage
Kluge School	DonorsChoose	$6,754.25	Dance to the Beat of Your Own Drum
LaFollette School	Walmart — Michelle (Manager)	$95.00	Gift for Students' Graduation
Lancaster School	DonorsChoose	$443.74	Cultural Library
Longfellow Elementary	DonorsChoose	$852.67	Flexible Seating
Lowell School	DonorsChoose	$947.37	Learning Can Be Fun
MacDowell Montessori	DonorsChoose	$184.20	Books
MacDowell Montessori	DonorsChoose	$185.56	Montessori Zipping and Storage
MacDowell Montessori	DonorsChoose	$190.75	Anti-racist Reading
MacDowell Montessori	DonorsChoose	$233.00	General Classroom Supplies
MacDowell Montessori	DonorsChoose	$317.73	General Classroom Supplies
MacDowell Montessori	DonorsChoose	$325.99	Books
MacDowell Montessori	DonorsChoose	$403.22	Exploration with Land and Water
MacDowell Montessori	DonorsChoose	$725.12	General Classroom Supplies
MacDowell Montessori	DonorsChoose	$2,169.55	General Classroom Supplies
MacDowell Montessori	DonorsChoose	$189.35	Butterflies for Room 300
Manitoba School	DonorsChoose	$242.21	Moving Right Along
Manitoba School	DonorsChoose	$246.26	Shine-a-Light on Reading
Manitoba School	DonorsChoose	$623.65	General Classroom Supplies
Manitoba School	DonorsChoose	$241.93	General Classroom Supplies
Maple Tree School	DonorsChoose	$224.57	Classroom Supplies
Maple Tree School	DonorsChoose	$408.25	Keep Active & Stay Healthy
Maple Tree School	DonorsChoose	$415.61	Journal Writing in K5
Maple Tree School	DonorsChoose	$434.35	Summer Resources for K
Marshall High School	DonorsChoose	$377.30	General Classroom Supplies
Marshall High School	DonorsChoose	$468.13	Writing Notes for a Purpose
Milwaukee Academy of Chinese Language	DonorsChoose	$658.42	Books
Milwaukee Academy of Chinese Language	DonorsChoose	$466.60	Our Books and Bottoms Need a Home

Location	Donor	Amount	Gift or Purpose
Milwaukee Academy of Chinese Language	DonorsChoose	$723.09	Food, Clothing & Hygiene
Milwaukee High School of the Arts	DonorsChoose	$243.65	Reward System
Milwaukee High School of the Arts	DonorsChoose	$382.54	General Classroom Supplies
Milwaukee High School of the Arts	DonorsChoose	$984.87	Food, Clothing & Hygiene
Milwaukee High School of the Arts	DonorsChoose	$751.39	Artfully Clean
Milwaukee Sign Language School	DonorsChoose	$151.71	Laminator to the Rescue
Milwaukee Sign Language School	DonorsChoose	$349.93	Infusing PRIDE into Our Books
Milwaukee Sign Language School	DonorsChoose	$524.55	Reading Nooks, Desks & Storage
Milwaukee Sign Language School	DonorsChoose	$273.57	General Classroom Supplies
Mitchell School	DonorsChoose	$694.57	Food, Clothing & Hygiene
Morgandale School	DonorsChoose	$227.57	Bare Necessities
Morgandale School	DonorsChoose	$710.87	Dragon Tails & Monsters Inc.
Morgandale School	DonorsChoose	$955.16	General Classroom Supplies
Morgandale School	DonorsChoose	$210.26	Hydration Station
Morse Middle School	DonorsChoose	$508.40	Learning Supported by Snacking
Ninety-fifth Street School	DonorsChoose	$212.02	Reading Nooks, Desks & Storage
Ninety-fifth Street School	DonorsChoose	$419.88	Exercise Your Mind-READ
Ninety-fifth Street School	DonorsChoose	$335.64	At-home Libraries
Ninety-fifth Street School	DonorsChoose	$6,080.19	Books
Ninety-fifth Street School	DonorsChoose	$211.05	Spring Crafts for Spring Fever
Ninety-fifth Street School	DonorsChoose	$385.93	Today a Reader, Tomorrow a Leader
Ninety-fifth Street School	DonorsChoose	$222.03	Books, Farm Animals, and Puzzles
Ninety-fifth Street School	DonorsChoose	$372.75	Incentives for PBIS #2
Ninety-fifth Street School	DonorsChoose	$393.32	Let's Play a Game
Ninety-fifth Street School	DonorsChoose	$402.07	Poetry Love
Ninety-fifth Street School	DonorsChoose	$1,356.56	Flexible Seating
Ninety-fifth Street School	DonorsChoose	$2,278.00	Art Supplies
Obama School of Career and Technical Education	DonorsChoose	$412.85	Adaptive Books
Parkside School	DonorsChoose	$389.74	Carnival Time
Parkview School	DonorsChoose	$514.14	Paper, Projects, and Prizes
Parkview School	DonorsChoose	$524.24	We Love Math and Phonics
Project Stay Senior Institute	DonorsChoose	$241.22	Project Stay-Hygiene Drive
Riley School	DonorsChoose	$906.84	Books
Riverside High School	DonorsChoose	$492.34	Food for Thought
Riverwest Elementary	DonorsChoose	$176.13	General Classroom Supplies
Riverwest Elementary	DonorsChoose	$559.29	General Classroom Supplies
Riverwest Elementary	DonorsChoose	$1,091.11	Bundle Up With Board Games
Roosevelt Middle School	DonorsChoose	$533.89	Food, Clothing & Hygiene
Roosevelt Middle School	DonorsChoose	$594.77	General Classroom Supplies
Sherman School	DonorsChoose	$331.35	Math Is Fun in First Grade
Story School	DonorsChoose	$856.87	Just Sit
Thoreau School	DonorsChoose	$187.81	Library Terrariums
Thoreau School	DonorsChoose	$479.05	Leaving COVID in our Dust
Thoreau School	DonorsChoose	$482.98	Literacy Skills Building
Thoreau School	DonorsChoose	$4,138.02	LEGO Club — Elementary School
Thoreau School	DonorsChoose	$4,139.85	General Classroom Supplies
Thurston Woods	DonorsChoose	$348.09	Art is Life
Townsend School	DonorsChoose	$298.06	Sports & Exercise Equipment
Trowbridge School	DonorsChoose	$214.75	Manga Mania
Trowbridge School	DonorsChoose	$132.20	Stepping Up
Trowbridge School	DonorsChoose	$179.20	Legos Away

Location	Donor	Amount	Gift or Purpose
Trowbridge School	DonorsChoose	$170.04	LEGO Break
Trowbridge School	DonorsChoose	$588.43	Lab Equipment
Trowbridge School	DonorsChoose	$224.57	Scholastic News & Science Spin
Trowbridge School	DonorsChoose	$278.35	LEGO Storage Needed
Trowbridge School	DonorsChoose	$333.48	Reading Nooks, Desks & Storage
Trowbridge School	DonorsChoose	$435.96	Making Music with Boomwhackers
Trowbridge School	DonorsChoose	$456.00	Let's Go Fishing
Trowbridge School	DonorsChoose	$483.70	Striving to Organize
Trowbridge School	DonorsChoose	$496.05	Our Work Will Come Alive
Trowbridge School	DonorsChoose	$506.69	LEGOs for Indoor Recess
Trowbridge School	DonorsChoose	$506.75	General Classroom Supplies
Trowbridge School	DonorsChoose	$613.44	Reading Nooks, Desks & Storage
Trowbridge School	DonorsChoose	$1,146.30	LEGO Education SPIKE Essential
Trowbridge School	DonorsChoose	$1,146.30	General Classroom Supplies
Trowbridge School	DonorsChoose	$154.54	Music to Our Ears
Vieau School	DonorsChoose	$185.65	Books
Vieau School	DonorsChoose	$211.28	Room Life Cycle Project
Vieau School	DonorsChoose	$268.40	General Classroom Supplies
Vieau School	DonorsChoose	$288.41	Big Adventures, Tiny Classroom
Vieau School	DonorsChoose	$319.20	Welcome Back
Vieau School	DonorsChoose	$319.86	Set Them Up for Success
Vieau School	DonorsChoose	$244.14	Healthy Snacks for Curious Minds
Vieau School	DonorsChoose	$267.94	Preparing for Success
Vieau School	DonorsChoose	$340.10	Autism Accessories
Vieau School	DonorsChoose	$448.13	General Classroom Supplies
Vieau School	DonorsChoose	$195.40	Exploring Our Universe
Vieau School	DonorsChoose	$252.26	Math Made Easy
Vieau School	DonorsChoose	$148.32	Food, Clothing & Hygiene
Vieau School	DonorsChoose	$227.31	Rockin' Recess
Vieau School	DonorsChoose	$352.77	Listen to These Science Titles
Vieau School	DonorsChoose	$370.20	We Love Reading
Vieau School	DonorsChoose	$385.16	Manipulatives for My Imagination
Vieau School	DonorsChoose	$931.32	A Place for Science to Be Explored
Vincent High School	DonorsChoose	$395.55	See Yourself in Literature
Washington High School	DonorsChoose	$898.95	Food, Clothing & Hygiene
Wedgewood Park School	DonorsChoose	$382.43	Basic School Supply Help
Wedgewood Park School	DonorsChoose	$502.56	Fuel Our Learning
Wisconsin Conservatory	DonorsChoose	$340.63	General Classroom Supplies
Zablocki School	DonorsChoose	$426.96	Books
	Total Non-monetary Donations	*$143,459.81*	
Total Value of Donations		$161,653.25	

Committee's Recommendation

Your committee recommends that the Board:

1. authorize the purchases as provided in the attachments 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 on the balance of the reports of the Standing Committees.

* * * * *

(Item 9) Action on the Award of Exception-to-bid Requests

——— Authorization to Issue a Purchase Order to Aperture Education for Social and Emotional Skill Assessment Licenses

The Administration is requesting authorization to issue a purchase order to Aperture Education for social and emotional skill assessment licenses. The Devereaux Student Strengths Assessment (DESSA) is a strengths-based social and emotional skill assessment for grades K-12 used to inform tier 1 instruction and to plan tier 2 and tier 3 interventions. Milwaukee Public Schools has been using the DESSA since 2019, during which time substantial efforts have been made to provide training and implementation support to various groups in the district, including comprehensive-behavior teachers, school psychologists, school social workers, and full staff at selected schools. This purchase order, which will expand the work that was started in 2019, will have a positive impact on a growing number of students.

This order provides access to 5,000 licenses, growth strategies, foundational practices, and reporting, as well as the student portal and goal-setting features for high-school students. It also includes access to global trainings and PD, technical support, and tailored onboarding.

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 of the goods purchased will not exceed $64,350.00.

Budget Code: SDV-0-S-9F3-DE-ECTS (Specialized Services — Contracted Services)..... $64,350.00

——— Authorization to Enter into a Blanket Purchase Order with Auer Steel & Heating Supply Co. for the Purchase of Air-conditioning Equipment

The Administration is requesting authorization to enter into a blanket purchase order with Auer Steel & Heating Supply Co, ("Auer Steel") to provide air-conditioning equipment. The contractor will provide the equipment based on unit pricing set forth in the quotation received on July 1, 2022. The equipment, which will be used for a direct replacement of the air- conditioning systems in the main cross-connect rooms within each school building, will be installed by the Department of Facilities and Maintenance Services.

The equipment was selected based on compatibility to and the ability to match the requirements of existing equipment and conditions, significantly reducing modifications needed for installation. Purchasing in bulk will ensure continuity and consistency for future repairs and parts.

The Dstrict may purchase up to 75 units at a cost of $2,877 per site, for a total contract cost of $215,775.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity, replacement part and compatibility (Administrative Policy 3.09(7)(e)(1)(b)(i)).

This blanket purchase order will run from September 1, 2022, through August 31, 2023. The total cost of the blanket purchase order will not exceed $215,775.

Budget Code: ITS-0-S-7S2-TC-ETRM (ESSER 2) $215,775

——— Authorization to extend a Contract with 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 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 will survey teachers to garner perceptions around key components of the initiative, particularly the supports and training provided to teachers. The surveys' content and the 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 annual progress reports by September 1, 2023, as well as a final project 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 contract extension will run from October 1, 2022, through September 30, 2023. The contract may be extended for one additional one-year period by mutual consent.

The total cost of the contract in Year 2 will not exceed $156,060.

Budget Code: SDV-H-S-M43-CI-ECTS (Contracted Services)..... $156,060.00

——— 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 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 team's 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, student 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 contract extension will run from October 1, 2022, through September 30, 2023. The contract may be extended for one additional one-year period by mutual consent.

The total cost of the contract will not exceed $150,874 in Year 2.

Budget Code: SDV-H-S-M43-CI-ECTS (Milwaukee Partnership Schools Grant — Contract Services) $150,874

——— Authorization to enter a Contract with Medical College of Wisconsin, Inc., for Evaluation of Program to Enhance Children's Healthful Learning Environments

The Administration is requesting authorization to enter a contract with Medical College of Wisconsin, Inc., to receive leadership from Dr. Kirsten Beyer, who will lead a team to evaluate a program proposed by MPS and partners to enhance children's healthful learning environments in Milwaukee, WI.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of grant funding. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract extension will run from September 1, 2022, through June 30, 2024. The total cost of the contract will not exceed $69,341.00

Budget Code: AMM-0-S-8Y2-OW-ECTS (Environmental Protection Agency) $69,341.00

——— 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 11th- and 12th-grade students in the contractor's fully-immersive, work-based educational GPSEd Program, which is a comprehensive education and career-training program that uses the contractor's partnerships with manufacturing, construction, and automotive sectors. Students who complete the program will earn full high-school diplomas from MPS while being prepared for continuing education and career pathways in manufacturing, construction, or automotive. Through the program, students will participate in the GPS Youth Apprenticeship Program. The majority of students will gain paid work experience at a manufacturing company and 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 31 of the year prior to the fall start of new classes.

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

The original contract ran from September 1, 2020, through August 31, 2021 ("Year 1"). The first extension was in effect from September 1, 2021, through August 31, 2022 ("Year 2"). This contract extension will run from September 1, 2022, through August 31, 2023 ("Year 3").

The total cost of the contract in Year 3 will not exceed $120,000.

Budget Code: GOE-0-I-1T3-EO-ECTV (General School — Contract Services)…..... $120,000

——— Authorization to Extend Contracts with Mental Health America of Wisconsin; AMRI Counseling Services, LLC; Children's Service Society of Wisconsin, d/b/a Children's Hospital of Wisconsin Community Services; Sebastian Family Psychology Practice, LLC; Sixteenth Street Community Health Centers, Inc.; and Lutheran Social Services of Wisconsin and Upper Michigan, Inc., for School/Community Partnership for Mental Health (SCPMH) Services

The Administration is requesting authorization to extend contracts with Mental Health America of Wisconsin; AMRI Counseling Services, LLC; Children's Service Society of Wisconsin, d/b/a Children's Hospital of Wisconsin Community Services; Sebastian Family Psychology Practice, LLC; Sixteenth Street Community Health Centers, Inc.; and Lutheran Social Services of Wisconsin and Upper Michigan, Inc., to provide mental health services and supports to students, families, and staff. These contractors provide collaboration, direct services to students and families, professional development, and staff and parent training.

Contractors will provide direct and indirect mental health services to students, family members, and staff within the SCPMH's parameters and guidelines. Services may include professional development with staff, parental education, student education, teacher consultation, critical-incident debriefing, connecting with other agencies with specialized competencies, and mental health consultation.

The contract extensions will run from October 1, 2022m through September 30, 2024.

The exception from the requirement of a competitive procurement process for these contracts has been granted for Children's Service Society of Wisconsin, d/b/a Children's Hospital of Wisconsin Community Services; Sebastian Family Psychology Practice, LLC;, Sixteenth Street Community Health Centers, Inc.; and Lutheran Social Services of Wisconsin and Upper Michigan, Inc., on the basis of continuity (Administrative Policy 3.09 (7)(e)(b)(iv)). The exception from the requirement of a competitive procurement process for this contract has been granted for Mental Health America of Wisconsin and AMRI Counseling Services, LLC, on the basis that the service under this purchase is one-of-a-kind (Administrative Policy 3.09 (7)(e)(b)(i)).

The total cost of these contracts in years 2 and 3 will not exceed $2,280,000 as follows:

- Mental Health America of Wisconsin..... $180,000
- AMRI Counseling Services, LLC..... $180,000
- Children's Service Society of Wisconsin, d/b/a Children's Hospital of Wisconsin Community Services..... $480,000
- Sebastian Family Psychology Practice, LLC..... $720,000
- Sixteenth Street Community Health Centers, Inc. $360,000
- Lutheran Social Services of Wisconsin & Upper Michigan, Inc. $360,000

Budget Code: DTI-0-S-8I3-DE-ECTS (ESSER II funds)..... $2,280,000

——— Authorization to Enter into a Blanket Contract with the Urban Ecology Center, Inc., for Provision of Field Trips and Environmental Educational Activities

The Administration requests authorization to enter into a blanket contract with Urban Ecology Center, Inc., ("UEC") to provide field trips and environmental educational activities and services to participating schools within the district. UEC offers a package of field trips (including transportation) to schools within two miles of any of its three centers in Riverside Park, the Menomonee Valley, and Washington Park. The Neighborhood Environmental Education Project (NEEP) is based on research that shows that consistent contact with a piece of land from a young age is vital to becoming an environmentally-literate adult. The field trips, which are offered to students in grades K3-12, are aligned to the Next Generation Science Standards.

MPS has been in partnership with UEC and has participated in NEEP since 1999. The project has grown from approximately eight MPS schools to an anticipated 31 schools for the 2022-23 school year, 33 schools during the 2023-24 school year, and 35 schools in the 2024-25 school year.

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)).

The contract will run from September 1, 2022, through August 31, 2025. The total cost of the contract will not exceed $595,440.

Budget Code: 000-0-0-000-BL-ECTS..... $595,440

——— Authorization to Issue Purchase Orders to Milwaukee County Transit System for Bus Passes

The Administration is requesting authorization to issue purchase orders to the Milwaukee County Transit System for bus passes and tickets for various school activities throughout the 2022-23 school year.

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

The total cost of these purchases will not exceed $2,100,000.

Budget Code: STP-0-0-TRS-DW-EPPT (Pupil Transportation)..... $2,100,000

——— Authorization to Issue Direct Payment to the Wisconsin Center for the Blind & Visually Impaired for the Provision of Transportation Services

The Administration is requesting authorization to make payment to the Wisconsin Center for the Blind & Visually Impaired for City of Milwaukee students attending the school during the 2022-23 school year. Such transportation is scheduled by the Department of Public Institution and paid for by MPS, pursuant to State Statutes, §121.54.

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

In accordance with Administrative Policy 3.09(3)(b)2, the payment is made via electronic direct payment. The total cost of this payment will not exceed $218,400.

Budget Code: NRT-0-0-TRS-DW-EPPT (Pupil Transportation)..... $218,400.00

——— Authorization to Extend a Contract with Chenhalls Nissen, S.C., for Legal Assistance in Processing H-1B Paperwork for Employees

The Administration is requesting authorization to extend 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 extension 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 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 term of the contract ran from September 18, 2020, through August 31, 2021. The first extension was approved with a term from September 2, 2021, through August 31, 2022. This second contract and final extension will run from September 1, 2022, through August 31, 2023. The total cost of this extension term will not exceed $250,000.

Budget Code: OGA-0-0-HRO-HR-ECTS (Contract Services) $250,000

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 requests:

- Aperture Education, for Social and Emotional Skill Assessment Licenses, SDV-0-S-9F3-DE-ECTS $64,350
- Auer Steel & Heating Supply Co., for the Purchase of Air-conditioning Equipment, ITS-0-S-7S2-TC-ETRM $215,775
- 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, SDV-H-S-M43-CI-ECTS $156,060
- Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee, to Evaluate the Milwaukee Partnership School Project, SDV-H-S-M43-CI-ECTS $150,874
- Medical College of Wisconsin, Inc., for Evaluation of Program to Enhance Children's Healthy Learning Environments, AMM-0-S-8Y2-OW-ECTS $69,341
- GPS Education Partners, Inc., to Provide Alternative Education Programming, GOE-0-I-1T3-EO-ECTV $120,000
- Mental Health America of Wisconsin, for School/community Partnership for Mental Health (SCPMH) Services, DTI-0-S-8I3-DE-ECTS $180,000
- AMRI Counseling Services, LLC, for School/community Partnership for Mental Health (SCPMH) Services, DTI-0-S-8I3-DE-ECTS $180,000
- Children's Hospital of Wisconsin Community Services, for School/community Partnership for Mental Health (SCPMH) Services, DTI-0-S-8I3-DE-ECTS $480,000
- Sebastian Family Psychology Practice, LLC, for School/community Partnership for Mental Health (SCPMH) Services, DTI-0-S-8I3-DE-ECTS $720,000

- Sixteen Street Community Health Centers, Inc.,for School/community Partnership for Mental Health (SCPMH) Services, DTI-0-S-8I3-DE-ECTS $360,000
- Lutheran Social Services of Wisconsin and Upper Michigan, Inc., for School/community Partnership for Mental Health (SCPMH) Services, DTI-0-S-8I3-DE-ECTS $360,000
- Urban Ecology Center, Inc., for Provision of Field Trips and Environmental Educational Activities, 000-0-0-000-BL-ECTS..... $595,400
- Milwaukee County Transit System, for Bus Passes, STP-0-0-TRS-DW-EPPT $2,100,000
- Wisconsin Center for the Blind & Visually Impaired, for the Provision of Transportation Services, NRT-0-0-TRS-DW-EPPT $218,400
- Chenhalls Nissen, S.C., for Legal Assistance in Bringing Employees to the District from Abroad, OGA-0-0-HRO-HR-ECTS ..... $250,000.

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

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

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 requests as set forth in the attachments to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the reports of the Standing Committees.

* * * * *

(Item 10) Action on the Award of Professional Services Contracts

The Administration recommended approval of the following professional services contracts.

RFB 5805 Authorization to Enter into a Purchase Order with Nextera Packaging, Inc., for Tray-wrapping Film

The Administration requests authorization to enter into a blanket agreement with Nextera Packaging, Inc., to provide four types of tray-wrapping film to all MPS kitchens requiring the products.

The vendor was chosen pursuant to RFB 5805. Nextera Packaging, Inc., was the lowest complying bidder for the award. The term of the contract will run from September 1, 2022, through August 31, 2023, (the "Initial Term") with the option of two additional one-year terms. The first extension ("Year 2") will run from September 1, 2023, through August 31, 2024. There will be one remaining extension, from September 1, 2024, through August 31, 2025.

The total cost for the Initial Term will not exceed $75,000.

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

RFP 1019 Authorization to extend a Contract with The Standard Insurance Company (The Standard) for Life Insurance, Accidental Death & Dismemberment (AD&D) Insurance,

Voluntary Supplemental Life Insurance, Voluntary Short-term Disability (STD) Insurance, and Voluntary Long-term Disability (LTD) Insurance

The Administration is requesting authorization to extend a Contract with The Standard Insurance Company (The Standard) for life insurance, accidental death & dismemberment (AD&D) insurance, voluntary supplemental life insurance, voluntary short-term disability (STD) insurance, and voluntary long-term disability (LTD) insurance.

The contract was chosen pursuant to RFP 1019, which closed June 27, 2019. In August 2019, the Board approved a contract with The Standard for life, AD&D, voluntary supplemental life insurance, and STD which ran from January 1, 2020, through December 31, 2022, with an additional one-year option to extend. The first extension for life, AD&D, voluntary supplemental life insurance, and voluntary STD will run from January 1, 2023, through December 31, 2023.

The contract for voluntary LTD had an initial term of January 1, 2020, through December 31, 2021. (the "Initial Term") with an additional two one-year options to extend if certain performance metrics incorporated into the contract are met. The first extension ran from January 1, 2022, through December 2022. The second extension for voluntary LTD will run from January 1, 2023, through December 31, 2023.

The Standard's voluntary supplemental life insurance, short-term disability, and long-term disability insurance is voluntary and 100% employee paid; there are no district expenditures associated with this contract.

The life and accidental death & dismemberment total cost of the contract will not exceed $3,417,400.

RFP 1020 Authorization to Extend a Contract with Delta Dental of Wisconsin, Inc., for the Administration of the District's Dental Plans

The Administration is requesting authorization to extend a contract with Delta Dental of Wisconsin, Inc., for the administration of the District's dental plans. Delta Dental provides dental benefits to MPS employees through a fully-insured dental plan.

The contract was chosen pursuant to RFP 1020, which closed on July 16, 2019. In September 2019, the Board approved a contract with Delta Dental with an initial term running from January 1, 2020, through December 31, 2021, with two one-year options to extend if certain performance metrics incorporated into the contract were met. The first extension had a term of January 1, 2022, through December 31, 2022. The second, and final, extension will run from January 1, 2023, through December 31, 2023.

For the fully-insured Dental Health Maintenance Organization plan, Delta Dental proposed monthly premiums of $32.57 for single coverage and $107.63 for family coverage. There is no increase in the premiums for 2023. The total cost of this contract will not exceed $4,230,800.

Budget Code: DWC-00-EMB-DW-EDNI (Employee Benefits — Dental)..... $4,230,800

RFP 1052 Authorization to extend a Contract with Arts at Large, Inc., and Tbey Arts Center, Inc., for Visual-arts Expansion-support Services

The Administration is requesting authorization to extend the contracts with Arts at Large, Inc., and Tbey Arts Center, Inc., for visual-arts expansion-support services. These contractors will be used to provide art classes to students when short- and long-term staff vacancies exist.

Contractors were chosen pursuant to RFP 1052, which closed on June 22, 2021. The original contract provided for two one-year options to extend if certain performance metrics were met. Arts at Large, Inc., and Tbey Arts Center, Inc., have met the performance metrics codified in the contract; therefore, MPS is exercising the first and second option years for the contract.

The contract extensions will run from September 1, 2022, through August 31, 2024, and will not exceed $1,400,000.00

Budget Code: GN6-0-0-AME-CI-ECTS (Curriculum and Instruction — Contract Services)
Arts at Large, Inc..... $800,000

Tbey Arts Center, Inc. $600,000
Total $1,400,000

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 enter into a contract with Korinthian Violins, LLC; Family Music Center; and Music and Arts for musical instrument repair and maintenance services. These contractors will be used to provide musical-instrument repair and maintenance throughout the district.

Contractors were chosen pursuant to RFP 1053, which closed on June 22, 2021. The initial term of the contracts ran from September 1, 2021, through August 31, 2022, with two additional one-year options to extend if certain performance metrics incorporated into the contracts were met. These metrics have been met, and the first extension is being requested to run from September 1, 2022, through August 31, 2023 ("Year 2").

The contracts will not exceed $105,000.

Budget Code: GN6-0-0-AME-CI-ECTS (Curriculum and Instruction — Contract Services)
Music and Arts $50,000
Family Music Center $40,000
Korinthian Violins, LLC $15,000
Total $105,000

RFP 1078 Authorization to Contract with Two Vendors, Milwaukee Kickers Soccer Club, Inc., DBA America Scores Milwaukee, and Milwaukee Tennis & Education Foundation, to Provide Physical Education Services at Elementary/K-8 Schools Which Have No Physical Education Teachers During the 2022-23 School Year

The Administration is requesting authorization to issue two contracts — one to America Scores Milwaukee for $300,000, and one to the Milwaukee Tennis & Education Foundation for $200,000 — to provide physical education services to multiple MPS elementary/K-8 buildings during the 2022-2023 school year. 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.

These two vendors will provide physical activity lessons for students to support classroom teachers as they teach physical education. Respondents will work with schools to create schedules, and they will follow district-adopted standards and align with district-adopted resources. The request for K-8th-grade physical education services will be overseen by the curriculum specialist for health and physical education.

Vendors will work with individual schools to create schedules based on each school's physical education schedule and each vendor's capacity/availability. Classroom teachers will be responsible for grading and being in the classes while the vendors are teaching. The teachers and vendors will work collaboratively to ensure that all students are receiving these physical education services.

The vendors were chosen pursuant to RFP 1078 which closed on June 1, 2022.

The contracts will be for a term of September 1, 2022, through August 31, 2023, with the option to extend for up to two additional one-year terms to run from September 1, 2023, through August 31, 2024, and September 1, 2024, through August 31, 2025, upon mutual consent of the parties and the Board's approval.

The total cost of both contracts will not exceed $500,000.

Budget Code: 000-0-0-000-BL-ECTS (Blanket)
Milwaukee Tennis & Education Foundation $200,000
Milwaukee Kickers Soccer Club, Inc., DBA America Scores Milwaukee $300,000
Total $500,000

RFB 5801 Authorization to Contract with Adroit Advanced Technologies, Inc. and Collaborative Student Transportation of Minnesota for Taxi Services for Schools

The Administration is requesting authorization to enter into blanket contracts with Adroit Advanced Technologies, Inc., and Collaborative Student Transportation for taxi services to and from school for students throughout the metro-Milwaukee,. This service will primarily be used by MPS students living in temporary situations such as shelters or emergency housing.

The vendors were chosen pursuant to RFB 5801, which closed on June 9, 2022. The blanket contracts will run for a three-year term, from September 1, 2022, through July 31, 2025.

The total cost of the blanket contracts to be distributed across the contractors over the three-year term is not to exceed $1,200,000.00, or $400,000.00 per year:

Budget Code: HLT-0-0-TRS-DW-ECTS
Adroit Advanced Technologies, Inc. $750,000
Collaborative Student Transportation of Minnesota $450,000
Total $1,200,000

RFP 1069 Authorization to Contract with American Institutes for Research (AIR) for Evaluation of Milwaukee Public Schools' ESSER II and ESSER III Funding

The Administration requests authorization to enter into a contract with the American Institutes for Research (AIR) for the evaluation of Milwaukee Public Schools' ESSER II (The Coronavirus Response and Relief Supplement Appropriation Act) and ESSER III (The American Rescue Plan Act) funding. As part of the evaluation, the contractor will achieve three main objectives:

1. create geospatial maps and dashboards describing the use of ESSER funding and the relationships between ESSER funding and other variables of interest;
2. train MPS analysts to maintain and update the web maps and dashboards; and
3. evaluate a minimum of three key ESSER-funded initiatives.

Between March of 2020 and 2021, Congress passed three stimulus bills under ESSER with allocations of funding for school districts. These funds provide emergency financial assistance to address the impact that COVID–19 has had, and continues to have, on elementary and secondary schools. There are five major funding areas identified as high-need. ESSER II and III allocations are budgeted based on the following identified priority funding areas:

- accelerating learning
- health and wellness
- facilities
- technology
- extracurricular engagement.

The vendor was chosen pursuant to RFP 1069, which closed on February 9, 2022. The contracts will run from September 1, 2022, through September 30, 2024.

The total cost of the agreement will not exceed $1,000,000. ESSER III funds will support the costs of this evaluation contract.

Budget Code: SD10S9X3FX-ECTS (ESSER III) $1,000.000

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 is the following professional services contract:

- Nextera Packaging, Inc., for Tray-wrapping Film, 000-0-0-000-BL-ECTS..... $75,000
- The Standard Insurance Company (The Standard), for Life Insurance, Accidental Death & Dismemberment (AD&D) Insurance, Voluntary Supplemental Life Insurance, Voluntary Short-Term Disability (STD Insurance and Voluntary Long-Term Disability (LTD) Insurance..... $3,417,400
- Delta Dental of Wisconsin, Inc., for the Administration of the District's Dental Plans, DWC-00-EMB-DW-EDNI..... $4,230,800
- Arts at Large,. Inc., for Visual-arts Expansion Support Services, GN6-0-0-AME-CI-ECTS $800,000
- Tbey Arts Center, Inc., for Visual-arts Expansion Support Services, GN6-0-0-AME-CI-ECTS $600,000
- Korinthian Violins, LLC, for Musical Instrument Repair and Maintenance, GN6-0-0-AME-CI-ECTS $15,000
- Family Music Center, for Musical Instrument Repair and Maintenance, GN6-0-0-AME-CI-ECTS $40,000
- Music and Arts, for Musical Instrument Repair and Maintenance, GN6-0-0-AME-CI-ECTS $50,000
- Milwaukee Kickers Soccer Club, Inc., DBA America Scores Milwaukee, for Physical Education Services at Elementary/K-8 Schools, 000-0-0-000-BL-ECTS $300,000
- Milwaukee Tennis & Education Foundation, to provide Physical Education services, 000-0-0-000-BL-ECTS $200,000
- Adroit Advanced Technologies, Inc., for Taxi Services for Students, HLT-0-0-TRS-DW-ECTS..... $750,000
- Collaborative Student Transportation of Minnesota, for Taxi Services for Students, HLT-0-0-TRS-DW-ECTS..... $450,000
- American Institutes for Research (AIR), for Evaluation of Milwaukee Public Schools' ESSER II and ESSER III Funding, SD10S9X3FX-ECTS..... $1,000,000.

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 is reporting this item to the Board without recommendation.

Director O'Halloran moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

* * * * *

(Item 11) Action on a Technical Amendment to Contract Number C030669 with Qualtrics, LLC, for Survey Software and Support

Background

On June 30, 2022, the Milwaukee Board of School Directors approved Contract C030669 ("Contract") with Qualtrics, LLC, for survey software and support. This Contract included the MPS Professional Services Contract ("MPS PSC") along with two attachments, Qualtrics's Order Form and Qualtrics's Terms of Services or General Terms and Conditions for Qualtrics Services.

In order to have the contract finalized in time for the Board's regular June meeting, the parties worked rigorously in back-and-forth negotiations to create the contract. In the vast communications between the parties, Qualtrics indicated that it could not approve and sign off on the MPS PSC and requested that its Order Form and Terms and Conditions be the only documents. Although the Administration accepted this request, the MPS PSC was erroneously included with the exhibits presented to the Board. Following approval by the Board, Qualtrics noted the incorrect document and emphasized its position that it could not sign the MPS PSC and would execute only its Order Form and Terms and Conditions, as discussed.

The Administration, therefore, is requesting that the Board approve a technical amendment to revise the previously approved contract by removing the MPS Professional Services Contract form and amending Contract C030669 to include only the Qualtrics Order Form and Terms and Conditions, as attached to the minutes of your Committee's meeting, as the ruling documents. The City Attorney has reviewed the documents and the technical amendment and is in agreement with this request.

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

Fiscal Impact Statement

This item does not have a financial impact.

Implementation and Assessment Plan

Upon the Board's Approval, the contract will be revised as per the technical amendment.

Committee's Recommendation

Your Committee recommends that the Board approve this technical amendment to contract C030669.

Approved with the roll call vote on the balance of the reports of the Standing Committees.

* * * * *

(Item 12) Report with Possible Action on Limited-term Employees, January-June 2022

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, 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 January through June 2022.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.37, Limited-term Employment Positions

Fiscal Impact Statement

N/A

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Garcia 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 Regarding Discipline Disproportionality and Progress

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 September 2020, the Board directed the Administration to report progress and updates on discipline disproportionality on a monthly basis. 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 to support students and engage with alternatives to suspension when appropriate. Administration uses this data to strategize the best use of the resources at hand, servicing all schools with Tier 1 supports and focusing on those demonstrating a need for additional supports.

Monthly Discipline Disproportionality Report

The following is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2022-23 school year. The monthly reporting associated with disproportionality for the 2022-23 school year will focus on the following proactive approaches:

- providing proactive supports and interventions
- strengthening student, staff, and community collaboration
- reconceptualizing the role of school leaders within discipline
- developing staff integration of *Courageous Conversations about Race.*

A Discipline Response Team has been created to connect teams and supports from across the district to support schools. This team held a retreat on July 26 and July 27 to collaborate and to align work within the four approaches cited above. August 2022 will focus on the plan for the 2022-23 schools within those four focus areas.

Providing Proactive Supports and Interventions

All school-based discipline champions receive a monthly Why Race Matters update from the District Discipline Manager, focusing on specific best practices to support positive student behavior. All schools have a PBIS Tier 1 team that meets monthly to use data to problem solve and an action plan around climate and discipline. These monthly minutes are submitted within the School Improvement Plan (SIP). There is a district-wide, cross departmental District Discipline Disproportionality (3D) Leadership Team that meets monthly to review data and to identify best practices and supports.

The Climate & Culture Toolkit has been updated and rebranded for the 2022-23 school year into the Climate, Culture & Alternatives to Suspension Toolkit. The Toolkit will provide best practices for creating

a positive climate, starting with building a community with students, proactive systems, classroom redirection strategies, and alternatives to suspension.

The Climate & Culture Directory of Support has been updated and shared with school leaders. This directory contains a list of all supports offered to schools from a wide variety of departments supporting school climate and culture. Also included is a menu of professional development offerings for schools' staff members.

Schools will continue to focus on best practices to address disproportionality, including defining and categorizing behaviors, talking about race, engaging student voice, addressing bias within vulnerable decision points, re-entry after discipline, and universal support through an anti-racist lens.

The use of specific strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies for the 2021-22 school year can be found below.

Strategy	Total
Acknowledge verbally or tangibly	31,405
Brain breaks	819
Behavior contract	609
Buddy classroom	3,406
Community service	193
Collect property	1,723
Go Guardian	575
Independent work	420
Mindfulness	757
Move their seat	2,908
One-on-one conversation	37,003

Strategy	Total
Proximity control	6,111
Praise 5:1	220
Parental contact	27,367
Planned ignoring	5,894
Redirection	20,085
Recovery area (within room)	2,186
Restorative conversation	3,101
Secret signal	190
Support staff consultation	12,837
Self-monitoring	268
Reflection sheet	1,004

All schools have Building Intervention Teams (BITs) which ensure that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of Tier 2 and Tier 3 interventions provided for the 2021-2022 school year.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	2,255
Individualized CICO	493
Social Academic Instructional Group (SAIG)	1,523
Behavior Assessment/Intervention Plan (BAIP)	173

Tier 2/Tier 3 Intervention	Students
FBA/BIP	205
Educational Wraparound	57
RENEW	63

Strengthening Student, Staff, and Community Collaboration

All traditional middle and high schools have Student Discipline Committees (SDCs) that meet twice per month. One meeting a month will focus on discipline/climate, while the second meeting will cover a student-selected topic. Students will identify an area of concern and make specific recommendations to school leaders. District recommendations will be taken to the District's Superintendent Student Advisory Council (SSAC) through the school's student representative. Student committees will reflect monthly on updates and changes that they have experienced as a result of their recommendations. Students will attend a Fall Student Leadership Summit, and teams will present formal findings and next steps at the end of the year at the Spring Student Leadership Summit.

There will be four quarterly Community Conversations held virtually for students, families, staff, and the community to join in discussions on a variety of topics involved in creating a positive school and district climate for all students. These will be held from 5:30 until 6:30 p.m. virtually on Zoom. Through the work of the community conversations and within other partnerships with the community, various community organizations will be recruited to formally volunteer time in identified schools to provide additional support to students.

Reconceptualizing the Role of School Leaders within Discipline

All school leaders will receive professional development on restorative discipline and alternatives to suspension. The Culture, Climate, & Alternatives to Suspension Toolkit, which contains best practice and examples of alternatives to suspensions, has been shared with all school leaders. All school leaders also have been provided with an Administrators' Guide to Discipline that outlines the code of conduct and various

ways to handle discipline, depending on the behavior, interventions previously provided, and severity of the incident.

Monthly, all school leaders will submit reflections on the use of discipline for the month and areas of focus and next steps for the upcoming month. School leaders will also attend a climate leadership institute to reflect on their data and to learn more about various best practices supporting discipline.

Throughout the 2021-22 school year there were 23,685 suspension events, with 10,085 individual students suspended, for a suspension rate of 13.1%.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Total Suspensions	3,123	127	275	19,212	15	573	360	23,685
Individual Students Suspended	1,497	62	141	7,935	9	289	152	10,085
Suspension Rate	7.10%	15.90%	2.20%	19.80%	15.50%	4.20%	10.60%	13.10%

Total Suspension Events by Grade Level

K4-K5	115	4th	1,087	8th	3,136	12th	730
1st	173	5th	1,337	9th	5,764		
2nd	325	6th	2,615	10th	2,422		
3rd	767	7th	3,563	11th	1,651		

The following alternatives to suspension were used by administrators throughout the 2021-22 school year.

Conference	1,460	Referral to Building Intervention Team	117
Counsel	12,659	Repairing Harm Circle	134
Detention	871	Restorative Conference	253
Mediation	754		

The following table shows district demographics and disproportionality for the 2021-22 school year.

	Population	YTD Suspension Events
Hispanic	28%	13%
American Indian	<1%	1%
Asian	8%	1%
Black	51%	81%

	Population	YTD Suspension Events
Pacific Islander	<1%	0%
White	9%	3%
Multi-ethnic	4%	1%

Develop Staff Integration of Courageous Conversations about Race

The District Equity Leadership Team (DELT), comprising representatives from all MPS departments, will continue the work begun in the 2021-22 school year. This team will meet every other month with the Executive Director of Education from Courageous Conversations about Race (CCAR). During the other months, DELT will meet in subcommittees and work groups to integrate the mindsets and protocols discussed when meeting with CCAR.

We are continuing our three-year plan, which started in March 2021, to have all MPS staff members attend Courageous Conversations about Race Explorations, with additional staff members to engage in additional seminars and professional development with CCAR. 3,080 staff members have attended the one-day seminar, with additional staff members attending their longer Courageous Conversations about Race Experience and six-part Leadership Experiences and Administrative Development Series (LEADS).

Beginning on August 1, 2022, a team of MPS staff members have been certified to lead the one-day CCAR Explorations internally. In August, all new educators will attend the seminar as part of their week-long New Educator Institute. Sessions are scheduled for safety aides, school secretaries, and school-based staff members throughout August prior to the school year's start.

All staff members have been invited to participate in a 28-day racial-equity challenge with an article or video to engage with and to reflect on daily over the course of four weeks. This challenge will remain open throughout the school year.

In addition to these sessions, a variety of book cohorts will be offered throughout the year with *Courageous Conversations about Race* by Glenn Singleton, *Getting into Good Trouble at School: a Guide to Building an Antiracist School System* by Gregory Hutchings, *Pushout* by Monique Morris, *How to Be Antiracist* by Ibram X Kendi, and *These Kids Are Out of Control* by Richard Milner, among others.

Next Steps

Implementation of the integrated 30-60-90-day plan began on August 1, 2022, with monitoring of accountability measures.

There are a total of nine sessions of Courageous Conversations about Race Exploration throughout August that will be facilitated by district-certified facilitators. Attending groups include new educators, school secretaries, safety aides, and school-based teachers.

School staff members will be introduced to the Culture, Climate and Alternatives to Suspension Toolkit.

Initial school-based meetings of the PBIS Tier 1 Team, Building Intervention Team, and Student Discipline Committees (at all traditional middle and high schools) will take place.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

* * * * *

(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. 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 in which 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.

Under current law, annually by October 1, the principal or designee must submit to the governing body a report that includes data disaggregated as follows:

- the number of incidents of seclusion during the previous school year;
- the total number of students who were involved in incidents of seclusion during the previous school year;
- the number of students with disabilities who were involved in incidents of seclusion during the previous school year;
- the number of incidents of physical restraint during the previous school year;
- the total number of students who were involved in incidents of physical restraint during the previous school year; and
- the number of students with disabilities who were involved in incidents of physical restraint during the previous school year.

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 2,000 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 WI statute 118.305.
- The District's mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System.

Incidents of Seclusion and Restraint, 2021-22

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 were 281 students, including 165 students with disabilities, involved in 417 incidents of physical restraint.

During the 2020-21 school year, the Administration directed schools to submit restraint and seclusion data in accordance with WI statute 118.305.

A total of four students, including two with disabilities, were involved in five incidents of seclusion.

A total of 13 students, including 10 with disabilities, were involved in 25 incidents of physical restraint during the 2020-21 school year.

A breakdown by school has been provided in the attachments to the minutes of your Committee's meeting.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.28, Student Discipline

Fiscal Impact Statement

No fiscal impact

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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 Resolution 2223R-005 by Director Herndon and on a Request to Approve the Designation of River Trail Elementary School as a Specialty School Focused on Agricultural Sciences

Background

At its meeting on June 23, 2022, the Board referred Resolution 2223R-005 by Director Herndon to the Committee on Student Achievement and School Innovation:

> WHEREAS, It is the vision of Milwaukee Public Schools that will be among the highest-student-growth school systems in the country and that relevant, rigorous, and successful instructional programs will be recognized and replicated; and
>
> WHEREAS, Vincent High School has successfully implemented an agricultural program since 1980, not to merely create urban farmers, but to "emphasize careers that support or involve agriculture, such as genetic research, horticulture, forestry, or veterinary science; and
>
> WHEREAS, The success of Vincent's agricultural program is worthy of replicating at the K-8 level; and

WHEREAS, River Trail School is a recent recipient of an agricultural grant and, with its close proximity to Vincent High School, is an ideal choice to be designated as a K-8 school of agriculture; now, therefore, be it

RESOLVED, That River Trail School be officially designated as a School Agriculture and that this designation be factored into the school's marketing and branding, its budget, and its curricular programs; and, be it

FURTHER RESOLVED, That opportunities for students to explore of agriculture-related pathways, including Animal Science, Agribusiness, Horticulture, Food Science, Environmental Science, and Culinary Arts be incorporated into the curriculum and program offerings of the school; and, be it

FURTHER RESOLVED, That in order to retain a feeder pattern and to ensure student retention, River Trail's program include an expansion of its partnership with Vincent High School to enable River Trail students to tour the agricultural program and to interact with high-school-aged agriculture students; and, be it

FURTHER RESOLVED, That an update on this work be provided to the Board by the October 2022 Board cycle.

The Administration is seeking approval for River Trail Elementary School to be a specialty school focused on Agricultural Sciences. As a K-8 agriculture school, this change will create a school to school feeder program with Vincent High School, an Agriculture Sciences focused high school. River Trail staff and families are unanimously in favor of replicating this program at the elementary level.

An agriculture designation will positively overlap with the school's "Grow Green" Campaign for the 2022-2023 school year. This initiative allows River Trail students to learn more about agricultural science; training them to become tomorrow's scientists, nutritionists, entrepreneurs, teachers, and employers in the fields of food production, business, and marketing. With a combination of classroom instruction and applied agriculture experiences outside of the classroom, this initiative will build the foundation for future educated consumers and agriculturists. The "Grow Green" program will consist of River Trail's continuation to improve and expand our "Five As" for success: academics, arts, athletics, attendance, and agriculture.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.02, Use of School Facilities

Implementation and Assessment Plan

Upon the Board's approval, the Administration will begin marketing and branding the new agriculture specialty school. The Administration will also explore the related pathways for agriculture sciences at the elementary level.

Committee's Recommendation

Your Committee recommends that the Board adopt the Resolution along with funding for a 1.0 FTE agriculture teacher and that the transportation region be designated as citywide, with an update on the Resolution's implementation to be brought to the Board by December 2022.

Approved with the roll call vote on the balance of the reports of the Standing Committees.

* * * * *

(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 when the State 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 the following strategies when implementing this program:

- instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd; and
- maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small-group instruction.

The AGR program requires that each school describe its implementation of the program and report its objectives and success in achieving them to the Board every semester.

Achievement Gap Reduction (AGR) End-of-year Report

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 teacher in grades K5 through 3; and
- maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small-group instruction

AGR Schools

Grades K5 to 3

- 10,672 students
- 64 schools
- 18.6% English-language learners
- 21.8% students with disabilities
- 87.0% economically disadvantaged

American Indian	0.2%
Asian	5.5%
Black	59.4%
Hispanic	28.2%
Hawaiian/Pacific Isle	0.1%
White	3.0%
Two or More	0.1%

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 Avenue
Longfellow
Lowell
Mitchell
Rogers
Zablocki

Citywide (3)

ML King, Jr.
River Trail

Townsend *Contracted (1)*

LaCausa

AGR Trimester Data, Comparative FY21 and FY22

	AGR Percentage of Proficient and Advanced Grades					
	ELA		Reading		Math	
	Tri 3, FY21	Tri 3, FY22	Tri 3, FY21	Tri 3, FY22	Tri 3, FY21	Tri 3, FY22
Grade K5	40.5%	53.1%	35.9%	48.3%	41.3%	58.9%
Grade 1	31.6%	35.5%	31.5%	35.0%	33.4%	43.3%
Grade 2	31.2%	37.5%	35.7%	36.3%	35.7%	45.7%
Grade 3	26.7%	30.7%	26.1%	35.8%	26.1%	33.6%

The percentage of students with proficient and advanced grades increased in all grades for all subjects!

Summary of Accomplishments

- Submitted 64 strategies reports.
- Brainstormed strategies to increase coaching within AGR schools.
- Planned for and granted approval of additional FTE to provide programmatic support within Early Childhood.
- Implemented the Lexia Core5 reading program within nine AGR schools.
- Served on the Bridges to School MKE Planning Committee with support in the onboarding of the recently-hired 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 and supported SST and school community with instructional resources).

AGR Tier 1 Support

Lexia Core5 implemented at ten (nine AGR) schools with positive results. 74% of meeting-usage students advanced one or more grade-level materials!

		Grade Level of Skills								
	Total	Starting					Current			
	Students	Pre-K		K		1st	Pre-K		K		1st	
Pre-K	152	142	93%	10	7%		59	39%	91	60%	2	1%
K	257	170	66%	86	33%	1	0%	48	19%	194	75%	15	6%
Total	409	312	76%	96	23%	1	0%	107	26%	285	70%	17	4%

Progress in Core5 during 2021-22: Students Using with Fidelity

Core5 supports the six areas of reading: phonological awareness, phonics, structural analysis, fluency, vocabulary, and comprehension.

Meeting-usage & Benchmark-achieved Students

	Starting Level	Current Level
Reached EOY Benchmark		108 60%
On Grade-level Benchmark	130 73%	70 39%
One Grade Below Benchmark	38 21%	

Next Steps

- Solidify a plan to increase coaching and support within AGR schools for FY23 with the hiring and onboarding of coaches in literacy and mathematics;
- Continue to hire and onboard additional personnel to support Early Childhood initiatives;
- Focus on foundational skill improvements in Pre-K and K with implementation of the Lexia Cores program in nine AGR schools;
- Support the implementation of the Bridges to School MKE Project activities; and

• Continue embedding early childhood information within the Ambitious Instruction-Accelerating 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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(Item 3) Report with Possible Action Regarding Art Education

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 January 2020, 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, representatives from the MTEA, board members, and representatives from the Office of Academics, Office of Accountability and Efficiency, Office of Board Governance, Office of 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 (March and August) updates by the Administration relative to the progress in implementing the policy, as well as next steps. The following presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45, Art Education.

MPS Visual Art Update

Phase 3 in 2022-23

- 21 schools have increased FTEs
- 10 new full-time positions
- Increase of 8.5 FTEs
- Regional breakdown
  - — Four in Northwest
  - — five in Central
  - — four in East
  - — four in Southwest
  - — two in High School
  - — two in City Wide
- 2.6 FTE Teacher Leaders

Unfilled Art Positions, as of August 1

- four full-time vacancies
- six paired positions
- two 0.4 FTE positions
- four 0.3 FTE positions
- one 0.2 FTE positions

Art Professional Development, 2022-23

- Workshops in June and August
  - — Ceramics
  - — Printmaking
  - — Felt making
  - — Mosaics
- New Educators' Institute
- Visual Art and Ambitious Instruction
- Classroom Management
- Social Emotional Learning
- Monthly professional learning cohorts
- Licenses for the Art of Education University provided for all art teachers
  - — PRO Learning purchased as a professional development online resource for K-12 visual arts educators

— FLEX Learning purchased as a curricular resource for K-12 visual arts educators

- Four professional development sessions offered by the Art of Education University

Support Beyond Professional Development

- One visual-arts teacher leader supports middle and high school.
- One visual-arts teacher leader supports K-8.
- One part-time assistant supports K-5.
- UWM artsECO program — collaboration from the Cargill grant to support teachers in years 1-5 of teaching.
- New peer mentor program pairs veteran and new teachers.
- Every new teacher receives one year of coaching/mentoring from a teacher leader.
- Supplies and equipment are available upon request.

Access to Supplies & Equipment

All visual art teachers have access to the supply-requests form through which consumables and equipment can be requested. A link to this form is sent to them via email every Friday,

Requests are checked daily and ordered by the departmental secretary, who works with teachers and staff to receive items and on supply-chain issues.

Teachers were encouraged to place requests for fall during the months of May and June to ensure delivery for the start of 2022-23.

ESSER Funding, 2021-2022

Items	Schools	Total Ordered
Chromebooks	6	240
Chromebook Carts	6	6
Color Printers	5	5
Desktop	1	30
Laptops/w locking kits	11	63
Smartboards	8	11
Surface Pros	District	6
Art Materials, Equipment, and Supplies	47	56
Kilns	7	7

Art Curriculum Writing, Summer 2022

High-school Common Course Outlines

- Art Fundamentals
- Drawing & Painting
- Ceramics
- Printmaking

Middle-school Courses

- Content-specific courses
- Differentiation of K-8 and 6-8 offerings
- Middle-school art fundamentals
- Emphasis on student voice and choice
- Culturally-relevant artists

Next Steps

- Introduction to a peer mentor program
- Continue to work with schools and Facilities and Maintenance to install kilns
- Determine phase 4 schools and additional expansion. Phase 4 will complete the expansion based on enrollment
- Additional changes and supports will be made as needed during each budget cycle

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.45,Art Education

Fiscal Impact Statement

N/A

The Board gave additional consideration to this item, but no action was taken.

* * * * *

(Item 4) Action on Music Education

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 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 (March and August) updates by the Administration relative to the progress in implementing the policy as well as next steps. The following presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44, Music Education.

MPS Music Update

Good News

Summer Saturday classes set a new record in enrollment.

We have hired 13 new classroom music teachers, one additional traveling music teacher, and a district accompanist to support our choral programs.

We are adding music K8 and essential elements of music as resources for our general music teachers.

Infrastructure items — chairs and music stands — were upgraded in eight schools after 30+ years of use.

New Programs in 2022-23

Concert Band/Band Lessons

- Thurston Woods
- Burdick
- Forest Home
- 95th St. School
- Lincoln Avenue

Modern Band

- Bay View High School

Choir

- Washington High School
- US Grant

Music Technology

- Roosevelt Middle School

Music Education Expansion, Phase 3

- 38 schools
  - — 12 in the Central Region
  - — Six in the Northwest Region
  - — 13 in the East Region, Five in the Southwest Region
  - — Two in the High School Region

- 24 full-time music positions — 12.7 FTE Increase
  - — Nine K-5 positions
  - — 14 K-8 positions
  - — One high-school position

Music Expansion

- 98 full-time music teachers
- 111 schools

Unfilled Music Positions, as of 8/1/2022

- 10 FTE in single schools
- 11 FTE in paired positions
- Three 0.5 FTE
- Two 0.2 FTE

Music Professional Development, 2022-23

- Summer PD for world drumming, ukulele, recorder, Sound Trap, and Infinite Campus for music teachers
- New Educator's Institute — Pacing Guides and Resources
- Teacher's Institute — Ambitious Instruction
- Quaver/Music K8/EE Music Class — general music teachers
- Weekly music mentors' meetings for early-service teachers
- Monthly professional learning cohorts for band, modern band, orchestra, and choir
- Music teachers are supported by three teacher leaders who can assist with lesson planning and assessment design

Access to Supplies and Equipment

Teachers receive a weekly update with information about how to request supplies and equipment. Instrument specialist and fine-arts secretary work with teachers to ensure delivery.

ESSER Funding

ESSER II

Sound Trap

Access for every student in grades 3-8. Funding was sufficient to cover the 2022-23 school year as well

Music PPE

Masks and bell covers for over 2,500 students. Funding was sufficient to cover the 2022-23 school year as well

Ukuleles

Class set of instruments, tuners, and storage cart for 50 schools

Guitars

Instruments and cases for 150 students

ESSER III — in progress

- Additional traveling music teachers
- Wisconsin School Music Association festival and competition registration fees for all students
- Summer music interns and staff supervisor for instrument repair and maintenance

Instrument Audit and Inventory

- Met with MPS Audit and developed detailed instrument-inventory policies and procedures
- Created an inventory checklist for school leaders

- Revised instrument-loan agreement and provided schools with copies
- Beta-testing a new inventory system from Cut Time/Conn Selmer

Curricular Work to Date

Completed 2021-22

- K-5 General Music Pacing Guide
- Middle-school pacing guides for band, orchestra, modern band, and music technology

Completed Summer 2022

- High-school guitar foundations
- High-school modern guitar

In Progress

- Adaptive K-5 general music
- Middle-school vocal music
- High-school vocal music
- High-school orchestra

Next Steps

- Moving to an ensemble model that will offer seven curricular options for students in grades 6-8
- Adding a general music instrument specialist's position
- Continue a partnership with Hal Leonard music publisher
- Continue a partnership with the Save the Music Foundation
- Expand our choral and string programs
- Year 4 expansion: offer two music options in our largest schools
- Work to rebuild feeder systems
- Align and build equity by offering music, art, dance, theatre, and creative writing at the arts elementary, middle, and high schools

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.44, Music Education

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that the Administration reconvene the Music Advisory Committee, which was involved in the development of the music policy to review all procedures, central- and school-based, to ensure the fidelity of the music policy's implementation and that a report be brought back to the Committee next month with a member of the Advisory Committee being present to share about the work.

Although the Board gave additional consideration to this item, no action was taken.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

With organizations having taken a summer break, there were no reports from the Board's delegates this month.

* * * * *

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

In an effort to support the goals identified by MPS as essential to the accomplishment of its Vision and Mission, the President's activities from August 2022 included the following:

Academic Achievement

- Attended the early teacher PD at North Division and gave a welcome speech to all the new early-start teachers
- Attended the early-start back-to-school event at Milwaukee High School of the Arts
- Attended the traditional-start PD at North Division and gave a welcome speech to all the new traditional-start teachers

Effective and Efficient Operations

- Attended the monthly meeting of the Board's Committee on Accountability, Finance, and Personnel
- Chaired the board retreat on the Strategic Plan
- Met with Matt Chason and Superintendent Posley on next steps for the metropolitan initiative
- Chaired the regular monthly board meeting
- Participated in a meeting with Kane Communication

Student, Family, and Community Engagement

- Throughout August, I have responded to constituents' emails, phone calls, and texts.
- I met with the new head of the Community Schools Initiative, Glen Carson

I am also looking forward to participating in the 2022 MPS Back to School Run!

RESOLUTIONS

(Item 1) Action on a Motion to Discharge the Committee on Accountability, Finance and Personnel from Further Consideration of Resolution 2223R-006 by Director Carr on a School Safety Assessment and to Waive Board Rule 1.09 in Oder to Give Public Hearing and to Take Immediate Action on the Resolution

Background

At its regular meeting of June 2022, the Board referred Resolution 2223R-006 to the Committee on Accountability, Finance and Personnel. The Resolved portion of the Resolution reads:

> 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

FURTHER RESOLVED, That the Administration shall report the findings of the school security expert to the Board no later than the December 2022 board business meeting.

Recommendation

The recommendation is that the Board

1. discharge the Committee on Accountability, Finance and Personnel from further consideration of Resolution 2223R-006;
2. waive Board Rule 1.09 in order to give public hearing; and
3. determine how it wishes to proceed relative to the Resolution.

Director Carr moved to discharge the Committee on Accountability, Finance, and Personnel from further consideration of Resolution 2223R-006 and to waive Board rule 1.09, in order to hear public testimony and to take immediate action on this item.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

Director Carr moved to approve the resolution.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

* * * * *

(Item 2) Action on a Recommendation to Waive Board Rule 1.09 in Order to Give Public Hearing and to Take Immediate Action on the Submission of a Resolution by Director Gokalgandhi to the Wisconsin Association of School Boards

Background

The Milwaukee Board of School Directors has held a long-standing membership in the Wisconsin Association of School Boards (WASB). Resolutions adopted by the WASB's annual Delegate Assemblies set the policy direction for the WASB and its lobbying efforts.

The WASB's resolution process is meant to be member-driven. Each member board has an opportunity to put its imprint on the WASB's policies. The process begins when member boards submit resolutions proposing new language or changing or repealing existing resolution language. Those board resolutions must be submitted to the WASB by Sept. 15.

The following resolution is hereby submitted for adoption and referral to the WASB's next Delegate Assembly for its consideration:

WHEREAS, Current state law requires school districts to establish a bilingual-bicultural (BLBC) education program if they reach certain threshold concentrations of English Learner (EL) students from the same language group within discrete grade bands in an individual school in the district. Wis. Stat. sec. 115.97 establishes the following thresholds:

- 10 or more EL students in grades K-3;
- 20 or more EL students in grades 4-8; and
- 20 or more EL students in grades 9-12;

WHEREAS, A "bilingual-bicultural education program" is by definition a program designed to improve the comprehension and the speaking, reading and writing ability of EL students in the English language, so that the student will ultimately be able to perform ordinary classwork in English; and

WHEREAS, The State Superintendent of Public Instruction is required to establish, by rule, minimum standards for BLBC education programs as well as standards for the approval of the abilities of certified teachers and counselors and their aides participating in BLBC education programs; and

WHEREAS, Each school district establishing a BLBC education program shall ensure bilingual teachers, bilingual teacher's aides, bilingual counselors, and bilingual counselor's aides meet the definitions established by Department of Public Instruction (DPI) rule to be licensed; and

WHEREAS, Milwaukee Public Schools is thus required by law to establish BLBC education programs taught by licensed bilingual teachers; and

WHEREAS, Milwaukee Public Schools is one of many districts throughout Wisconsin that is facing challenges with the recruitment and retention of licensed bilingual teachers; and

WHEREAS, In order to receive an educator license in Wisconsin, including a bilingual teacher license, the Wisconsin DPI requires applicants to demonstrate content knowledge proficiency in their specific license area; and

WHEREAS, an additional requirement for licensure is that an applicant for a license to teach in grades K4 to 9 or in special education must pass the Foundations of Reading Test (FoRT); and

WHEREAS, The FoRT examination process is a costly and time-consuming process, with a relatively high failure rate as it is currently administered in Wisconsin; and

WHEREAS, In recognition of the negative impact the FoRT exam passage requirement coupled with this relatively high failure rate was having on the supply of teachers in special education, in November 2019, the Wisconsin Legislature enacted 2019 Wisconsin Act 44, amending Wis. Stat. sec. 118.19 (14) (a); and creating Wis. Stat. sec. 118.19 (14) (b), to allow the DPI to grant a waiver from the requirement to pass the FoRT exam for certain applicants pursuing a license in special education; and

WHEREAS, This waiver allows an individual applicant seeking an initial teaching license to teach in special education who is unable to pass the FoRT exam to obtain a license if the applicant demonstrates to the satisfaction of the DPI that he or she has successfully completed a course of study that satisfies all of the following:

1. The course of study provides rigorous instruction in the teaching of phonemic awareness, phonics, vocabulary, reading comprehension, and fluency.
2. A student in the course of study receives feedback and coaching from an individual who is an expert of reading instruction.
3. A student in the course of study demonstrates competence in phonemic awareness, phonics, vocabulary, reading comprehension, and fluency by providing a portfolio of work; and

WHEREAS, There are many qualified, experienced individuals who want to work as bilingual educators and still more who are currently serving our schools as bilingual educational assistants and paraprofessionals whose career advancement toward licensure as a bilingual teacher is stalled due to their inability to pass the FoRT exam despite their experience and qualifications; and

WHEREAS, According to the DPI, the passage rate for first-time FoRT exam takers is only about 66%; and

WHEREAS, When broken down by race and ethnicity, the first-time passage rate for persons of color is even lower, with 68 percent of Whites but only 55 percent of Asians, 50 percent of Native Americans, 41 percent of Blacks and 36 percent of Hispanics passing the FoRT on their first attempt, according to the DPI's 2014-15 statistics; and

WHEREAS, These results, broken down by race and ethnicity, appear to be similar to FoRT results broken down by race and ethnicity, from other school districts in the nation that administer the same FoRT test; and

WHEREAS, Providing only one pathway to licensure (that requires passage of the FoRT exam) disproportionately impacts teacher license applicants of color and only exacerbates the problem of teacher shortages in areas such as bilingual teachers, where licensure applicants are disproportionately persons of color; and

WHEREAS, This is especially problematic, considering that there could be other options for licensing qualified bilingual individuals as bilingual teachers, such as the creation of a waiver similar to the one now being afforded to prospective special education teacher applicants; and

WHEREAS, As determined by recent litigation in the state of New York, not providing an alternate pathway to certification may constitute employment discrimination against applicants of color who are not eligible for employment as classroom teachers; now, therefore, be it

RESOLVED, that MPS urges WASB and DPI to support legislation for bi-lingual, bi-cultural license applicants similar to the legislation enacted for special education license applicants to provide an alternative pathway to licensure that does not require passage of the FoRT exam, or

FURTHER, that MPS urges WASB and DPI to support legislation to explicitly direct the DPI to waive the FoRT exam requirement for bi-lingual, bi-cultural teaching license applicants.

Recommendation

The recommendation is that the Board

1. waive Board Rule 1.09 in order to give public hearing on this item; and
2. determine how it wishes to proceed with this resolution.

Director Gokalgandhi moved to waive Board rule 1.09(2) in order to hear public testimony and to take immediate action.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

Director Garcia asked to co-sponsor the resolution.

Director Gokalgandhi moved to adopt the resolution.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

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The Board adjourned at 6:55 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 29, 2022

Regular meeting of the Board of School Directors called to order by President Peterson at 5:36 p.m.

Present — Directors Carr, Garcia (5:44 p.m.), Gokalgandhi, O'Halloran, Siemsen, and President Peterson — 6.
Absent and Excused — Directors Herndon, Leonard, and Taylor — 3.

Before proceeding with the agenda, President Peterson asked for a moment of silence to commemorate the passing of the following members of the MPS Community:

- Susan Bahrke, a retired teacher at Forest Home Avenue School;
- Prestin Gill-Pate, a student at Madison High School;
- Bobbie Killins, a retired assistant principal at Kagel School;
- Edward Lee, a retired steamfitter with the district pipe shop;
- Brandon Lloyd, Jr., a student at Thoreau School;
- Amalia Villagomez, a teacher at Hamilton High School;
- Peggy Ward, a retired teacher at Grantosa Drive School; and
- Jeremiah Williamson, a student at Hamilton High School.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of August 2022 were approved as printed.

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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 August through mid-September are also included in the following report.

Superintendent's Report, September 2022

Day One Kickoff Starts the Traditional Start School Year at AAL

The Academy of Accelerated Learning rolled out the red carpet on September 6, 2022, as thousands of excited students returned to nearly 100 MPS schools. Principal Eric Rian welcomed guests and families at the Day One Kickoff. Special guests welcoming and cheering on students as they arrived included Superintendent Dr. Keith P. Posley; Governor Tony Evers; Lieutenant Governor Mandela Barnes; State

Superintendent Jill Underly; Milwaukee Board of School Directors' President Bob Peterson; Board Director Marcela Garcia; Board Director Henry Leonard; Board Director Erika Siemsen; County Executive David Crowley; the Milwaukee Teachers' Education Association's President, Amy Mizialko; the Administrators and Supervisors Council's Executive Director, Steven Lubar; City Year's Senior Vice President/Executive Director, Dr. Stephanie Maney-Hartlaub; district administrators; state officials; and guests.

Children were excited to see their teachers and friends, to start a fresh school year, and to get ready for hands-on learning. Families watched the excitement, waved good-bye to children, and even shed a few tears as their little ones started a new adventure.

"Our teachers and staff have been prepared with professional development and are ready to deliver Ambitious Instruction again this year," said Dr. Posley. "We have high expectations and want every student to achieve their personal best."

Everyone was excited and full of energy, anticipating the wonderful year of learning that lies ahead for our students.

M-Cubed (M^3) and Milwaukee Public Schools

Milwaukee Public Schools continues to build connections with Milwaukee Area Technical College (MATC) and the University of Wisconsin-Milwaukee (UWM) through the M^3 (M-Cubed) partnership. This partnership is another collaboration developed to provide students with more opportunities that will help impact their future successes. Currently, M^3 has 12 active projects focused on three overarching goals.

- Connected learning:
  - Academic and career planning (ACP) that focuses on building and supporting students' ACPs;
  - English, math, and science pathways that create curricular alignment across kindergarten through college;
  - Teaching and learning that brings faculty from all three institutions together to improve teaching practices
- Supporting transitions:
  - Transition program Smart Start, which provides support to MPS students as they transition to MATC and UWM;
  - College Connections, a dual-enrollment program with general, education, and nursing pathways;
  - Concurrent enrollment, which expands dual-enrollment across all three institutions; and
  - Milwaukee Parent Institute, which empowers families to support their children's success
- Driving completion:
  - Financial support to increase FAFSA completion, financial aid, and scholarships so that students can access college; and
  - Work-based learning, which creates work-based and experiential learning, including internships across institutions.

We look forward to more students participating each year and want to make the 2022–23 school year the most successful to date.

Open House and Spirit Week across the District

As we welcomed students and families back to school this fall, schools hosted a variety of family-engaging open houses that afforded families a chance to receive books, to participate in activities and games, to meet their mascots, to visit the school carnival, to receive flu shots, to eat popcorn and snacks, and, most important, to visit classrooms and to meet the staff while receiving information for academic success and school expectations.

To help students adjust to the school year and to their student communities, schools participated in Spirit Week from September 12 to 16. Schools had themed days that included crazy socks, bad hair,

backwards, school color, jersey, or best homeroom participation day. Spirit Week allows students an opportunity to get into the spirit of school while keeping focus on their academic program.

All schools will host a spring open house and spirit day. So, rest assured, if you missed the fall activities or had so much fun that you want to do it again, schools will be preparing all winter for their spring events. Check individual schools' home pages for more information.

Ronald Reagan and Washington High Schools Break Ground

Reagan High School will soon begin work on expansions to its school and athletic facilities. MPS hosted a ground-breaking ceremony on September 7, 2022, to unveil the upcoming projects to neighbors, media, and the community.

The many improvements are divided into three phases:

- Phase I
  - — Science wing addition with labs
  - — Gymnasium addition, including hardwood floor, bleachers, audio system, and more
  - — New team locker rooms
  - — Large lobby, concessions stand, and bathrooms
  - — Six tennis courts
- Phase II
  - — Fitness center addition
  - — Construction of soccer field and two additional tennis courts
  - — Storage space, parking lot, and stormwater management
- Phase III
  - — Construction of fieldhouse with turf athletic field

With funding secured through MPS's ESSER funds, MPS Recreation, school fundraising, and private philanthropy, Phase I construction is ready to begin. The school and the district will continue their efforts to secure funds for Phases II and III.

Washington High School hosted a ground-breaking ceremony on September 8, 2022, to begin work on the replacement of its existing track and athletic field. Community members and the media were on hand to kick off the construction. Milwaukee Public Schools, Common Ground, and the Milwaukee Public Schools Foundation have forged a partnership to finance the project and bring these exciting improvements to the community.

Project highlights include the following:

- installation of a new synthetic turf play field suitable for football and soccer practice
- green infrastructure underground stormwater-retention system below the turf play field
- installation of a new practice running/walking track with a rubberized surface
- construction of a new storage shed
- installation of two new basketball half-courts
- practice area for running long jump.

Slated improvements are made possible by fundraising efforts of Common Ground, the MPS Foundation, and numerous grants and funding sources.

MPS administration, staff, and students are grateful to those who worked hard at fundraising and for the generous donations of community members who will make these projects possible. Students, families, and staff are excited to see these projects get under way. The renovations will provide dedicated spaces for student athletes to train and compete.

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

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(Item 2) Report with Possible Action Regarding Transportation Services for the 2022-23 School Year

Background

While we ended last school year with about 535 yellow school buses and about 90 non-yellow buses (such as vans and human-service vehicles), we are now at about 580 buses and more than 180 vans and human-service vehicles. We processed about 16,000 bus changes this past month. The biggest challenge we have is keeping up with the volume of requests.

Currently we have more drivers than routes. We have drivers for each of our buses, and we plan for about 10-15% reserve ratio. When we have a higher-than-predicted amount of absenteeism, however, that can be a challenge. The employment market is highly competitive right now, and drivers do tend to shop around employers when they first come back for the start of school. This means quite a bit of movement, and we may think we have drivers lined up, only to have to make last-minute resets. This usually works itself out over the first few weeks of the school year, however. Our staff continues to try to address this and keep the pieces put together to minimize the unavoidable. The actions that we took last year (tiering, helping bus companies to attract and to retain drivers) has helped us reap the benefits this year.

Issues concerning the differential between the transportation system and the classroom information on Infinite Campus has been resolved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.04, Student Transportation Services

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

On September 15, 2022, the Department of Public Instruction (DPI) submitted its proposed budget for the 2023-24 and 2024-25 fiscal years. After two years in which per-pupil funding dropped $715 below the rate of an inflationary adjustment, and 14 years in which per-pupil funding has not kept pace with the rate of inflation, the proposal has been framed as a "recovery budget." The DPI's proposal adjusts per-pupil funding upward by $1,069 over the next two years and improves the reimbursement rate for special education from a still historically low 29% to 45% in the first year and 60% in 2024-25. The DPI recommends increasing the rate to 90% over the following two years in order to achieve the same level of support as that currently provided to private schools.

Additional elements of the proposal are highlighted in the document provided by the DPI, which has been submitted to the Board 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 Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

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 monthly report of the Office of Accountability and Efficiency's (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 August through mid-September.

Report to the Milwaukee Board of School Directors, September 2022

The Office of Accountability and Efficiency (OAE) was established to the enhance transparency, oversight, and accountability of the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of the fiscal stewardship of Milwaukee Public Schools.

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

Accountability and Efficiency Services

Between August 13, 2022, and September 17, 2022, Accountability and Efficiency Services fulfilled three requests for information/research, five constituent inquiries, and one special project. Accountability and Efficiency Services also satisfied three independent hearing officer (IHO) assignment requests.

Additionally, Accountability and Efficiency Services continued to collaborate with the MPS Department of Recreation and Community Services on updating the Equity-based Prioritization Model, which is used to ensure an equitable distribution of resources within the playfield-improvement process. Accountability and Efficiency Services provides support and guidance in spatial and strategic data analysis.

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 attended the American Contract Compliance Association's (ACCA's) training institute in Charlotte, North Carolina. The training institute is designed to provide compliance administrators with comprehensive training from nationally recognized experts within the following fields: contract compliance, supplier-diversity initiatives, public initiatives, public administration management, project goal setting, and legal updates impacting federal and state diversity programs.

As a result of participating, one CCS staff member successfully completed 4.2 continuing education units (42 hours of training) and obtained Certified Compliance Administrator certification. The certification requires two years of attending the training institute.

ACCA's training allows CCS's staff to assess our current processes to ensure efficiency within district operations where contract-compliance requirements are assigned to district bids and requests for proposals. Any necessary adjustments based on industry trends are implemented accordingly.

Additionally, CCS provided one abbreviated job-readiness session to Grandview High School.

Finally, CCS collaborated with the Division of Facilities and Maintenance to discuss strategically aligning both training and resources to better support MPS's high-school juniors and seniors interested in careers within the skilled trades.

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 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 12 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors for the following dates and times.

- September 7, 2022, at 9:00 a.m. and 11:00 a.m.
- September 9, 2022, at 9:00 a.m., 10:00 a.m., 11:00 a.m., and 12:00 p.m.
- September 14, 2022, at 11:00 a.m.
- September 15, 2022, at 9:00 a.m., and10:00 a.m.
- September 19, 2022, at 9:00 a.m.
- September 21, 2022, at 9:00 a.m.
- September 23, 2022, at 9:00 a.m.

Also provided 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 September 7, 9, 14, 15, 19, 21, and 23, 2022.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, O'Halloran, Siemsen, and President Peterson — 6.
Noes — None.

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REPORTS OF THE STANDING COMMITTEES

No items having been set aside for separate consideration, on the motion of Director Siemsen the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, O'Halloran, Siemsen, and President Peterson — 6.
Noes — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Herndon 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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Tiffany Brown	Building Service Helper I	$15.90/hr.	08/22/2022
2	Rayzjon Eison	Building Service Helper I	$15.90/hr.	08/08/2022
2	Dionne Foster	Building Service Helper I	$16.43/hr.	08/08/2022
2	Ray Gray	Building Service Helper I	$15.90/hr.	08/22/2022
2	Brittanie Gregory	Building Service Helper I	$15.90/hr.	08/29/2022
4	Jasmin Jiminez-Rico	Building Service Helper I	$15.90/hr.	08/29/2022
2	Shirley Manns	Building Service Helper I	$16.43/hr.	08/08/2022
4	Luis Martinez Delgado	Building Service Helper I	$15.90/hr.	08/08/2022
2	Michael Ramsey	Building Service Helper I	$18.02/hr.	08/08/2022
4	Jorge Mercado	Boiler Attendant Trainee	$38,846.00	08/08/2022
2	Denise Beck	Children's Health Assistant	$22,662.00	08/22/2022
2	Tranice Burks	Children's Health Assistant	$22,662.00	08/29/2022
2	Gail Carroll	Children's Health Assistant	$22,05000	08/29/2022
2	Alegra Combs	Children's Health Assistant	$20,827.00	08/29/2022
2	Essence Cross	Children's Health Assistant	$18,992.00	08/29/2022
2	Hahmya Johnson	Children's Health Assistant	$20,214.00	08/29/2022
2	Darsha Jones	Children's Health Assistant	$20,214.00	08/08/2022
2	Dominique Powell	Children's Health Assistant	$20,214.00	08/29/2022
2	Sarita Griffin	Food Service Assistant	$15.90/hr.	08/24/2022
5	Brett Hanisko	Instrument Specialist — 10-month	$34,792.00	08/29/2022
5	Danielle Burroughs	Interpreter	$35,932.00	08/09/2022
2	Kylie Leverette	Interpreter	$39,464.00	08/29/2022
5	Frances Moe	Interpreter	$39,464.00	08/29/2022
4	Karley Marcelina Vega	Paraprofessional — Parent Involvement	$26,345.00	08/08/2022
2	Devin Adekunle-Greenwood	Paraprofessional	$19,758.00	08/08/2022
2	Rosa Adong	Paraprofessional	$23,876.00	08/29/2022
2	Adebisi Agoro	Paraprofessional	$19,758.00	08/29/2022
2	Olivia Banks	Paraprofessional	$19,758.00	08/29/2022
5	Vanessa Boston	Paraprofessional	$19,758.00	08/29/2022
2	Tiffany Bowen	Paraprofessional	$20,970.00	08/30/2022
2	Natasha Burnham	Paraprofessional	$20,970.00	08/08/2022
4	Andrea Cervantes	Paraprofessional	$22,418.00	08/29/2022

Code	Name	Position	Salary	Date
4	Guadalupe Creapeau	Paraprofessional	$26,345.00	08/29/2022
5	Abigail Foote	Paraprofessional	$20,241.00	08/08/2022
5	Tami Hetzel	Paraprofessional	$19,758.00	08/29/2022
5	Lillian Hock	Paraprofessional	$20,970.00	08/24/2022
5	Renee Hoefer	Paraprofessional	$21,699.00	08/29/2022
5	Azariah Horowitz	Paraprofessional	$20,970.00	08/29/2022
2	Jamona Irving	Paraprofessional	$19,758.00	08/29/2022
2	Conaniah Jackson	Paraprofessional	$23,876.00	08/08/2022
4	Maritza Jiminez	Paraprofessional	$20,970.00	08/29/2022
2	Dessa Jones	Paraprofessional	$22,418.00	08/08/2022
2	Jonita Jones	Paraprofessional	$19,758.00	08/29/2022
5	Scott Kinter	Paraprofessional	$20,970.00	08/29/2022
5	Tanya Knutson	Paraprofessional	$22,418.00	08/29/2022
5	Mary Larkin	Paraprofessional	$22,418.00	08/29/2022
5	Kirstin Larson	Paraprofessional	$19,758.00	08/29/2022
5	Jessica Leitheim	Paraprofessional	$19,758.00	08/29/2022
2	Shahidah Malone	Paraprofessional	$19,758.00	08/29/2022
2	Amani McClellan	Paraprofessional	$19,758.00	08/08/2022
5	Molly McKee	Paraprofessional	$19,758.00	08/29/2022
5	Emily Merkt	Paraprofessional	$22,418.00	08/08/2022
5	Luka Milosevic	Paraprofessional	$19,758.00	08/29/2022
4	Barbara Montano	Paraprofessional	$20,970.00	08/29/2022
4	Tomasita Morales	Paraprofessional	$19,758.00	08/29/2022
2	Jeffrey Morris	Paraprofessional	$19,758.00	08/08/2022
4	Stephanie Munguia	Paraprofessional	$19,758.00	08/29/2022
4	Wilma Murphy	Paraprofessional	$23,876.00	08/29/2022
4	Wendy Orozco Luna	Paraprofessional	$21,699.00	08/29/2022
5	Anna Pajunen	Paraprofessional	$19,758.00	08/15/2022
3	Kiranmaye Reddy	Paraprofessional	$19,758.00	08/29/2022
4	Zuleiky Rodriguez Morales	Paraprofessional	$19,758.00	08/29/2022
4	Yachira Rosemond	Paraprofessional	$19,758.00	08/29/2022
4	Ebenezer Rubio Morales	Paraprofessional	$20,970.00	08/08/2022
2	Devonna Scherr	Paraprofessional	$19,758.00	08/08/2022
3	Morgan Scot	Paraprofessional	$19,758.00	08/29/2022
5	Elizabeth Sliga	Paraprofessional	$19,758.00	08/29/2022
5	Katelyn Smith	Paraprofessional	$19,758.00	08/30/2022
5	Jodie Spence	Paraprofessional	$22,418.00	08/24/2022
4	Michael Tapia	Paraprofessional	$19,758.00	08/29/2022
5	Jennifer Thor	Paraprofessional	$22,418.00	08/29/2022
5	Nicolas Uvena-Stefanovich	Paraprofessional	$19,758.00	08/29/2022
2	Takiea Walker	Paraprofessional	$20,970.00	08/08/2022
5	Katherine Walters	Paraprofessional	$19,758.00	08/29/2022
2	Jada Williams	Paraprofessional	$19,758.00	08/29/2022
2	Toni Williams	Paraprofessional	$19,758.00	08/29/2022
5	Alexandra Zach	Paraprofessional	$20,241.00	08/08/2022
5	Jessica Ziegler	Paraprofessional	$22,418.00	08/29/2022
2	Dennis Brown	School Safety Assistant	$24,624.00	08/08/2022
2	Andrew Coleman	School Safety Assistant	$24,624.00	08/16/2022
2	Dashun Cooper	School Safety Assistant	$24,624.00	08/08/2022
2	Albany Doss	School Safety Assistant	$25,238.00	08/08/2022
2	Savannah Hacket	School Safety Assistant	$24,624.00	08/08/2022
2	Tangela Hawkins	School Safety Assistant	$24,624.00	08/16/2022
2	Tirika King	School Safety Assistant	$26,165.02	08/08/2022
2	Trinity Mckinnie	School Safety Assistant	$24,624.00	08/08/2022
2	Shaqita Morehouse	School Safety Assistant	$24,624.00	08/16/2022
2	Kyle Saffold	School Safety Assistant	$24,624.00	08/08/2022
2	Gregory Singleton	School Safety Assistant	$27,108.00	08/08/2022
2	Danielle Smith	School Safety Assistant	$24,624.00	08/08/2022
2	Veronica Ademoye	Secretary I — 10-month	$32,338.00	08/19/2022
4	Denisse Hernandez Gastelum	Secretary I — 10-month	$27,331.00	08/22/2022
2	Salome Salahdyn	Secretary I — 10-month	$26,329.00	08/18/2022

Code	Name	Position	Salary	Date
5	Meghan Staples	Secretary I — 10-month	$30,335.00	08/22/2022
4	Lorenzo Vasallo	Secretary I — 10-month	$26,329.00	08/19/2022
2	Gina Heil	Secretary I — 11-month	$33,368.00	08/22/2022
4	Yanima Hernandez	Secretary I — 11-month	$32,266.00	08/29/2022
4	Cozby Martinez	Secretary I — 11-month	$31,165.00	08/18/2022
2	Denise Warren	Secretary I — 11-month	$30,064.00	08/19/2022
2	Ashley Webb	Secretary I — 11-month	$31,165.00	08/08/2022
5	Kattie Appleton	School Kitchen Manager II	$34,138.00	08/29/2022
2	Tiera Smith	School Kitchen Manager Trainee	$17.22/hr.	08/16/2022
4	Natalia Mercado	Social Work Aide II	$18,212.00	08/31/2022
Promotions				
2	Marion Poindexter	Building Service Helper I	$15.90/hr.	08/22/2022
2	Natalie Sanders	Boiler Attendant Trainee	$41,262.00	08/08/2022
2	Bennie Young	Boiler Attendant Trainee	$40,054.00	08/22/2022
2	Jazzmen Aldridge	Human Resources Assistant	$39,090.00	08/29/2022
2	Jasmine Bowers	Paraprofessional	$19,758.00	08/29/2022
2	Danise Doll	Paraprofessional	$22,418.00	08/29/2022
2	Dante Fuller	Paraprofessional	$21,699.00	08/08/2022
5	Mallory George	Paraprofessional	$19,758.00	08/29/2022
2	Nolita Nutt	Paraprofessional	$20,970.00	08/29/2022
5	Robin Parker	Paraprofessional	$19,758.00	08/30/2022
4	Behlen Casillas	School Bookkeeper — 10-month	$33,888.00	08/01/2022
4	Sheila Rivera	School Bookkeeper — 10-month	$36,048.00	07/26/2022
5	Morgan Guenthner	Secretary — 10-month	$30,335.00	08/08/2022
2	Consuela Kirkendoll Flowers	Secretary — 10-month	$29,333.00	08/19/2022
2	Latisha Rogers	Secretary — 10-month	$31,336.00	08/01/2022
2	Theresa Lewis	School Engineer II	$58,857.00	08/08/2022
2	Betty Ross	School Engineer II	$61,407.00	08/08/2022
5	Paula Chartier	School Kitchen Manager III	$38,949.00	08/10/2022
2	Sherry Grant	School Kitchen Manager Trainee	$21.52/hr.	08/08/2022
2	Bernita Kizer	School Kitchen Manager Trainee	$21.52/hr.	08/01/2022
4	Meressa Mendoza	School Kitchen Manager Trainee	$18.65/hr.	08/01/2022
2	Bradford Handley	School Safety Assistant II	$32,390.40	08/08/2022
Rehires				
2	Sierra Davis	Building Service Helper I	$18.02/hr.	08/22/2022
2	Rajshaun Hawkins	Building Service Helper II	$39,541.00	08/29/2022
2	Rasheeda Luna	Children's Health Assistant	$30,216.00	08/08/2022
2	Mysonie Taylor	Children's Health Assistant	$21,438.00	08/29/2022
2	Cassandra Holmes	Paraprofessional — Parent Involvement	$30,862.00	08/08/2022
2	India Blunt	Paraprofessional	$20,241.00	08/08/2022
2	Tarsha Carter	Paraprofessional	$19,758.00	08/29/2022
2	LaShawndra Cooper	Paraprofessional	$20,970.00	08/29/2022
2	Latoya Davis	Paraprofessional	$23,876.00	08/29/2022
4	Migdalia Diaz	Paraprofessional	$20,970.00	08/29/2022
2	Darlene La Mar	Paraprofessional	$23,147.00	08/08/2022
2	Sharon Multani	Paraprofessional	$20,970.00	08/29/2022
4	Yuliana Robles-Estrada	Paraprofessional	$20,970.00	08/08/2022
4	Martha Ruiz	Paraprofessional	$23,147.00	08/29/2022
2	Philip Scott-Dotson	Paraprofessional	$20,241.00	08/29/2022
5	Christopher Simon	Paraprofessional	$22,803.00	08/08/2022
2	Lawanda Steward	Paraprofessional	$21,699.00	08/29/2022
4	Dora Elena Vargas	Paraprofessional	$27,511.00	08/29/2022
2	Shatavia Walker	Paraprofessional	$27,960.00	08/29/2022
2	Johnny Allen	School Safety Assistant	$24,624.00	08/08/2022
2	Quwan Booker	School Safety Assistant	$28,978.00	08/16/2022
2	Toriyana Buford	School Safety Assistant	$24,624.00	08/08/2022
2	Shatavia Ellis	School Safety Assistant	$24,624.00	08/29/2022
2	Sharetta Evins	School Safety Assistant	$28,035.00	08/08/2022
2	La'Zhareya Giles	School Safety Assistant	$26,165.00	08/08/2022
2	Jazzmine Johnson	School Safety Assistant	$24,624.00	08/16/2022

Code	Name	Position	Salary	Date
2	LaTisha Kirk	School Safety Assistant	$24,624.00	08/16/2022
2	Jasmine Mills	School Safety Assistant	$27,108.00	08/08/2022
4	Aquania Ramirez	School Safety Assistant	$25,238.00	08/16/2022
2	Ashia Turner	School Safety Assistant	$24,624.00	08/08/2022
2	Alexis Veasley	School Safety Assistant	$25,238.00	08/08/2022
2	Christine Virgil	School Safety Assistant	$25,238.00	08/08/2022
2	Nasif Bowie	Secretary I — 10-month	$28,332.00	08/19/2022
5	Alexis Guzinski	Secretary I — 10-month	$27,331.00	08/01/2022

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 Support Teachers					
5, nr	Darby, Krysta	School Support Teacher	01/MA	$59,658.00	8/29/2022
2, r	Peterson, Wynona S	School Support Teacher	01/MA	$84,207.00	8/29/2022
Teachers					
5, r	Altobelli, Jason	AMP Art	01/BA	$46,979.00	8/29/2022
2, r	Bankhead, Dexxie C	Gen'l Elem & K8 — All Grades	01/MA	$82,318.00	8/29/2022
5, r	Bonner, Molly K	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/29/2022
5, r	Borgra, Hannah	Early Childhood — Spec Ed	01/BA	$46,979.00	8/29/2022
2, r	Butler, Ida F	Gen'l Elem & K8 — All Grades	01/MA	$87,984.00	8/29/2022
4, r	Carranza, Angelica	Day-to-day Teacher	01/BA	$46,979.00	8/29/2022
5, r	Dickler, Jane	Gen'l Elem & K8 — All Grades	01/BA	$52,158.00	8/29/2022
5, r	Fischer, Todd J	AMP Art	01/BA	$60,791.00	8/29/2022
5, r	Hartmann, Shanen John	Multicategorical Comp. SEN	01/BA	$72,876.00	8/29/2022
5, r	Ingram, Salvador	Health — Phy Ed	01/BA	$48,705.00	8/29/2022
2, nr	Koehnen Eley, Johannah	Gen'l Elem & K8 — All Grades	01/BA	$55,611.00	8/29/2022
5, r	Larsen, Jaden Nicole	AMP Art	01/BA	$46,979.00	8/29/2022
5, r	Lentz, Alexis	Gen'l Elem & K8 — All Grades	01/BA	$48,705.00	8/29/2022
5, nr	Marks, Amy L	AMP Art	01/BA	$65,970.00	8/29/2022
5, r	McElligott, Maxwell	Gen'l Elem & K8 — All Grades	01/BA	$55,611.00	8/30/2022
5, r	McGair, Sarah Kristen	Spec Ed Multicategorical	01/BA	$46,979.00	8/30/2022
2, r	Mejia Rodriguez, Evelinda Betty	Multicategorical Comp. SEN	01/BA	$46,979.00	8/29/2022
2, r	Morehouse, Cynthia	Multicategorical Comp. SEN	01/MA	$50,216.00	8/29/2022
5, r	Neubauer, Kane	Gen'l Elem & K8 — All Grades	01/MA	$65,323.00	8/29/2022
5, nr	Olson, Emily	Regular (Five-year-old) Kindergarten	01/BA	$52,158.00	8/29/2022
5, nr	Paul, Kayla	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/29/2022
5, r	Shinkle, Sarah A	Bilingual Education	01/BA	$60,791.00	8/29/2022
3, r	Tupta, Tamika	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/29/2022
3, r	Villanueva, Yesenia	Kindergarten (Four-year-old)	01/MA	$57,769.00	8/29/2022
School Counselors					
5, r	French, Sara	Guidance — Various	01/C	$67,211.00	8/29/2022
5, nr	Vottero, Ashley S.J.	Guidance	01/MA	$65,323.00	8/29/2022
Speech Pathologists					
3, r	Meehleib, Kelly	Speech Pathology	01/SLP	$54,762.00	8/29/2022
5, r	Miles, Jenna	Speech Pathology	01/SLP	$52,875.00	8/29/2022
School Social Worker — IB Calendar					
2, r	Graves, Elexsis A	School Social Work	01/2A	$58,971.00	8/29/2022
Occupational Therapist					
5, nr	Heinlein, Jessica	Therapist — Occupational	01/OTM	$56,027.00	8/29/2022
Teachers — IB Calendar					
4, r	Alvarez Gonzalez, Montserrat	Educational Operations	01/BA	$46,979.00	8/8/2022

Codes	Name	Appointment	Level	Salary	Date
4, r	Arellano, Tony L	Foreign Language	01/BA	$52,158.00	8/8/2022
2, r	Bennett, Mortimer George	AMP HPE	01/B	$64,244.00	8/29/2022
5, r	Buchberger, Jenna	English	01/BA	$46,979.00	8/8/2022
5, r	Catalano, Ted A	Mathematics	01/BA	$64,244.00	8/8/2022
4, r	Cisneros-Zapen, Jessica	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/29/2022
2, r	Cohen-Dixon, Angela	Business Ed	01/BA	$65,970.00	8/16/2022
2, nr	Crawford, Jamie L	Foreign Language	01/BA	$46,979.00	8/8/2022
2, r	Crawford, Lenzy L	English	01/MA	$52,105.00	8/8/2022
5, nr	Davis, Jesse K.	Mathematics	01/MA	$76,653.00	8/8/2022
2, r	Dodd, Maxwell L	Health & Phy Ed	01/BA	$50,432.00	8/8/2022
5, nr	Domanico, Greg C	Mathematics	01/MA	$67,211.00	8/8/2022
5, r	Erler, Emily	English	01/MA	$59,658.00	8/8/2022
5, r	Fritsch, Jonathan	AMP Art	01/BA	$60,791.00	8/8/2022
5, nr	Goyette, David	Mathematics	01/MA	$50,216.00	8/8/2022
2, nr	Jennings, Kasheah	Gen'l Elem & K8 — All Grades	01/BA	$46,979.00	8/8/2022
5, r	Jicha, Alyssa	Kindergarten (Four-year-old)	01/BA	$59,064.00	8/15/2022
6, r	Johnson, Alicia R	Foreign Language	01/MA	$55,882.00	8/15/2022
2, r	Johnson, Emmanuel	English	01/BA	$46,979.00	8/15/2022
5, nr	Kasten, Justin	Health & Phy Ed	01/MA	$86,095.00	8/22/2022
5, r	Manzke, Shannon R	Bilingual Education	01/BA	$46,979.00	8/8/2022
4, nr	Nivia, Carlos	Foreign Language	01/MA	$70,989.00	8/8/2022
2, nr	Palmer, Cameika	English	01/MA	$74,765.00	8/22/2022
4, nr	Raygoza, Marco E.	Foreign Language	01/MA	$87,984.00	8/15/2022
5, nr	Reichhart, Jackie	Health & Phy Ed	01/MA	$70,989.00	8/8/2022
5, r	Schreiber, Jason	Music	01/MA	$70,989.00	8/8/2022
5, r	Schreier, Lena	Social Studies	01/BA	$59,064.00	8/8/2022
5, r	Subotnik, Daniel M	English	01/BA	$46,979.00	8/8/2022
5, nr	Taylor, Nancy J	Middle School — General	01/MA	$80,431.00	8/24/2022
3, r	Thao-Yang, Gao Hmong	Gen'l Elem & K8 — All Grades	01/MA	$63,435.00	8/8/2022
5, nr	Verfuerth, Brian J	Science	01/BA	$74,603.00	8/8/2022
Library Media Specialists — IB					
5, nr	Kastilahn, Jennifer	AMP Lib	01/2FB	$49,193.00	8/17/2022
5, r	Kemp, Sara A	Library	01/2FM	$90,152.00	8/8/2022
5, r	Sims Gray, Jenna K	Library	01/2FB	$49,193.00	8/10/2022
5, nr	Vaccarella, Deborah L	Library	01/2FB	$49,193.00	8/10/2022
School Counselor — Early Start					
5, r	Bolle, Jeffery	Guidance	01/MA	$84,207.00	8/8/2022
Teacher — Trauma-informed Coach					
2, r	Buford, Nakkitta D	General Operations	01/2FM	$56,537.00	8/19/2022
District Teacher Mentor — Early Start					
5, r	Daroszeski, Amy L	General Operations	1D/MA	$101,572.00	8/29/2022
Permit Teachers					
4, nr	Acosta, Gabriela	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/30/2022
2, r	Addison, Vanessa R	Multicategorical Comp. SEN	XX/4W2	$46,144.00	8/29/2022
5, r	Blundon, Brianna M	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
5, r	Charfi, Nihel	Kindergarten (Four-year-old)	XX/4W2	$46,144.00	8/29/2022
2, r	Cherry, Marc Anthony Anthony	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
5, nr	Cornette, Dillon	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
5, r	Denzel, Samantha	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
2, r	Edwards, Jeffrey L	AMP HPE	XX/4W2	$46,144.00	8/29/2022
4, r	Esparza, Jennifer	SAGE	XX/4W2	$46,144.00	8/29/2022
2, nr	Gentry, Tammie Lisa	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
5, r	Gilmore, McKenna	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
2, r	Gully, Arsenio L	Bilingual Education	XX/4W2	$46,144.00	8/29/2022
2, r	Johnson, Warnetta C	Regular (Five-year-old) Kindergarten	XX/4W2	$46,144.00	8/29/2022
2, nr	Jones, Amiyah N	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
2, r	Jones, Naomi G	Kindergarten (Four-year-old)	XX/4W2	$46,144.00	8/29/2022
5, r	Kellogg, Liam Turner	AMP HPE	XX/4W2	$46,144.00	8/29/2022

Codes	Name	Appointment	Level	Salary	Date
4, nr	King, Nina	Kindergarten (Three-year-old)	XX/4W2	$46,144.00	8/29/2022
5, r	Kubacki, Jennifer S	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
1, nr	Martinez, Abigail Y Y	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
2, r	McKnight, Selena A	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
5, r	Myers, Christina Marie	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
2, nr	Nation, Najmah	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
1, nr	Ramirez, Ruben J	Multicategorical Comp. SEN	XX/4W2	$46,144.00	8/29/2022
2, r	Rios-O'Hallorans, Juliana	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
4, r	Scartozzi, Rafael A	Spec Ed Multicategorical	XX/4W2	$46,144.00	8/29/2022
3, nr	Vang, Madeline	Bilingual Education	XX/4W2	$46,144.00	8/29/2022
5, r	Vaughan, Emma	Spec Ed Multicategorical	XX/4W2	$46,144.00	8/29/2022
5, r	Wade, Jeffery M	AMP HPE	XX/4W2	$46,144.00	8/29/2022
5, r	Weissenfluh, Claire	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
2, r	Wilson, Latisha D	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
3, r	Xiong, Mai See	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
Permit Teachers — IB Calendar					
2, r	Coffee, Dontrae Davon	English	XX/4W2	$46,144.00	8/29/2022
5, nr	Daadoucha, Boutheina Belhiba	Foreign Language	XX/4W2	$46,144.00	8/8/2022
5, nr	Dannelly-Schenck, April	AMP Music	XX/4W2	$46,144.00	8/11/2022
5, r	DeWolff, Grace	Specialty Program	XX/4W2	$46,144.00	8/8/2022
2, r	Donalson, Nicole R	Foreign Language	XX/4W2	$46,144.00	8/8/2022
1, nr	Evans, Bruce A	Specialty Program Implementor	XX/4W2	$46,144.00	8/8/2022
5, nr	Gauthier, Salvator	Cat Math High	XX/4W2	$46,144.00	8/8/2022
5, nr	Harizaj, Fatmir	Science	XX/4W2	$46,144.00	8/8/2022
5, r	Hennessy LaBonte, Cecilia	Science	XX/4W2	$46,144.00	8/19/2022
1, nr	Lyon, Diana P	AMP Art	XX/4W2	$46,144.00	8/8/2022
2, r	McDowell, Sydnee	Health & Phy Ed	XX/4W2	$46,144.00	8/11/2022
2, r	Rivas, Erika M	Foreign Language	XX/4W2	$46,144.00	8/29/2022
3, nr	Rivera, Daniel S	Social Studies	XX/4W2	$46,144.00	8/15/2022
5, nr	Schatzman, Christopher	Social Studies	XX/4W2	$46,144.00	8/29/2022
5, r	Witt, Donaven	AMP Music	XX/4W2	$46,144.00	8/8/2022
2, r	Woods, Jonathan M	Multicategorical Comp. SEN	XX/4W2	$46,144.00	8/29/2022
5, nr	Zanoni, Anthony		XX/4W2	$46,144.00	8/12/2022

		Count				
Codes:		Teachers	SSWs	Psychs	Other	Total
1	Native American	3	0	0	0	3
2	African American	31	1	0	0	32
3	Asian/Oriental/Pacific Islander	9	0	0	1	10
4	Hispanic	11	0	0	0	11
5	White	53	0	0	8	61
6	Other	1	0	0	0	1
7	Multi-ethnic	0	0	0	0	0
	Males	52	0	0	1	
	Females	56	1	0	8	

r Resident who must remain resident
nr Non-resident who must become resident
a Reappointment without tenure
b Reappointment with tenure

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, August 2022		
Rochelle Sandrin	Central Services	August 10, 2022
Tania Miennert	R. King High school IB	August 25, 2022

Report on Certificated Resignations and Classified Retirements

Reason	Code	Yrs Svc	Name	Position	Location	Date
Certificated Resignations						
Retire	5	29.6	Christine Anderson	Teacher	81st Street	08/17/2022
Personal	4	6.0	Tony Arellano	Teacher	Rufus King MS	09/02/2022
Other Dist	5	13.0	Katie Arguello	Teacher	Fratney	08/12/2022
Personal	5	4.0	Madison Ashman	Teacher	Bradley Tech	08/03/2022
Personal	5	2.0	Amber Baker	Teacher	MACL	08/17/2022
Other Dist	5	16.0	Jeanette Boehm	Teacher	Whittier	08/15/2022
Other Dist	2	2.0	Jasper Brown	Teacher	Bethune	08/18/2022
Other Dist	2	11.9	Sharee Brown	Teacher	Obama SCTE	09/02/2022
Personal	2	0.1	Ida Butler	Teacher	Grantosa	08/29/2022
Personal	2	23.0	Dannette Calvin	Teacher	Obama SCTE	09/06/2022
Personal	4	0.1	Arianna Campbell	Teacher	Douglas	08/18/2022
Other Dist	5	13.5	Heidi Charles	Teacher	Burdick	08/22/2022
Personal	3	5.0	Jie Chen	Teacher	MACL	08/09/2022
Personal	5	9.0	Sean Clark	Teacher	Burdick	08/18/2022
Personal	5	7.1	Leiloni Cloutier	Teacher	Story	08/29/2022
Personal	5	20.0	Katherine Dunbeck	Teacher	Morgandale	08/22/2022
Personal	2	0.1	Jeff Edwards	Teacher	Kagel	08/29/2022
Personal	5	2.0	Kristen Frisch	Teacher	Milw Sign Lang	08/08/2022
Personal	5	19.0	Nathan George	Teacher	81st Street	08/19/2022
Personal	5	9.0	Daniel Glewen	Teacher	Burbank	09/19/2022
Personal	5	11.0	Michael Gotsch	Teacher	Maple Tree	08/26/2022
Personal	2	17.0	David Guyton	Teacher	Washington HS	08/26/2022
Other Work	2	3.0	Luther Hall	Teacher	Lancaster	08/18/2022
Other Dist	5	1.0	Olivia Halterman	Teacher	ALBA	08/12/2022
Personal	5	0.1	Fatmir Harizaj	Teacher	Bradley Tech	08/26/2022
Personal	2	9.6	Tameka Haynes	AP	Pulaski	10/03/2022
Other Dist	5	1.0	Alison Hoppe	Teacher	Zablocki	08/22/2022
Personal	2	0.1	Kasheah Jennings	Teacher	Pratt	08/17/2022
Personal	5	2.7	Sharon Jensen Rugaber	Teacher	Riverside	08/19/2022
Other Work	2	5.7	Nicole Johnson	Coord II	Recreation	08/26/2022
Retire	5	36.0	Paul Kroog	AP	Washington	10/13/2022
Other Dist	5	0.1	Jaden Larsen	Teacher	Alcott	08/29/2022
Other Dist	5	15.8	Stefaney Maloney	Teacher Leader	Central Svcs	08/18/2022
Other Dist	5	6.0	Shannon Manzke	Teacher	Audubon MS	08/16/2022
Other Dist	5	3.0	Ashley Markowiak	Teacher	Wedgewood Park	08/19/2022
Personal	2	6.8	Patricia McGowan	Teacher	Auer	09/02/2022
Other Dist	5	11.0	Austin Moore Gotsch	Teacher	Vincent	08/15/2022
Other Dist	5	14.6	Despina Papageorge	Teacher	Jackson	08/29/2022
Personal	2	3.0	Jordan Phillips	Teacher	Cass	09/02/2022
Other Dist	5	9.0	Heather Plucinski	Teacher	Fairview	08/29/2022
Other Dist	5	9.0	Heather Restivo	Teacher	Forest Home	08/26/2022
Personal	5	7.0	Joanne Richards	SST	MACL	08/26/2022
Other Dist	5	1.0	Madeline Rydholm	Teacher	MACL	08/15/2022
Personal	5	14.0	Rochelle Sandrin	Curr Spec	Central Svcs	09/30/2022
Retire	2	26.2	Candyce Schomisch	Ex Ed Sup	Central Svcs	09/30/2022
Personal	5	9.0	Katharine Schumacher	Teacher	Milw Sign Lang	08/12/2022
Personal	5	4.0	Ashley Smith	SST	Maple Tree	08/24/2022
Personal	5	0.1	Samantha Spelker	Teacher	Rufus King HS	08/18/2022
Personal	4	2.0	Asalia Subia	Teacher	Bradley Tech	09/09/2022
Personal	5	2.0	Rachel Sutphen	Teacher	Lincoln MS	08/19/2022
Personal	2	3.0	ShaKayla Telford	Teacher	Rufus King MS	09/16/2022
Personal	2	17.0	Lisa Thompson	Teacher	Marshall	09/09/2022
Other Dist	5	8.4	Kristina Thull	Teacher	Siefert	08/15/2022
Personal	5	4.0	Brandie Waletzko	Teacher	Siefert	08/12/2022
Personal	5	16.6	Tammy Wilcox	Teacher	Victory	08/23/2022

Reason	Code	Yrs Svc	Name	Position	Location	Date
Personal	5	3.9	Jordan Wolf	Teacher	Honey Creek	06/16/2022
Personal	2	29.0	Yvette Woods	SST	Green Tree Prep	08/11/2022
Other Work	5	25.5	Amy Zych	Teacher	Goodrich	08/26/2022
Classified Retirements						
Retire	5	22.8	Therese Armbruster	Para	Parkside	08/17/2022
Retire	2	27.0	Barbara Conner	FSA	Rufus King HS	08/16/2022
Retire	5	10.5	Renee Dudley	Comptroller	Finance	08/11/2022
Retire	5	28.2	Douglas Gall	Groundskeeper	Recreation	08/13/2022
Retire	2	6.7	Mattie Harrison	Para	Greenfield	08/11/2022
Retire	2	23.6	Lea Lewis	Para	Obama SCTE	08/11/2022
Retire	5	28.0	Todd Mallegni	Spec II	Student Svcs	09/06/2022
Retire	2	31.0	Bethel Staten	Safety Asst	School Safety	08/14/2022
Retire	5	24.7	Linda Ziegler	CHA	Parkside	09/02/2022

Codes:

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

Reasons

Other District..... 17
Other Work..... 3
Personal..... 36
Retirement..... 12 (9 Classified; 3 Certificated)

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for August 2022 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 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
2, r	Renita Robinson	Assistant Principal III, MacDowell Montessori	Office of the Chief of School Administration	03	12C	$106,650
5, nr	Jason Wilke	Recreation Coordinator II, Design & Development	Office of the Chief of Operations	03	07A	$99,824
5, r	Gabriele Green	Early Childhood Curriculum Specialist	Office of the Chief of Academics	03	11A	$86,599
5, r	Rebecca Alt	Research Analyst III	Office of the Chief of Communications & School Performance	03	07A	$70,406

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Pierre Torrence	Technology Support Technician I	Office of the Chief of Communications & School Performance	03	03A	$74,422
5, nr	Thor Templin	Assistant Principal I, Milwaukee German Immersion	Office of the Chief of School Administration	03	10C	$69,859
5, r	Keith Genke	Planning Assistant II, MPSU	Office of the Chief of Human Resources	03	02A	$69,224
2, r	Shavonda Bethly	Supervisor I, Special Education	Office of the Chief of Academics	03	09C	$68,670
2, r	Carmen McBride	Supervisor I, Special Education	Office of the Chief of Academics	03	09A	$68,670
5, r	Heather Vargas	Supervisor I, Special Education	Office of the Chief of Academics	03	09C	$66,688
4, r	Hector Santiago	Supervisor I, Special Education	Office of the Chief of Academics	03	09C	$66,688
2, r	Lydia Nimke	Associate II, Records Management	Office of the Superintendent	03	04A	$64,974
2, r	Yvette Leonard-Newton	Accountant II, MPSU	Office of the Chief of Human Resources	03	04A	$55,749
2, r	Morgan Coleman	Planning Assistant II	Office of the Chief of School Administration	03	02A	$49,905

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	Assignment	Hourly Wage	Dates
5, r	Denise Sather	School Psychologist	Office of the Chief of Academics	$50.00	08/15/2022-12/23/2022
5, nr	Michelle Gozdecki	Audiologist	Office of the Chief of Academics	$45.00	07/01/22-12/23/22
2, r	Jeanne DeMint	School Support Administrator	Office of the Chief of School Administration	$40.00	09/12/22-02/06/23
5, r	Carol Arendt	School Nurse	Office of the Chief of Academics	$40.00	09/01/2022-12/23/2022
5, r	Lynn O'Dell	School Nurse	Office of the Chief of Academics	$40.00	09/30/2022-12/23/2022
5, nr	Susan Hebner	Graphic Design/Marketing Support	The Office of the Chief of Communication and School Performance	$40.00	09/12/22-03/12/23
1, r	Kathleen Porter	Science Lab Resource Instructor	Office of the Chief of School Administration	$40.00	09/01/22-02/01/23
5, nr	Katharine Zabors	Lead the Way Launch Instructor	Office of the Chief of Academics	$30.00	09/12/22-03/12/23
5, nr	Dave Siekmann	Math Counts	Office of the Chief of Academics	$30.00	09/01/2022-02/01/2023
2, r	Tuwania Anderson	Professional Development Specialist	Office of the Chief of School Administration	$30.00	08/01/22-02/28/23
5, r	Karen Green	Computer Science Instructional Coach	Office of the Chief of Academics	$30.00	07/01/22-12/31/22
4, r	Gabriella Sustach	Music Choreographer	Office of the Chief of School Administration	$30.00	10/16/22-12/21/22
4, r	Gabriella Sustach	Music Choreographer	Office of the Chief of School Administration	$30.00	01/03/23-01/30/23
2, r	Archie Ivy	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/01/22-02/28/23
2, r	Cortez Vanfelder	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/01/22-02/28/23

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, r	Vivian King	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/01/22-02/28/23
5, r	Geoffrey Carter	Expulsion Online Services	Office of the Chief of School Administration	$30.00	08/01/22-02/28/23
2, r	Tia Moore	Secretary	Office of the Chief of School Administration	$30.00	08/08/22-10/31/22
5, r	Doreen Nehmer	Grant Support	Office of the Chief of School Administration	$30.00	10/01/22-12/31/22
5,	Sallyanne Krueger	Reading Interventionist	Office of the Chief of School Administration	$30.00	10/03/22-04/28/23
2, r	Stephen Gonzalez	Truck Driver/Mailroom Service	Office of the Chief of School of Administration	$27.00	08/15/22-12/15/22
5, nr	Kris Bertram	Records Scanner	Office of the Chief of Human Resource	$25.00	09/01/22-02/24/23
5, nr	Angela Chojnacki	School Kitchen Manager Mentor	Office of the Chief of Operations	$24.25	08/09/22-02/09/23
5, r	Dawn Butler	School Kitchen Manager Mentor	Office of the Chief of Operations	$22.51	08/09/22-02/09/23
5, r	Julie Kenney	Climate Assistant	Office of the Chief of Academics	$23.00	08/01/22-02/01/23
5, r	Paula Kais	Records Scanner	Office of the Chief of Human Resource	$22.00	08/29/22-02/17/23
2, r	Lavenia Shorter	School Safety Assistant	Office of the Chief of School Administration	$22.00	08/15/22-02/15/23
5, r	Cheryl Egan	Office Assistant	Office of the Chief of School Administration	$18.00	08/22/22-09/30/22
5, r	Samone Washington	Data Support Analyst	Office of the Chief of Academics	$16.00	08/22/22-02/02/23

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 Committees' reports.

* * * * *

(Item 3) Action on Resolution 2223R-004 by Director Taylor on Onboarding New Paraprofessionals

Background

At its regular meeting on May 26, 2022, the Board referred Resolution 2223R-004 by Director Taylor, to create an onboarding policy for newly-hired paraprofessionals within the Milwaukee Public Schools, to your Committee on Accountability, Finance, and Personnel:

WHEREAS, Administrative Policy 6.01, states that the Board is committed to employing the most effective staff possible for all schools and departments and that the Board endorses the development of specific factors and conditions that make schools and departments more effective; and

WHEREAS, Paraprofessionals have responsibilities that vary widely and may include providing small- group instruction, providing one-on-one instruction, providing behavior support, supervising students, and doing clerical work; and

WHEREAS, Paraprofessionals often report that their roles are unclear and many are unprepared for the work schools ask of them, leading to job dissatisfaction; and

WHEREAS, Clearly defining the role of the MPS paraprofessional positions and providing proper onboarding will set our paraprofessionals up to be effective in their roles, and can increase retention of effective paraprofessionals; and

WHEREAS, A well-rounded onboarding includes, but is not limited to:

- the philosophy or mission of the school or program

- specificity around the roles and job duties the paraprofessional will fill
- conveying a sense of responsibility to maintain student confidentiality
- schedules, school calendars, and workplace expectations relative to working hours and use of sick/vacation time
- other workplace expectations such as dress code, employee breaks, employee parking
- relevant district policies or procedures
- a tour of the worksite and parking, including specific safety and emergency procedures
- equipment and essential phone numbers/contact information
- family, child, student, and classroom orientation specific to the paraprofessional's individual assignment; and

WHEREAS, Onboarding should also include a description of professional learning opportunities as well as a description of a path for career development; now, therefore be it

RESOLVED, That the Administration is directed to develop an onboarding program for new paraprofessionals to be presented to the Board by the October 2022 board cycle.

Prior to the referral of resolution 2223R-004, the Administration had established a workgroup regarding the professional development of paraprofessionals. The initial workgroup included representatives from Central Services departments, the Office of Academics, the Office of Human Resources, and the Office of Finance. Discussion at the first meeting centered on how the Milwaukee Public Schools currently supports newly-hired paraprofessionals and plans for additional supports for newly-hired paraprofessionals.

On July 20, 2022, members of the workgroup met with Director Taylor to share how MPS currently introduces paraprofessionals to their work/assignments within the various programs in the schools and centrally-assigned locations. As MPS's paraprofessionals serve as assistants to teachers, we agree that paraprofessionals can benefit from the same training sessions that we offer to our teachers.

We propose using and reimaging the current New Educators Institute model to include newly-hired paraprofessionals. The new model would allow newly-hired paraprofessionals to accompany new teachers during two days of the institute and an additional day for new-hire information specific to the role of a paraprofessional.

Paraprofessional Onboarding

Onboarding is the process by which new employees acquire the skills, knowledge, and behaviors to become effective contributors to an organization. Onboarding of paraprofessionals is in line with Administrative Policy 6.01, which states that the Board is committed to employing the most effective staff possible for all schools and departments and that the Board endorses the development of specific factors and conditions that make schools and departments more effective.

Knowing that MPS paraprofessionals serve as assistants to teachers, we understand that paraprofessionals could benefit from many of the same training sessions that are offered to our teachers. We are proposing to use and to reimagine the current New Educator Institute (NEI) model, including newly-hired paraprofessionals.

In meeting with Director Taylor, we spoke about our current New Educator Institute, which is a five-day orientation for all newly-hired teachers. We also spoke about the services that the Department of Organizational Development currently provides and about continuing a partnership with Human Resources and Specialized Services to provide additional services for paraprofessionals in the future.

Proposed Three-day Onboarding

- Ambitious Instruction: Accelerating Learning Overview
- Courageous Conversations about Race, Parts 1, 2, & 3
- Classroom Management
- Introduction to Special Education and Inclusive Practices
- Gender and Identity Inclusion
- Human Resources
- School Site visits

School-based Onboarding (site visits) — In-person Only

This experience allows new paraprofessionals the opportunity to connect with their assigned schools.

- School initiatives
- School Tour
- Introductions to Support Staff

- Resources & Logistical Support
- Buddy Staff/School-based support Introductions

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

Three-day professional development @ 7.5 hours daily will equal a total of 22.5 hours. The average paraprofessional's salary, with benefits, is $25.64 per hour. The total three-day salary for each paraprofessional will be $576.90. The estimated number of paraprofessionals is 350, for a total cost of $201,915 for the three-day professional development.

Implementation and Assessment Plan

September 2022

Seek the Milwaukee Board of School Directors' approval for the three-day onboarding institute to begin for all newly-hired paraprofessionals prior to the beginning second semester of the 2022-23 school year.

October/November 2022

Meet with the Finance Department to determine potential centralized budgets to compensate paraprofessionals who attend the paraprofessional institute for the second semester.

November/December 2022

Draft initial New Educator and Paraprofessional Institute agenda and seek initial approval from immediate supervisor and Chief of Academics.

October/November 2022

Convene a meeting for institute's facilitator to discuss.

December 2022

Seek final approval of the institute's agenda.

Committee's Recommendation

Your Committee recommends that the Board:

1. adopt Resolution 2223R-004; and
2. approve the Paraprofessional Onboarding Plan 2022 as outline above.

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

* * * * *

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

Purchases

——— Authorization to Purchase Ford Vehicles for the Departments of Facilities and Maintenance and Recreation from Ewald's Hartford Ford, LLC

The Administration is requesting authorization to use a state contract to purchase from Ewald's Hartford Ford, LLC, four Ford vehicles for use by the Departments of Facilities and Maintenance and Recreation. Four vehicles to be purchased are:

- two 2023 Ford T-350 Transit Cargo Vans, 148"-high roof, RWD, (state contract bid item number F117) at $47,334, for a subtotal of $94,668;
- one 2023 Ford F-250 Super Duty 4 WD Super Cab with 8-foot box (state contract bid item number F55) at $46,000 each; and
- one Ford F-150 XL, 4 WD Regular Cab with 6.5-foot box (state contract bid item number F39) at $37,317 each.

This will be a one-time purchase, and funds expended will not exceed $177,985. This purchase will be made under the State of Wisconsin's Contract #505ENT-M21-VEHICLES-00.

Budget Codes: STS-0-0-FGR-RC-ERVH (Vehicle Replacement — Recreation Fund)..... $130,651.00
PRC-0-S-9T3-RC-ERVH (Vehicle Replacement — Recreation Fund) $47,334.00

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	0	0

——— Authorization to Issue a Purchase Order to Lexia Learning Systems, LLC, for a 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 resource to the student.

MPS acknowledges the need to continue use of this program due to the success demonstrated by students in the FY21 pilot schools (Auer, Clarke, Hi Mount, Hopkins Lloyd, Jackson, Keefe, LaFollette, Metcalfe, Sherman, and Westside).

This purchase is made under The Interlocal Purchasing System (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

——— Authorization to Issue a Purchase Order to ETA hand2mind, Inc., for Custom-made Counting Collections Kits for All 3K, 4K, and 5K Classrooms

The Administration is requesting authorization to issue a purchase order to ETA hand2mind, Inc., for 450 custom-designed Counting Collections Kits for use in all pre-K and kindergarten classrooms. The MPS

Counting Collections initiative is a collaborative project between the Mathematics and Early Childhood Departments. One primary goal of the project is to support early childhood educators to become more intentional and adaptive in moving children toward meeting important learning goals in mathematics. The Counting Collections Routine is easily adapted for all levels of learners and establishes a personalized learning path for each student. The personalized learning paths enhance counting and number sense and assist the teacher in providing developmentally-appropriate instruction to each student.

This purchase is made under The Interlocal Purchasing System (TIPS) Contract #180902. The total cost will not to exceed $220,272.65.

Budget Code: MTH0I9B3CIESUP (Math Materials/Supplies) $220,272.65

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 5809 Authorization to Contract with Virtucom, Inc., for Interactive Touch Flat Panels and Stands

The Administration is requesting authorization to enter into a blanket contract with Virtucom, Inc., for interactive touch flat panels and stands. This vendor will be used to provide interactive flat panels ("IFPs") and stands to schools for use in classrooms.

The District is continuing to replace all existing Smartboards in schools with IFPs, which are more cost-effective: they do not require bulb replacement, and the images are brighter and clearer than those of Smartboards. This technology also does not require frequent alignment of images to projection. IFPs are used by teachers as well as students in the daily instructional processes in the classroom.

Contractor was chosen pursuant to RFB 5809, which closed on August 19, 2022. The contract will run from October 1, 2022, through September 30, 2025. The total cost of the contract will not exceed $8,500,000.

Budget Code: Varies by location ordering goods..... $8,500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
203	109	37	Yes	0	NA	NA	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.

C030745 One on One Learning Corp

Original Contract Amount $850,000
Increase..... $250,000
Ending amount $1,100,000

On July 1, 2022, the Milwaukee Board of School Directors and One on One Learning Corp entered into professional services contract number C030745, with a term of July 1, 2022, through June 30, 2023, for one-to-one reading; math, group reading, and group math.

Additional funds are now needed due to an additional tutoring format, peer-to-peer tutoring services, having been added.

C030721 Hey Tutor Inc

Original Contract Amount $850,000
Increase..... $250,000
Ending amount $1,100,000

On July 1, 2022, the Milwaukee Board of School Directors and Hey Tutor Inc entered into professional services contract number C030721, with a term of July 1, 2022, through June 30, 2023, for one-to-one reading; math, group reading, and group math.

Additional funds are now needed due to an additional tutoring format being added.

C029964 Language Line Services Inc

Original Contract Amount $75,000
RCC 6/28/2022:..... $80,000
Ending amount $155,000

On July 1, 2021, the Milwaukee Board of School Directors and Language Line Services Inc entered into professional services contract number C029964, with a term of July 1, 2021, through June 30, 2022, for language-service providers, including phone interpreting and insight audio interpreting. The contract was subsequently extended for an additional term of July 1, 2022, through June 30, 2023.

Additional funds of $80,000 are now needed to cover 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 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			
Clement Avenue School	Box Tops for Education	$20.40	General School Supplies
Clement Avenue School	Clement Avenue PTO	$640.65	Saz's Fundraiser
LaFollette High School	HR Department	$187.00	General School Supplies
Office of Academics-Specialized Services	Wisconsin Masonic Foundation, James M. Hayes Lodge 331	$1,370.64	Project ADAM — AED Equipment
Strategic Partnerships and Customer Service	Tim Burns	$100.00	School Supply Drive
Strategic Partnerships and Customer Service	Charties Aid Foundation America	$150.00	General School Supplies
Strategic Partnerships and Customer Service	Debra Conlin	$50.00	School Supply Drive
Strategic Partnerships and Customer Service	Susan Foley	$75.00	School Supply Drive
Strategic Partnerships and Customer Service	Colleen McManus	$50.00	School Suppply Drive
Strategic Partnerships and Customer Service	Donald MeneFee Jr.	$50.00	School Supply Drive
Strategic Partnerships and Customer Service	Mary Yeh	$50.00	School Supply Drive
Washington High School	Kathleen Schiermeister	$500.00	Cumbajin Memorial Award
Washington High School	Cumbajen Family	$500.00	Cumbajin Memorial Award
	Total Monetary Donations	*$3,743.69*	
Non-monetary Donations			
Albert E. Kagel School	DonorsChoose	$499.92	Imaginative Play Items
Alexander Hamilton High School	DonorsChoose	$276.92	Snacks for Hungry Students
Bay View High School	DonorsChoose	$435.95	Headphones for Kids

Location	Donor	Amount	Gift or Purpose
Bay View High School	DonorsChoose	$785.56	Flexible Seating for Flexible Reading
Bay View High School	DonorsChoose	$794.79	Books 4 Babies
Bay View High School	DonorsChoose	$837.25	Headphones for Learning
Bay View High School	DonorsChoose	$916.34	Books
Carver Academy	DonorsChoose	$393.95	Supplies and Snacks
Pulaski High School	DonorsChoose	$358.02	Books of Interest
Pulaski High School	DonorsChoose	$440.63	The New Teacher's Classroom Library
Doerfler School	DonorsChoose	$612.52	Terrific Third Grade
Dr. B. Carson Academy of Science	DonorsChoose	$150.78	CD Player
Dr. B. Carson Academy of Science	DonorsChoose	$160.88	General Classroom Supplies
Dr. B. Carson Academy of Science	DonorsChoose	$179.87	Coloring Our World with Crayons
Dr. B. Carson Academy of Science	DonorsChoose	$193.62	Art Supplies for Young Artists
Engleburg School	DonorsChoose	$420.79	Incentives For Perseverance Reboot
Fernwood School	DonorsChoose	$269.46	General Classroom Supplies
Fernwood School	DonorsChoose	$362.30	Expanding our Montessori Hearts
Fernwood School	DonorsChoose	$530.28	Final Projects Flourish
Gaenslen School	DonorsChoose	$284.60	Make Math Fun
German Immersion School	DonorsChoose	$428.71	Take a Seat
German Immersion School	DonorsChoose	$507.66	Let Me Tell You About It
Goodrich School	DonorsChoose	$176.15	It's Getting Hot
Goodrich School	DonorsChoose	$177.75	Supply Refresh
Goodrich School	DonorsChoose	$280.59	Can I Have a Pencil?
Goodrich School	DonorsChoose	$374.41	Captivating Classroom Books
Goodrich School	DonorsChoose	$417.51	Keep Them Reading
Goodrich School	DonorsChoose	$475.71	Art Supplies
Goodrich School	DonorsChoose	$667.32	General Classroom Supplies
Goodrich School	DonorsChoose	$682.49	General Classroom Supplies
Grantosa Drive School	DonorsChoose	$143.22	Staying Active
Greenfield School	DonorsChoose	$215.32	My Dog Ate My Writing Materials
Greenfield School	DonorsChoose	$495.86	Books
Greenfield School	DonorsChoose	$732.17	Books
Gwen T. Jackson School	DonorsChoose	$156.88	General Classroom Supplies
Gwen T. Jackson School	DonorsChoose	$344.93	Books
Gwen T. Jackson School	DonorsChoose	$362.10	Cube Seating for Kids
Gwen T. Jackson School	DonorsChoose	$670.80	Books for Beginning Readers
Gwen T. Jackson School	DonorsChoose	$791.62	Learning in First Grade Is Fun
Hartford University School	DonorsChoose	$848.18	Makerspace for Middle School
Hayes Bilingual School	DonorsChoose	$200.14	Chapter Books for Small Group Reading
Hayes Bilingual School	DonorsChoose	$270.58	General Classroom Supplies
Hayes Bilingual School	DonorsChoose	$400.12	General Classroom Supplies
Hayes Bilingual School	DonorsChoose	$429.30	Bad Guys Chapter Books
Hayes Bilingual School	DonorsChoose	$537.92	Today a Reader, Tomorrow a Leader
Thoreau School	DonorsChoose	$484.67	Library Magazines

Location	Donor	Amount	Gift or Purpose
Hi-Mount School	DonorsChoose	$492.79	Rewards For A Challenging Year
Holmes School	DonorsChoose	$537.50	Show Me the Displays
Kilbourn School	DonorsChoose	$136.53	Watch Me Grow
King High School	DonorsChoose	$346.99	Real Life Reading
King High School	DonorsChoose	$380.04	General Classroom Supplies
King High School	DonorsChoose	$398.02	Who Am I: Reading Themes of Identity
King High School	DonorsChoose	$446.35	Modern Text for the Classroom
King High School	DonorsChoose	$451.61	Art Supplies
Kluge School	DonorsChoose	$162.91	Food, Clothing & Hygiene
Kluge School	DonorsChoose	$330.90	Diversity and Inclusion
Kluge School	DonorsChoose	$417.64	Math Centers for All
Kluge School	DonorsChoose	$445.71	Let's Make a Garden
Kluge School	DonorsChoose	$615.34	Fresh at School
Kluge School	DonorsChoose	$700.87	Flexible Seating
Lancaster School	DonorsChoose	$766.57	Food, Clothing & Hygiene
Lincoln Middle School	DonorsChoose	$407.65	Student Tech Team
Lloyd Barbee Montessori	DonorsChoose	$390.34	Volcanoes ... Oh Yeah
MacDowell Montessori	DonorsChoose	$307.24	Classroom Fish Tank Fun
MacDowell Montessori	DonorsChoose	$621.58	Upgrading Our Classroom Essentials
Marshall High School	DonorsChoose	$468.40	General Classroom Supplies
Marshall High School	DonorsChoose	$553.49	Read more in the Science World
Milwaukee Academy of Chinese Language	DonorsChoose	$250.81	Making Sense of Our Emotions
Milwaukee Academy of Chinese Language	DonorsChoose	$295.80	We Are Ballin'
Milwaukee High School of the Arts	DonorsChoose	$161.39	Self-care and Stress Reduction
Milwaukee High School of the Arts	DonorsChoose	$264.86	Bookshelf for Learners
Milwaukee High School of the Arts	DonorsChoose	$537.50	Artful Learning
Milwaukee Sign Language School	DonorsChoose	$187.32	Polka Dot Paradise
Milwaukee Sign Language School	DonorsChoose	$244.06	Infusing PRIDE Into Our Books
Milwaukee Sign Language School	DonorsChoose	$282.02	Slither, Hop, & Crawl Into a Book
Milwaukee Sign Language School	DonorsChoose	$299.57	Classroom Interactive Library
Milwaukee Sign Language School	DonorsChoose	$307.02	One Fish, Two Fish...Whale
Milwaukee Sign Language School	DonorsChoose	$334.50	Cover Me
Milwaukee Sign Language School	DonorsChoose	$382.29	Lions, Tigers, and Bears, Oh My
Milwaukee Sign Language School	DonorsChoose	$425.76	Ready, Set, WIGGLE
Milwaukee Sign Language School	DonorsChoose	$635.81	Set Up 6th Grade for Success
Milwaukee Sign Language School	DonorsChoose	$795.30	General Classroom Supplies
Mitchell School	DonorsChoose	$964.26	Books
Morgandale School	DonorsChoose	$179.19	Becoming Butterflies
Hawthorne School	DonorsChoose	$176.88	Celebrating Matters

Location	Donor	Amount	Gift or Purpose
Hawthorne School	DonorsChoose	$234.68	Junie B. for my own Junie Bs
Neeskara School	DonorsChoose	$342.31	Education on Fire
Neeskara School	DonorsChoose	$395.45	Hands-on Learning Fun
Ninety-fifth Street School	DonorsChoose	$134.64	Preschool Needs Vacuum
Ninety-fifth Street School	DonorsChoose	$178.36	Books for at Home
Ninety-fifth Street School	DonorsChoose	$210.25	Let's Learn About Animals
Ninety-fifth Street School	DonorsChoose	$244.62	We Love Books
Ninety-fifth Street School	DonorsChoose	$252.51	A Trip Around the World
Ninety-fifth Street School	DonorsChoose	$296.92	We Love Books #2
Ninety-fifth Street School	DonorsChoose	$335.63	General Classroom Supplies
Ninety-fifth Street School	DonorsChoose	$357.27	Playing Our Way to Better Speech
Ninety-fifth Street School	DonorsChoose	$550.22	Books
Ninety-fifth Street School	DonorsChoose	$561.33	Standing to Teach and Learn
Ninety-fifth Street School	DonorsChoose	$585.31	Let Me Show You What I Learned
Parkside School	DonorsChoose	$410.29	Books
Parkside School	DonorsChoose	$442.90	The Superpower of Being Mindful
Parkside School	DonorsChoose	$487.28	Organization All-Stars
Parkside School	DonorsChoose	$492.70	Fluency Friday Essentials
Parkside School	DonorsChoose	$649.52	Flexible Seating for All
Parkside School	DonorsChoose	$751.64	Let's Get Organized
Parkside School	DonorsChoose	$837.52	Flexible Seating for Math Wiggles
Parkside School	DonorsChoose	$839.84	Hazardous History
Parkside School	DonorsChoose	$993.13	General Classroom Supplies
Parkview School	DonorsChoose	$375.02	Math and Literacy Stations
Parkview School	DonorsChoose	$375.02	Learning Should Be Fun
Parkview School	DonorsChoose	$593.53	Instructional Technology
Parkview School	DonorsChoose	$760.64	Sensory Play
Riverside High School	DonorsChoose	$860.68	Books
Riverwest Elementary	DonorsChoose	$246.30	Fidget Toys for Emotional Regulation
Riverwest Elementary	DonorsChoose	$337.48	Educational Kits & Games
Riverwest Elementary	DonorsChoose	$387.76	Social Emotional Books and Games
Riverwest Elementary	DonorsChoose	$483.22	Materials at Our Finger Tips
Riverwest Elementary	DonorsChoose	$644.63	Help Us Build a Sensory Room
Riverwest Elementary	DonorsChoose	$988.08	Help Get Our Wiggles Out
Townsend School	DonorsChoose	$734.81	Essentials for a New School Year
Trowbridge School	DonorsChoose	$136.13	Food and Water Is Our "Gasoline"
Trowbridge School	DonorsChoose	$136.52	General Classroom Supplies
Trowbridge School	DonorsChoose	$178.54	A World Full of Color
Trowbridge School	DonorsChoose	$224.64	Colorful Classroom
Trowbridge School	DonorsChoose	$233.45	Comfy Kiddos
Trowbridge School	DonorsChoose	$256.63	Living in Color
Trowbridge School	DonorsChoose	$278.28	Language and Literacy
Trowbridge School	DonorsChoose	$282.28	Kleenslate to Make Learning Fun
Trowbridge School	DonorsChoose	$328.92	The Power of Reading
Trowbridge School	DonorsChoose	$440.88	Diving Into Some Good Books
Trowbridge School	DonorsChoose	$484.30	Learning Language Through Play

Location	Donor	Amount	Gift or Purpose
Trowbridge School	DonorsChoose	$489.37	General Classroom Supplies
Vieau School	DonorsChoose	$139.52	General Classroom Supplies
Vieau School	DonorsChoose	$187.65	Kindergarten Is Supposed To Get Messy
Vieau School	DonorsChoose	$193.49	Keep Summer School Cool
Vieau School	DonorsChoose	$234.43	Ready, Set, Welcome
Vieau School	DonorsChoose	$244.94	Quench Our Thirst for Knowledge
Vieau School	DonorsChoose	$262.21	Planning Ahead for Next Year
Vieau School	DonorsChoose	$279.49	Relaxing Reading
Vieau School	DonorsChoose	$282.46	Farewell Friends
Vieau School	DonorsChoose	$334.29	Summer Is in the Bag
Vieau School	DonorsChoose	$334.50	Teaching Through Technology
Vieau School	DonorsChoose	$338.55	Celebrating Diversity in Kindergarten
Vieau School	DonorsChoose	$355.79	Diversity in Literature
Vieau School	DonorsChoose	$368.39	Reviving Recess
Vieau School	DonorsChoose	$373.07	Read Begins with "R"
Vieau School	DonorsChoose	$376.55	Life Cycle is Amazing
Vieau School	DonorsChoose	$384.20	Learning with Fun Manipulatives
Vieau School	DonorsChoose	$406.30	Explore freely to create new ideas
Vieau School	DonorsChoose	$408.05	Diversity for Us
Vieau School	DonorsChoose	$543.49	Stop the Summer Slide
Vieau School	DonorsChoose	$573.42	Comfy Clothing Choices
Vieau School	DonorsChoose	$636.97	Reading Nooks, Desks & Storage
Vieau School	DonorsChoose	$646.24	Stress and Anxiety Relief
Vieau School	DonorsChoose	$1,802.04	General Classroom Supplies
Vincent High School	DonorsChoose	$186.88	Back-to-school Basics
Vincent High School	DonorsChoose	$233.00	Instructional Technology
Vincent High School	DonorsChoose	$343.02	Sending Future Leaders
Vincent High School	DonorsChoose	$425.59	End-of-year Hoodie Surprise
Wisconsin Conservatory	DonorsChoose	$134.87	General Classroom Supplies
Wisconsin Conservatory	DonorsChoose	$146.81	Supply Refill for Scholars
Wisconsin Conservatory	DonorsChoose	$216.20	Books
Wisconsin Conservatory	DonorsChoose	$235.79	Computer Science to the Rescue
Wisconsin Conservatory	DonorsChoose	$243.46	General Classroom Supplies
Wisconsin Conservatory	DonorsChoose	$261.72	Ready to Learn
	Total Non-monetary Donations	*$69,254.24*	
Total Value of Donations		$72,997.93	

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.

* * * * *

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

RFP 1019 Authorization to Contract with Sedgwick Claims Management Services, Inc., for Family Medical Leave Act (FMLA) Administration

The Administration is requesting authorization to enter into contract with Sedgwick Claims Management Services, Inc., (Sedgwick) to provide Family Medical Leave Act (FMLA) administration and accommodation support under the American with Disabilities Act Amendments Act in compliance with federal and state regulations. 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.

Contractor was chosen pursuant to RFP 1019, which closed on June 27, 2019. The District partnered with Hays (Benefit Consultants) to develop and to evaluate RFP 1019 for the FMLA administration. At the time of the RFP, the vendor was known as York Risk Services Group, Inc. York was subsequently purchased by Sedgwick Claims Management Services, Inc., and the change in name was brought to the Board on February 27, 2020.

The initial contract had a term of January 1, 2020, through December 31, 2022, (the "Initial Term") with an additional one-year option to extend if certain performance metrics incorporated into the contracts were met. The Administration wishes to now extend the contract for the final term of January 1, 2023, through December 31, 2023.

The total cost of the contract with Sedgwick in the final term will not exceed $275,000.

Budget Code: DWC-00-EMB-DW-ECTS (FMLA Administration — Contract Services) $275,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4,986	848	3,398	No	0	NA	NA	NA	600	10

RFP 1031 Authorization to Extend a Contract with Wisconsin Conservatory of Music for Music-instruction Support

The Administration is requesting authorization to extend a contract with the Wisconsin Conservatory of Music ("WCM"), to provide music-instruction support to the approximately 35 MPS schools that have vacant positions. WCM will deliver music instruction based on the Wisconsin State Standards for Music.

The original contract, which resulted from RFP 1031, was authorized by the Board for a term of November 1, 2020, through June 30, 2021, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract were met. WCM has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year of the contract.

The original contract specified that the subsequent extensions would run from July 1, 2021, through June 30, 2022, and July 1, 2022, through June 30, 2023; however, this was incorrect: there are no services from June through October. The first extension ran from November 1, 2021, through June 30, 2022; therefore, the second extension will run from November 1, 2022, through June 30, 2023.

The total cost of the contract in the second, and final, extension will not exceed $700,000.

Budget Code: IMS-0-0-IMC-DW-ECTS (Instrumental Music — Contract Services) $700,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
90	18	44	No	0	NA	NA	NA	300	10

RFP 1032 Authorization to Extend a Contract with EdTech Strategies, LLC, for E-Rate Advisement and Consulting Services

The Administration is requesting authorization to extend the contract with EdTech Strategies, LLC, for E-Rate Advisement and consulting services. This contractor provides comprehensive advisement and consulting services on all aspects of MPS's application for E-rate funding from the FCC, including pre-application, application period, and post- commitment services. This consultation and advisement are needed to continue the District's successful participation in this program from 2003 through 2020. MPS has received funding commitments of more than $94 million dollars from this program.

The E-Rate program is a federal program administered by the Universal Service Administrative Company under the direction of the FCC to provide funding to schools and libraries to obtain broadband and related services. Given the stringent rules and regulations governing the E-Rate program, the District engages a consultant to advise on all aspects of the application process for E-Rate funding and the continuing obligations faced after funding has been received.

This vendor was chosen pursuant to RFP 1032, which closed on October 21, 2020. The original contract provided for four one-year options to extend if certain performance metrics were met. The Contract was previously extended for a second, one-year term, from October 1, 2021, through September 30, 2022. Ed-Tech has met the performance metrics codified in the contract; therefore, MPS is exercising the extension option for Years 3, 4, and 5 for the contract.

This contract extension will run from October 1, 2022, through September 30, 2025. The total cost of the contract for the extension will not exceed $847,380, or $282,460 per year.

Budget Code: PIN-0-0-TLN-DW-ETEL (Purchased Services — Contract Services)..... $847,380.00

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

RFP 1047 Authorization to Extend a Blanket Contract with Proximity Learning, Inc., for Online Interactive Learning Course System for World Languages, Grades K-12

The Administration is requesting authorization to 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. MPS seeks online interactive world language courses due to graduation requirements, which now include two years of a world language which all high-school students must fulfill. 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.

Proximity will be used to deliver services for at least American Sign Language (ASL), Chinese/Mandarin, French, German, and Spanish to a maximum estimated 10,264 students throughout the district during the 2022-23 school year. All courses will be administered by licensed content-certified instructors.

Proximity was chosen pursuant to RFP 1047, which closed on July 5, 2021. The original contract ran from October 1, 2021, through September 30, 2022, (the "Initial Term") with two additional one-year options to extend if certain performance metrics were met. Proximity Learning, Inc., has been met these performance metrics; therefore, MPS is exercising the first extension option, which will run from October 1, 2022, through September 30, 2023. The total cost of the contract in this year will not exceed $1,000,000.

Budget Code: GEN-0-0-INV-DW-ECTS..... $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
500	100	425	No	0	0	NA	NA	400	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 enter into a contract with Kane Communications Group for a comprehensive, multi-level, multi-year integrated marketing and communication strategy which should 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 provide, but is not limited to, the following:

- consistent messaging available in various communication formats to internal and external stakeholders;
- the agility to adapt to unforeseen internal and external changes that impact the district and its ability to reach the defined goals;
- measurable objectives and tactics that will include Key Performance Indicators (KPIs); and
- T 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 with advice and guidance on implementation.

MPS is looking to build on successes and lessons learned during the COVID-19 pandemic. including 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.

Contractor was chosen pursuant to RFP 1057 which closed on July 15, 2021. The contract ran from October 1, 2021, through September 30, 2022, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract were met. The performance metrics codified in the contract have been met; therefore, MPS is exercising the first extension option, which will have a term of October 1, 2022, through September 30, 2023, and will not exceed $120,000.00

Budget Code: INF-0-S-9G3-IC-ECTS $120,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
17	1	12	Yes	15%	100%	TBD	NA	100	10

RFP 1079 Authorization to Contract with CH Coakley & Co., Inc., for Technology-moving Services

The Administration is requesting authorization to enter into a contract with C H Coakley & Co., Inc., for technology-moving services. This contractor will be used to provide moving services as needed at a variety of MPS sites. Items to be moved will consist primarily of computers and other technological equipment. These moving services are critical to operations in the Department of Technology. They are to be used on a routine basis to deliver computers and other electronic equipment to schools, as well as to pick up obsolete equipment at schools and to deliver it to the 7th St. Warehouse facility for recycling.

Contractor was chosen pursuant to RFP 1079, which closed on July 22, 2022. The contract will run from December 1, 2022, through November 30, 2025, and will not exceed $450,000.00.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology — Contracted Services) $450,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
94	41	26	No	25%	25%	TBD	NA	100	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:

- Sedgwick Claims Management Services, Inc., for Family Medical Leave Act (FMLA) Administration, DWC-00-EMB-DW-ECTS $275,000
- Wisconsin Conservatory of Music, for Music Instruction Support, IMS-0-0-IMC-DW-ECTS $700,000
- EdTech Strategies, LLC, for E-Rate Advisement and Consulting Services, PIN-0-0-TLN-DW-ETEL..... $847,380
- Proximity Learning, Inc., for Online Interactive Learning Course System for World Languages Grades K-12, GEN-0-0-INV-DW-ECTS $1,000,000
- Kane Communications Group, for an Integrated Marketing and Communication Strategy INF-0-S-9G3-IC-ECTS..... $120,000
- CH Coakley & Co., Inc., for Technology Moving Services, TSV-0-0-TLN-DW-EMTC ..... $450,000.

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 6) Action on the Award of Exception-to-bid Requests

——— Authorization to Issue a Purchase Order to CDW Government, LLC, for Soundtrap Suite Subscription Licenses

The Administration is requesting authorization to issue a purchase order to CDW Government, LLC, for Soundtrap Suite Subscription Licenses. Soundtrap is a platform that gives students access to a digital audio workstation for music composition. We began using this platform during the 2021-22 school year. Renewal of this license will allow continuous use in all MPS schools without interruption of service.

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 of the goods purchased will not exceed $57,300.00. The subscription will run from October 1, 2022, through September 30, 2025.

Budget Code: MUS-0-I-8G3-CI-ECTS (ESSER) $57,300.00

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 a Contract to Edu, Inc., for College and Scholarship Application Assistance

The Administration is requesting authorization to issue a contract to Edu, Inc., for 3,500 access codes for the Common Black College Application (CBCA) to be used by the graduating classes of 2023 and 2024 to apply to historical Black colleges and universities (HBCUs). The CBCA is a college-application portal. Students are able to apply to 68 HBCUs through one application. The CBCA provides an opportunity to streamline the college-and-scholarship-application process for both students and educational staff. Based on research, HBCUs foster students' success by meeting the needs of first-generation and low-income students. HBCUs outperform predominantly White institutions in retention and graduating low-income African-American students.

The Common Black College Application will allow Milwaukee Public Schools' students access to the portal for 2022-24 academic school years. The staff from CBCA will deliver professional development during the 2022-24 academic years and provide direct outreach to students and families through workshops.

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

The term of the contract will run from October 1, 2022, through July 31, 2024, and will not exceed $70,000.00.

Budget Code: GDC-0-S-9B3-E0-ECTS (Curriculum & Instruction — Purchases)..... $70,000.00

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 Contract with Facing History and Ourselves, Inc, for Professional Development Services

The Administration is requesting authorization to enter into a contract with Facing History and Ourselves, Inc., for professional development services. Contractor will be used to deliver the Schools Where We Belong program at Andrew S. Douglas Middle School. The goal of the program is to create schools that center equity, social emotional learning, and civic education as key design elements of instruction. Students will gain critical thinking skills, empathy and tolerance, civic responsibility, and the belief that they can make a difference in the world. Teachers will be more confident and skilled at fostering students' academic, civic, and social and emotional learning. School leaders will be equipped to shape and to maintain a student-centered, brave, and inclusive school culture. Classrooms and schools will gain more equity mindsets and be respectful, reflective, and participatory — necessary conditions for deep learning.

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 will run from October 1, 2022, through June 30, 2024. The total cost of the contract will not exceed $58,000.

Budget Code: SDV-0-S-9F3-DE-ECTS (Specialized Services Contracted Services)..... $58,000.00

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 Contract with HIR Wellness Institute, Inc., for Talking Circles with First Nation Studies

The Administration is requesting authorization to enter into a contract with HIR Wellness Institute, Inc., for virtual and in-person Talking Circles with First Nations studies. Contractor will provide pre-and post-surveys to assess participants' understanding and use of culturally-specific coping strategies and interventions: The Seven Grandfather teachings, Medicine Wheel teachings, and Generation Red Road curriculum for Native youth with issues with mental health and substance use, as well as cultural practices such as smudging. The Talking Circles will teach new skills and knowledge from these teachings, peer-to-peer mentorship, and leading group exercises.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that this vendor is required to be used for these services, pursuant to an existing grant (Administrative Policy 3.09(2)(c)).

The original contract ran from October 1, 2021, through September 30, 2022, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract were met. The first extension ("Year 2") will run from October 1, 2022, through September 30, 2023. The total cost of the contract will not exceed $85,554.00.

Budget Code: SDV-0-S-D83-DW-ECTS $85,554.00

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 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 students' character and academic skills enhancement. Additionally, MEP will support district initiatives to recruit highly-qualified teachers in high-need certification areas.

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 that the services under this contract are considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The original contract ran from October 1, 2021, through June 30, 2022. The first extension ("Year 2") will run from October 1, 2022, through September 30, 2023, with one additional one-year option to extend if certain performance metrics incorporated into the contract are met. The total cost of the contract in the Initial Term will not exceed $75,000.

Budget Code: GSP-0-0-CTG-DW-ECTS (Contract Services General Support)..... $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 Enter into a Contract with Milwaukee Education Partnership, Inc., to Enhance the Pipeline of Graduates from Historically Black Colleges and Universities (HBCUs) to Milwaukee

The Administration is requesting authorization to enter into a contract with Milwaukee Education Partnership, Inc., ("MEP") to enhance the pipeline of graduates from historically Black colleges and universities (HBCUs) to Milwaukee. MEP will collaborate with MPS to address workforce challenges related to the need and loss of African Americans in staffing. MEP, in partnership with MPS, will provide 10 graduating students who are completing their degrees and certifications in education with semester-long (16 weeks) paid internships, course credit, professional mentoring, housing, and transportation.

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 that the services under this contract are considered one-of-a-kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The original contract will run from October 1, 2022, through September 30, 2023, with the option for two additional one-year terms if certain performance metrics are met.

For the 2022-23 school year, the cost per intern will be $6,417, and the total cost of the contract in the initial term will not exceed $64,170.

Budget Code: OSC-0-S-1TS-LS-ECTS (Contract Services) $64,170.00

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 Charter Communications Holdings, LLC, DBA Charter Communications Operating, LLC, for Telephone Communication Services

The Administration is requesting authorization to enter into a contract with Charter Communications Holdings, LLC, DBA Charter Communications Operating, LLC, for telephone communication services. 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 the district uses in all schools and departments to make and receive telephone calls internally and externally.

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, 2022, through September 30, 2023, with two additional one-year options to extend. Monthly estimated charges are $7,904.85 before any fees or surcharges. The total cost of the contract in the initial term will not exceed $99,600.

Budget Code: PIN-0-0-TLN-DW-ETEL (Technology — Contracted Services). $99,600.00

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 a Purchase Order to Tools for Schools, Inc., to Provide the Book Creator 1000 Book Premium License for a 24-month Subscription

The Administration is requesting authorization to issue a purchase order to Tools for Schools, Inc., to provide a 24-month subscription to Book Creator 1000 book premium license. This subscription, which will include premium features for every teacher in the MPS domain, includes full professional development support and a dedicated Teacher Success Manager for onboarding and implementation.

There are 1,203 active teacher Book Creator users in Milwaukee Public Schools. These teachers are spread across all content areas and grade levels. Library media specialists have already received training in Book Creator and are in a position to support the teachers in the schools they serve. More than 6,000 MPS students have engaged with Book Creator since August 1, 2021. Together, both teachers and students have created over 22,100 books.

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 subscription will run from October 1, 2022, through September 30, 2024, and will not exceed $171,000.

Budget Code: DTI-0-8G3-CI-ETRS $171,000.00

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 College Board to Provide Advanced Placement Assessments

The Administration is requesting authorization to enter into a contract with College Board for Advanced Placement Assessments. College Board, the the sole-source provider of the Advanced Placement (AP) Exams taken by the students in Milwaukee Public Schools, will provide and deliver to Milwaukee high schools the number of its standard national AP exams ordered by students in up to 36 subject areas.

College Board will provide each school's AP coordinator, AP teachers, and designated school district administrator with 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 20 of each contract year. Additional fees for AP exam scoring, processing, late order fees, or unused/canceled exams will be charged to the individual schools in accordance with the list of fees detailed in the District Pay contract. 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 2022-23 school year.

This contract is an exception-to-bid based on one-of-a-kind status, since there is no alternative contractor. The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract comply with an established MPS standard and meet the quality required (Administrative Policy 3.09(7)(e)(1)(b)(v) and 3.09(7)(e)(1)(b)(vi)).

This contract will run from October 1, 2022, through December 31, 2023 and will not exceed $250,000.

Budget Code: SYS-0-0-AMT-RH-ECTS (Contract Services)..... $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	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 requests:

- CDW Government, LLC, for Soundtrap Suite Subscription Licenses,
  MUS-0-I-8G3-CI-ECTS $57,300
- Edu, Inc., for College and Scholarship Application Assistance,
  GDC-0-S-9B3-E0-ECTS..... $70,000
- Facing History and Ourselves, Inc., for Professional Development Services,
  SDV-0-S-9F3-DE-ECTS..... $58,000
- HIR Wellness Institute, Inc., for Talking Circles with First Nation Studies,
  SDV-0-S-D83-DW-ECTS..... $85,554
- Milwaukee Education Partnership, Inc,. to Enhance Teaching and Learning in Milwaukee Public Schools,
  GSP-0-0-CTG-DW-ECTS $75,000
- Milwaukee Education Partnership, Inc., to Enhance the Pipeline of Graduates from Historically Black Colleges and Universities (HCBUs) to Milwaukee;
  OSC-0-S-1TS-LS-ECTS..... $77,000
- Charter Communications Holdings LLC, DBA Charter Communications Operating, LLC, for Telephone Communication Services,
  PIN-0-0-TLN-DW-ETEL..... $99,600
- Tools for Schools, Inc., for Subscription to Book Creator;
  DTI-0-8G3-CI-ETRS..... $171,000
- College Board for Standard National AP Exams,
  SYS-0-0-AMT-RH-ECTS..... $250,000.

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 requests as set forth in the attachments to the minutes of your Committee's meeting, inclusive of the revisions made to contract with Milwaukee Education Partnership, Inc., to enhance the pipeline of graduates from Historically Black Colleges and Universities (HBCUs) to Milwaukee (attachment #8 to the minutes of your Committee's meeting).

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

* * * * *

(Item 7) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Boelter, LLC, for Nutrition Services

Background

Boelter, LLC, will provide food-service equipment and insulated food carriers for breakfast in the classroom.

The vendor was chosen pursuant to RFB 5775. Boelter, LLC, was the lowest-complying bidder. The initial blanket agreement ran from October 1, 2019, through September 30, 2020, with the possibility of two annual renewals based on performance measures. The blanket agreement provided for two one-year options to extend if performance measures codified in the bid were met. MPS exercised both one-year options to extend, with the second, and final, extension running from October 1, 2021, through September 30, 2022 (Year 3).

The request to waive administrative policy and issue the contract for a third extension, or fourth year, is being made to ensure availability of product for the school year, as the supply chain is still volatile, and this vendor is able to ensure product availability at reasonable prices.

This contract extension will run from October 1, 2022, through September 30, 2023. The total cost of the contract in this extension year will not exceed $1,090,000.00,

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

Budget Code: Varies by location ordering goods..... $1,090,000.00

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 waive Administrative Policy 3.09(9)(e) and extend 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 Committees' reports.

* * * * *

(Item 8) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Gallagher Bassett Services, Inc., for Third-party Administration of the District's Self-insured Workers' Compensation Program

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and extend a contract with Gallagher Bassett Services, Inc., ("Gallagher Bassett") for third-party administration of the District's self-insured workers' compensation program.

In 2015, a Request for Proposal (RFP) was issued for the third-party administration of the District's self-insured workers' compensation program. At the conclusion of the RFP process, Gallagher Bassett was selected as the awardee. In September 2016, the Board authorized a three-year contract with Gallagher Bassett, with two one-year options to extend.

In 2019, while in discussions with Gallagher Bassett to use the first one-year extension, the Administration was able to negotiate better pricing upon the agreement of a three-year extension. The Board approved the three-year extension, which ran from October 1, 2019, through October 1, 2022.

The Administration is now requesting that we extend the contract for an additional year, as we are able to use the CoProcure cooperative agreement 7161804REN1. The contract would run from October 1, 2022, through October 1, 2023, and will not exceed $240,770.

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

Budget Code: INJ-0-0-DIJ-DW-EWCM $240,770.00

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 waive Administrative Policy 3.09(9)(e) and approve 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 Committees' reports.

* * * * *

(Item 9) Action on Monthly Facilities Matters: FMS Award of Construction and Professional Service Contracts and Report with Possible Action Regarding Air Quality

Construction Contracts

Fire Alarm System Replacement

Department of Facilities & Maintenance

Prime Contractor
ALLCON LLC
12704 West Arden Place
Butler, WI 53007

Low Bidder, Base Bid of $540,055.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
44	12	7	Yes	0	90%	$486,049.00	0	200	10

Funds are available for the fire alarm replacement project from account code FAR 00 MM2 11 ECNC (Project No. 7922). The project contract start date is scheduled for September 30, 2022, and completion date is April 28, 2023.

Total construction contract dollars awarded..... $540,055.00
Total dollars HUB participation $486,049.00
% of HUB participation 90%
% Minority employees within company 27%
% Women employees within company.....16%

Professional Services Contracts

RFP #21-015 Moving Services — Design & Construction

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide moving services — design & construction. The selected firm isAce World Wide Moving & Storage Co., Inc.

The contract period will be October 28, 2022-May 31, 2024. Contracts will be issued on an as-needed basis based on pre-approved rate schedule.

Budget Code: Various, annually not to exceed $1,000,000.00

RFP #7331 2023 Green Infrastructure Upgrades, Cohort 5, 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 2023 green infrastructure upgrades, Cohort 5, at various MPS sites. Selected firm is Stormwater Solutions Engineering, LLC.

The contract period will be September 30, 2022 – August 15, 2023

Budget Code: Various $224,675.50

Air-Quality Report

At its special meeting on March 23, 2021, the Milwaukee Board of School Directors adopted the Administration's Reopening Plan with a number of provisions, including monthly (later quarterly) reports regarding air quality, with priority to be given to classrooms and schools without window access to outside air.

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 that MPS'a buildings are safe and clean. The Administration will continue to pursue measures to ensure good air quality in MPS's buildings and will 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, steps toward procuring contractors to perform testing and balancing, to identify any deficiencies in mechanical systems, and then to evaluate potential deficiencies and to establish remediation plans 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. Following is a report of project activities through September of 2022.

Esser II Projects related to Air Quality

Summary of Project Activities through September of 2022

Project Design Status

Since the last project status update in June 2022, 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. Those meetings continue to provide the IPD's, and the MPS team an opportunity to raise issues or questions, address critical items, and resolve any outstanding scope related action items. In conjunction with the ongoing team meetings, each of the IPD teams has continued drafting Schematic Design, 95% and 100% drawings, and plan sheets for each of the scope phases.

In addition to general project oversight, MPS design related coordination activities in 2022 has focused primarily on abatement, and working with the City of Milwaukee on the zoning and code language impacts that will affect the outdoor classroom scopes. The MPS Environmental team has been working diligently in coordination with the IPD teams since January to identify project specific abatement needs, locations and quantities, to ensure that the 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.

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

design process and 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.

Each of the teams approached the timing of the completion of various design phases; which include the bottle filling stations, outdoor classrooms, capital projects for Heating, Ventilation & Air Conditioning (HVAC) upgrades, unit ventilators, temperature control systems, window and security screen replacements, and 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 continues, with the City of Milwaukee having completed the review of the structural shop drawings as a precursor to the IPD plan review submission and permitting process.

Project Procurement Status

The procurement of bottle filling stations has been nearly completed with the final orders having been placed with Ferguson by MPS, and the submission of the outdoor classroom structure orders is also well underway with a portion of the plan sets already submitted to the City for plan review.

The IPD teams continue to release bid packages and award work for the other scopes, and the teams are targeting completion of the issuance of the remaining packages for the Esser II work by early November 2022.

Project Construction Update

MPS coordinated abatement removal activities across the district in parallel with the carpet/flooring replacement design, bidding and installation, and will continue in the immediate future and in the initial planning stages for abatement required for Capital replacement projects. To date, 102,750 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 2.25 football fields in size.

Construction activities have been initiated by several of the IPD teams. Current ongoing work involves the replacement of outdated water fountains with new water bottle filling stations. That work will continue to take place during the school year. To date, 117 bottle fillings stations have been replaced with new units. Flooring replacement activities have been ongoing over the last several months, and to date 171,572 square feet of flooring has been replaced. This is the equivalent to the area of approximately 3.5 football fields.

IPD Testing and Balancing of school HVAC systems is currently ongoing at various school sites, with the remainder to follow as soon as feasible and that work continues to be coordinated with school staff. The other construction activities anticipated to continue during the next 4 months are the installation of window and security screens, carpet and resilient flooring installation as we are able to coordinate with the schools. Preparation for the outdoor classroom related site work is anticipated to begin in September 2022 at sites that have the design and bidding activities completed.

For work that is anticipated to take place during the school year, MPS, CG, and the IPD teams will be meeting with schools on an individual basis to minimize disruption and inconvenience to school staff and students.

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:

- Construction Contracts Requested $540,055.00
- Professional Services Contracts Requested $1,224,675.50

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 Committees' reports.

* * * * *

REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Garcia presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Action on the Report Regarding Discipline Disproportionality & Progress

Background

In September 2020, the Board directed the Administration to report progress and updates on discipline disproportionality on a monthly basis.

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 to support students and engage with alternatives to suspension when appropriate. Administration uses this data to strategize the best use of the resources at hand, servicing all schools with Tier 1 supports and focusing on those demonstrating a need for additional supports.

The September 2022 report follows.

Monthly Discipline Disproportionality Report, August 2022

The following is an update of activities undertaken to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2022-23 school year. The monthly reporting associated with disproportionality for the 2022-23 school year will focus on the following proactive approaches:

- providing proactive supports & interventions
- strengthening student, staff, & community collaboration
- reconceptualizing the role of school leaders within discipline
- developing staff integration of Courageous Conversations about Race.

Providing Proactive Supports & Interventions

All Discipline Champions received guidance and best practices in supporting the start of the year and addressing discipline disproportionality. Discipline Champions received the Culture, Climate & Alternatives to Suspension Toolkit, Director of Support, Discipline Disproportionality Teams Processes Guide, as well as some opening week community building activities to utilize with students.

The district PBIS team presented "PBIS in the Classroom" for traditional and early start teachers as part of the Teacher Institute organization week. Teachers were provided best practices within the PBIS framework to implement in the classroom to support a positive climate for all students starting the first day of school. All schools have a PBIS Tier 1 Team and Building Intervention Team (BIT) that meet monthly to address systems, strategies, and specific students in need of support. Teams submit minutes within their School Improvement Plans (SIP). The district PBIS team also met with all school psychologists and school social workers to discuss Tier 2 and Tier 3 intervention within their BIT framework.

In August, the Violence Prevention Program provided professional development to paraprofessionals and CHAs on integrating social emotional learning and academics, as well as best practices in classroom management. K-8 teachers and SEL Champions received professional development in the new digital Second Step program. High-school teachers were provided information on Question, Persuade, Refer (QPR)-suicide prevention. During the New Educators Institute, new educators participated in sessions on the fundamentals of classroom management and mindfulness.

A schedule with topics was created to introduce a different practice from within the Culture, Climate and Alternatives to Suspension Toolkit with school principals as part of their Regional Leadership meeting. Topics will include community building, proactive strategies, restorative strategies, function of behavior, validating and affirming students, addressing bias, and engaging student voice in classroom climate, among other topics.

The use of specific strategies for classroom-managed behaviors are documented within Infinite Campus. Total documented strategies for August 2022 across all early-start schools are included in the table below.

Strategy	Total	Strategy	Total	Strategy	Total
One-on-one conversation	1,517	Collecting Property	56	Reflection sheet	10
Redirection	682	Behavioalr Contract	28	Rewind/Broken Record	8
Parent Contact	677	Brain Breaks	23	Referral to BIT	6
Support staff consultation	393	Buddy Classroom	22	Independent work	3
Moving their seats	103	Go Guardian	19	Restorative Circle	2
Proximity Control	103	Engagement opportunities	19	Community Service	2
Planned ignoring	75	Mindfulness	18	Secret Signal	2
Tangible Acknowledgement System	62	Self-monitoring	15	Praise 5:1	2
Restorative conversation	57	Recovery area (within room)	15	VABB	1

All schools have Building Intervention Teams (BITs) which ensure that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of Tier 2 and Tier 3 interventions provided year to date for the 2022-23 school year.

Tier 2/Tier 3 Intervention	Students	Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	46	FBA/BIP	5
Individualized CICO	2	RENEW	2
Social Academic Instructional Group (SAIG)	2		
Behavioral Assessment/ Intervention Plan (BAIP)	1		

Strengthening Student, Staff, & Community Collaboration

The Department of Gender & Identity Inclusion will be partnering with Girls on the Run to support six schools, as well as partnering with Welcoming Schools to provide LGBTQ+ inclusiveness training across the district. The Department is also proving a book cohort with the Success Center's staff members reading "The 57 Bus," a true story about gender, identity, race, and two teenagers' lives intersecting around these themes.

The Department of Black and Latino Male Achievement (BLMA) is establishing mentoring systems for male students of color at district schools. BLMA is continuing to work with the Milwaukee community to identify additional mentors to work within district schools.

All Discipline Response Teams have created a communication channel with schools that includes a form for schools to complete to request additional support from the team.

Reconceptualizing the Role of School Leaders within Discipline

School-based administrators attended the annual Discipline Overview professional development from the Department of Student Services. Administrators attended three breakout sessions on alternatives to suspension, elements of due process, and data quality.

School-based administrators will be surveyed by the Restorative Practices Team regarding activities in which they have engaged in using Restorative Practices to create their school communities and what additional support school leaders would like to receive in this area.

In August 2021, there were 682 suspensions, compared with 425 suspensions in August 2022. Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from August 1, 2022, through August 31, 2022, as documented in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Assault	1			2				3
Battery	3			7			1	11
Bullying				2				2
Chronic Disruption or Violation of School Rules	2			32		1		35
Disorderly Conduct	16	1		144		6	1	168
Endangerment of Physical Safety/Mental Well-being	5	1	2	97		1	3	109
Fighting	23	2	1	179		3		208
Gambling				1				1
Inappropriate Personal Property	1			5				6
Inappropriate use of electronic communication devices	1			2				3
Other Substances/Materials	1			13				14
Personal Threat	3		1	15		1		20
Possession of Drug Paraphernalia				4				4
Possession/Ownership/Use of Drugs	3			19		1		23
Possession/Ownership/Use of Weapon Other than Gun				8				8
Reckless Vehicle Use			1					1
Sexual Assault			1	2		2		5
Sexual Harassment	1			4		1		6
Substantial Environmental Disruption	2			20		1	2	25
Theft				6				6
Use of Tobacco, Including Chewing	4			9		2	1	16
Vandalism	1			2				3
Verbal Abuse/Profanity/Harassment				4			1	5
Grand Total	67	4	6	577		19	9	682

Total Suspension Events by Grade Level

K4-K5	0	5th Grade	2	10th Grade	131
1st Grade	0	6th Grade	26	11th Grade	70
2nd Grade	0	7th Grade	57	12th Grade	50
3rd Grade	2	8th Grade	71		
4th Grade	8	9th Grade	265		

The following alternatives to suspension were used by administrators throughout the 2021-22 school year.

Conference	26	Mediation	27	Restorative Conference	5
Counseling	227	Referral to Support Staff	3		
Detention	22	Repairing Harm Circle	2		

Demographics

	Student Population	YTD Suspension Events		Student Population	YTD Suspension Events
Hispanic	24%	10%	Pacific Islander	<1%	<1%
American Indian	<1%	<1%	White	8%	3%
Asian	5%	1%	Multi-ethnic	3%	1%
Black	60%	84%			

Develop Staff Integration of Courageous Conversations about Race

Throughout August, a total of ten sessions of Courageous Conversations about Race Exploration were held throughout the district. These were facilitated by district staff members who have completed the steps

to become certified facilitators of this framework. These sessions were attended by a total of 738 staff members, including new teachers, school secretaries, returning regular education and special education teachers, safety aides, and staff members from specialized services. A breakout session was offered during the Teacher Institute within organizational week in which teachers networked across the district using the protocols of the Courageous Conversations about Race Compass and Above and Beyond the Line.

The Department of Gender & Identity Inclusion delivered "Miseducation of Girls of Color" during the Teacher Institute as part of organizational week as a breakout session for interested staff members to attend. A six-part series will be offered on "The Miseducation of Girls of Color" designed to provide insight into the current state of girls of color across the country and in the district and to support educators in interrupting their biases and in supporting the needs of girls of color in their schools.

The District's PBIS Team is engaging in a book study with Sharroky Hollie's new book *Supporting Underserved Students* and identifying best practices to share with schools within the PBIS framework.

Next Steps

Gender & Identity Inclusion is to begin piloting Girls of Color programming at three district schools.

School principals will submit monthly data reflections identifying areas of focus and next steps regarding school climate and discipline.

The District Equity Leadership Team (DELT) will meet to set the focus for the year.

Mentoring opportunities will be expanded at the schools with the highest number of suspensions and will be focused on 9th-grade students who are transitioning into high school.

Schools with the most suspensions will create teams who will receive professional development and coaching on integrating restorative discipline within their disciplinary practices. These teams will include the schools' principals, support staff, and instructional staff members. Schools' PBIS Tier 1 Teams will receive professional development from the Dstrict regarding implementing PBIS Tier 1 systems and facilitating team meetings.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that:

1. the Board direct the Administration to develop a pilot program to address discipline disproportionality by targeting chronic disruption and suspensions in schools with the highest suspension rates for the 2023-24 school year, with the plan to be presented to the Board by the March 2023 board cycle; and
2. the plan that is presented include, but not be limited to, any staffing or training needs for the program's implementation, any needed building modifications, any other tools necessary for full implementation of this pilot, and an analysis of the efficacy of the implementation of this pilot program.

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

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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) 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 the comprehensive school counseling programs' activities to improve post-secondary outcomes must be provided to the Board of Directors.

During the 2021-22 school year, the comprehensive school counseling program implemented and collaborated with multiple departments and stakeholders on activities and strategies to increase post-secondary 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 2021-22 school year — which was conducted mostly in-person, with several pandemic protocols in place to ensure the well-being of students and staff — was a year of transition in which school counselors worked to provide various levels of supports to students to ensure a successful transition. The activities implemented in 2021-22 for improving post-secondary outcomes included the following:

- School Counseling Curriculum — grades K5-12
- ACP Conferences — grades 5, 7, 9, 11
- ACP School Teams and School Plans — All schools
- Job Fair — students over 16 (in-person and virtual)
- UNCF — Empower Me Tour (virtual)
- College Application Week — grade 12
- Cash for College Campaign (Scholarship Application) — grade 12
- FAFSA (Free Application for Federal Student Aid) Campaign — grade 12
- M-cubed Milwaukee Parent Institute — Elementary, Middle & High
- Student Summit Workshops grades 6-12
- School Counselor Small Groups grades K-12
- Support for Milwaukee Virtual Education Program (MVP) grades K-12
- Decision Day — grade 12
- Virtual Mindfulness Room — grades K — 12
- National Apprenticeship Week — grades 9-12
- Historically Black College and University (HBCU) Week — K-12
- Early Admissions Virtual Parent Workshop — grade 8

The 2021-22 school year also saw increases in the number of budgeted FTEs (full-time equivalent) school counselors with the addition of five counselor FTEs through ESSER (Elementary and Secondary School Emergency Relief) II and one FTE through ESSER III. The district-level school counselor team provided direct support to schools that were short of school counselors.

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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(Item 2) 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

On September 27, 2012, the Milwaukee Board of School Directors received a report on the Common Core State Standards (CCSS) and their alignment to the Comprehensive Literacy Plan (CLP) and the Comprehensive Mathematics and Science Plan (CMSP). It is to be noted that the CCSS are embedded within the CLP and CMSP and serve as the foundation of instruction in the classroom and of professional development for teachers and principals.

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 as those that have been established for all students in the CCSS.

In September 2013, the Wisconsin Department of Public Instruction released career and technical education standards that are being used in our setting 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.

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.

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.

In 2018, the Wisconsin Department of Public Instruction adopted Standards for Social Studies, which provide a foundation for what students should know and be able to do at the appropriate grade levels.

On June 3, 2019, the Wisconsin Department of Public Instruction reaffirmed the Common Core State Standards for World Languages, which had been developed to parallel the English language arts and the development of bilingualism and biliteracy.

At its regular meeting in May 2021, the Board adopted the Wisconsin Department of Public Instruction's English Language Development (ELD) Standards, an interactive social process that occurs over time to expand what multilingual 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 multilingual students in the learning process.

Per the Wisconsin Department of Public Instruction, all of the academic areas not covered by CCSS, CCEE, and WMELS are to be 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 3) Report with Possible Action Regarding the Annual Workforce-readiness Update for the 2021-22 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.

Report on Workforce Readiness, 2021-22

The annual workforce-readiness report was last provided at the September 2021 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. The following are highlights from the 2021-22 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, which are led by the Career Champion, include the College and Career Center's planning assistant and at least one of the following: counselor; parent coordinator; teacher; and transition coordinator.

CTE met monthly with all Career Champions and College and Career Center representatives. The meetings' purpose 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 used an online application system for all potential youth apprentices, making the process to apply easier and more efficient for students 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 is available for all teachers, counselors, and other staff to access.

The student job board was updated on a regular basis throughout the school year and was available for all high-school students to view and apply to work opportunities.

CTE held two job fairs attended by more than 600 students this past school year. An in-person event for juniors was held on March 9, and a virtual event for seniors was held on April 13.

At least 1,960 students gained some sort of work experience in the 2021-22 school year, including students who worked in summer 2021. This number includes experiences such as the 2021 summer employment through the Mayor's Earn & Learn Program, School-to-Work Program, work release, youth apprenticeships, and internships.

All students who successfully complete youth apprenticeships receive one credit per semester. Students who participate in internships may also receive between one-quarter and one credit per semester, depending on the number of hours worked.

CTE collaborated with the Milwaukee Metropolitan Association of Commerce to host two special career-exploration and work-readiness events for high-school students. The first, held at American Family Field on April 7, hosted approximately 300 students, who learned about local, in-demand career pathways. The second event hosted approximately 100 students, who received one-on-one career-planning and work-readiness assistance.

In winter and spring, the CTE team conducted research to procure an online tool that will enable us to improve and to scale our work-based learning program. The tool will provide greater efficiencies through more timely and seamless communication among schools, students, employers, and the CTE team, as well as provide us with a more robust student-and-employer-tracking system.

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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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly report of its delegate to CESA #1.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities from September 2022 included the following:

Academic Achievement

- Attended the Back-to-School Rally at Academy of Accelerated Learning. Spoke at the Press Conference
- Attended the groundbreaking at Reagan High School. Spoke at press conference
- Spoke to the gathering at the groundbreaking for the track and field at Washington High School
- Participated in the Verison parent /student fair at ALBA
- Attended the monthly meeting of the Board's Committee on Student Achievement and School Innovation
- Met with new Director of Restorative Practices
- Met with Instructional Coach on Climate Justice and the acting science specialist at Vincent HS.
- Met with and welcomed the DDMAC at Wick Field
- Planned an October visit to Bay View High School with an English teacher from the school

Effective and Efficient Operations

- Met with Superintendent Posley and Gerard Randall on the HBCU recruitment proposal/grant
- Met with Sequanna Taylor and Superintendent Posley to get an update on One Milwaukee
- Attended the monthly meeting of the Board's Committee on Accountability, Finance, and Personnel
- Met with Dr. Posley, the Transportation and Bilingual Multicultural Department, and Director Gokalgandhi regarding busing for participants in the RSHS Spanish Bilingual Program

Student, Family, and Community Engagement

- Met with the Inclusive Perspectives Social Studies (IPSSC) Committee that is heading up the work on K-6 social studies content
- Went over the survey results from participants from the April 2022 MKE desegregation mini-conference with Matt Chason and team
- Discussed car, bus, and pedestrian safety, given the road construction on Humboldt Blvd. with Gaenslen's Principal and the City of Milwaukee's Facilities and Maintenance staff
- Joined the procession at the annual Labor Day march
- Met with Dynasty Ceasar of Redress Movement regarding housing segregation in Milwaukee metro area

- Joined the teleconference with The Century Foundation, at which we discussed next steps for the Metro Integration
- Attended the monthly meeting of the Board's Committee on Parent and Community Engagement
- Participated in several I Am a Voter meetings
- Attended VOCES gala
- Met with leadership from Common Ground
- Explored the A Bite of Reality Program at UW-Milwaukee
- Enjoyed connecting with Jay Rothman, President of the University of Wisconsin System, and Jennifer Mnooken, Chancellor of UW-Madison, at a reception in their honor
- Participated in the August regular board meeting
- Collaborated with Erick Shambarger, Environmental Sustainability Director, Environmental Collaboration Office (ECO) (City of Milwaukee), members of the Facilities and Maintenance Services team of MPS, and Citizen Action of Wisconsin
- Throughout September, I have responded to constituent emails, phone calls, and texts.

RESOLUTIONS

Resolution 2223R-008

By Director O'Halloran

WHEREAS, The Board is committed to providing an educational environment that treats homeless students with dignity which applies to all services, programs, and activities provided or made available; and

WHEREAS, Since 2002, November has been recognized as National Runaway Prevention Month and is presented each year by the National Runaway Safeline, the federally designated national crisis and communication system for youth ages 12 to 21 who have run away, are considering leaving home, or are experiencing homelessness; and

WHEREAS, Approximately one in every 30 students will experience homelessness in any given year, with Black and Latinx youth experiencing homelessness at higher rates than their non-Hispanic white peers; and

WHEREAS, Approximately 7% of youth in the United States identify as LGBTQ+, while youth who identify as LGBTQ+ make up 40% of those who are homeless; and

WHEREAS, Young adults without a high school diploma or GED are 4.5 times more likely to experience homelessness than their peers who completed high school; and

WHEREAS, Runaway youth are often ousted from their home, have experienced abuse and trauma, struggle to meet basic needs, and are more likely to be unable to or ineligible to access medical or mental health resources; and

WHEREAS, Runaway youth are at increased danger of falling into high-risk situations, including sexual exploitation and human trafficking, being coerced into participating in criminal activity, joining a gang, or using illegal drugs, which lead to a higher likelihood of involvement in the criminal justice system;

WHEREAS Preventing youth from running away from home or from foster care and supporting youth in high-risk situations is a family, community, and national responsibility;

WHEREAS, The relationship between educational attainment and homelessness is bidirectional, i.e. supporting young people's housing stability can improve educational outcomes and supporting educational stability can improve future housing stability; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors joins districts and youth organizations nationwide in recognizing November as National Runaway Prevention Month; and be it

FURTHER RESOLVED, That the Administration explore prevention strategies within our programs to equip school counselors, social workers, and other adults to better help students who are considering running away; and be it

FURTHER RESOLVED, That the Administration designate a day within the month of November on which staff and students are encouraged to wear green (the designated color) for National Runaway Prevention Month.

Referred to the Committee on Student Achievement and School Innovation.

* * * * *

The Board adjourned at 6:23 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 25, 2022

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

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

The Board Clerk read the following call of the meeting:

October 21, 2022

To the Members of the Board of School Directors:

The following meeting is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for consideration of the following items of business:

Special Board Meeting
5:30-8:00 P.M., Tuesday, October 25, 2022

1. Action on a Request to Approve the 2022-23 (FY23) Proposed Fall Budget Adjustments to the Adopted FY23 Budget
2. Work Session on Amendments to the Preliminary Adopted FY23 Budget
3. Board Retreat on Strategic Planning and Budget Timeline and Process Update

Members of the public who wish to attend the meeting in person must adhere to MPS's mask policies, regardless of vaccination status or past COVID-19 infection.

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 not be taken.

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on a Request to Approve the 2022-23 (FY23) Proposed Fall Budget Adjustments to the Adopted FY23 Budget

Postponed until after consideration of Item 2, below.

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(item 2) Work Session on Amendments to the Preliminary Adopted FY23 Budget

Background

At its regular meeting on May 26, 2022, the Board adopted the preliminary budget for Fiscal Year 2023 (FY23).

Provided under separate cover for the Board's consideration are additional amendments, as summarized below, to the preliminary FY23 adopted budget.

Amendment 13 by Director Leonard

Allocate $7 million to Fairview K-8 school in order to expand the school by adding a new gym and four classrooms.

While the total cost is estimated to be $8,700,000, the Administration recommends setting aside 7,000,000 in ESSER III capital funds for the Fairview building's addition.

Amendment #14 by Director Taylor

Fund necessary repairs at Rufus King High School, specifically repairs for water damage and repairs to the school's elevator.

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

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 each proposed amendment.

Director Leonard moved to approve Amendment #13 as recommended by the Administration for an additional $7 million to the Fairview building's expansion project.

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 7.
Noes — None.

Director Taylor moved to approve Amendment #14 as presented.

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 7.
Noes — None.

* * * * *

Having disposed of the previous item, the Board took up consideration of the following item, which had been postponed from earlier in the agenda.

(Item 1) Action on a Request to Approve the 2022-23 (FY23) Proposed Fall Budget Adjustments to the Adopted FY23 Budget

Background

The Wisconsin Department of Public Instruction (DPI) certified school districts' aid amounts and updated the District's revenue-limit worksheet on October 14, 2022. 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 2022-23 budget as adopted by the Milwaukee Board of School Directors on May 26, 2022.

2022-23 (FY23) Proposed Fall Budget Adjustments

The following summary is presented to assist the Milwaukee Board of School Directors in its consideration and final approval of the 2022-23 (FY23) School Operations, Construction, and Extension

Funds' budgets. The changes listed below are adjustments to the budget adopted in May, based on current data and district priorities.

Enrollment

From fall 2022 to fall 2023, Milwaukee Public Schools' (MPS's) enrollment decreased primarily due to a decrease in MPS's traditional and instrumentality charter schools' enrollment. The number of students attending MPS schools decreased by 2.31%, to 66,623. Outgoing open-enrollment numbers increased by 4.27%, and outgoing Chapter 220 numbers dropped by 30.89%. The Chapter 220 program had closed to new students in FY16, resulting in the expected reduction in enrollment.

The Milwaukee Parental Choice Program's (MPCP's) enrollment is expected to increase from 28,185 in the 2021-22 (FY22) school year to approximately 28,958 in FY23. In FY23, 129 private schools indicated their intent to participate in MPCP, according to the Wisconsin Department of Public Instruction (DPI).

Chart 1 shows a summary of the third-Friday enrollment changes by category from fiscal year 2022 to fiscal year 2023. Enrollment is listed as a headcount and not as full-time equivalent (FTE), which is used for calculating enrollment revenue.

Chart 1: Student Enrollment by Category

	Third-Friday Enrollment			
Enrollment Category	FY22	FY23	Difference	
MPS Traditional & Instrumentality Charter Schools	59,513	58,136	−1,377	−2.31%
Alternative/Partnerships/Other Sites	911	892	−19	−2.09%
Non-instrumentality Charter Schools	7,771	7,595	−176	−2.26%
Subtotal	68,195	66,623	−1,572	−2.31%
Chapter 220 in Suburbs	314	217	−97	−30.89%
Open Enrollment in Suburbs	5,148	5,368	220	4.27%
Total	73,657	72,208	−1,449	−1.97%

Note: Original enrollment submission to DPI on September 30, 2022.

Revenue Changes

Chart 2 shows a summary of changes in the School Operations Fund by source and type from the budget adopted by the Board in May 2022. The property-tax levy and the Equalization and Integration Aids are not individually listed in the proposed 2022-23 budget (P.B.), as the District estimates the total amount in the spring and then receives actual numbers from DPI in the fall.

Chart 2: School Operations Fund — Revenues by Source Changes

Description	2022-23 P.B. (Spring)	2022-23 (Fall)	Change
Property Tax Levy, Equalization and Integration Aids			
Property Tax Levy	$273,060,677.00	$283,614,349.00	$10,553,672.00
General Equalization Aid	$581,753,222.00	$569,700,017.00	−$12,053,205
Integration Aid	$33,232,020.00	$33,181,042.00	−$50,978
Poverty Aid	$3,929,164.00	$3,929,164.00	—
Computer & Personal Property Aid	$8,856,394.00	$8,902,493.00	$46,099.00
Deduction for Choice	−$23,935,652	−$20,236,211	$3,699,441.00
Subtotal	$876,895,825.00	$879,090,854.00	$2,195,029.00
State Handicapped Aids			
Handicapped Aids	$55,532,497.00	$55,532,497.00	—
Subtotal	$55,532,497.00	$55,532,497.00	—
Other State Aids			
Transportation Aid	—	$1,300,000.00	$1,300,000.00
Library Aid	$4,100,000.00	$4,710,768.00	$610,768.00
Bilingual Aid	$1,700,000.00	$1,700,000.00	—
Tuition from State	$500,000.00	$500,000.00	—
General State Aid	$54,459,090.00	$51,586,808.00	−$2,872,282
Other State Per-pupil	$857,458.00	$822,458.00	−$35,000
Subtotal	$61,616,548.00	$60,620,034.00	−$996,514
Federal Aids			
Federal Reimbursement — QSCB	$3,778,141.00	$3,778,141.00	—

Description	2022-23 P.B. (Spring)	2022-23 (Fall)	Change
Indirect Cost Aids	$14,916,294.00	$14,916,294.00	—
Medicaid Reimbursements	$6,400,000.00	$7,400,000.00	$1,000,000.00
Subtotal	$25,094,435.00	$26,094,435.00	$1,000,000.00
Local Revenues			
TIF and other City-related	$329,940.00	$329,940.00	—
Student Programs Reimbursement	$260,000.00	$260,000.00	—
Tuition	$13,018,231.00	$15,000,000.00	$1,981,769.00
Interest Earned	$350,276.00	$350,276.00	—
Rental	$2,904,813.00	$2,904,813.00	—
OPEB Member Contributions	$5,000,000.00	$5,000,000.00	—
Refunds/Ins. proceeds	$1,050,077.00	$1,050,077.00	—
Miscellaneous	$311,915.00	$311,915.00	—
Subtotal	$23,225,252.00	$25,207,021.00	$1,981,769.00
Carryover	—	—	—
Total	$1,042,364,557.00	$1,046,544,841.00	$4,180,284.00

Revenue Limit

The FY23 revenue limit is based on prior-year revenues and expenditures and three-year enrollment trends, including the current third-Friday enrollment. The revised revenue limit governing the School Operations and Construction Funds is $880.9 million, a decrease of $11.8 million from the FY22 October revenue limit.

The State budget for the 2022-23 biennium includes no increase in the base per-pupil amount of the revenue limit in FY22 or FY23. For MPS, the base per-pupil amount remains $10,476. (The revenue limit has increased the past two years as a result of a successful referendum bid by the District.) Also included is revenue-limit authority for special education vouchers and debt related to energy-efficiency projects. These increases are designated for specific costs which the District is obligated to pay.

The School Operations portion of the revised revenue limit is $2,195,029 more than the amount adopted in May 2022. Chart 3 shows a summary of the revised revenue limit.

Chart 3: School Operations Revised Revenue Limit

FY23 Adopted Budget, May 2022	$876,895,825
FY23 Fall Adjustment, October 2022	$2,195,029
FY23 Amended Adopted Budget, October 2022	$879,090,854

State General Aids

State general aids are $582.7 million for FY23 after MPCP deductions were certified in October 2022. This is an decrease of $21.2 million, or 3.5%, from the $603.8 million certified for FY22. Chart 4 shows a summary of the changes in state general aids from the FY22 October certified amount.

Chart 4: State General Aids

FY22 October Certified	$603,880,180	
FY23 October Certified	$582,644,848	
FY22 to FY23 Difference	−$21,235,332	−3.5%

Property Tax Levy

Based on the budget adopted by the Board in May 2022 and the adjustments listed in this board item, the MPS all-fund tax levy for FY23 increased by $14.4 million, or 4.7%, from the amount levied for FY22.

The $9.8 million of MPCP's costs represents about 3.1% of the revised all-fund tax levy for FY23. The Board is compelled to levy 6.4% of MPCP's costs, down from 9.6% in FY22. The reduction is due to legislative action. The portion of MPCP's costs borne by the District is scheduled to decline for two more years, until the MPCP program is fully funded by the State in FY25. The net cost for FY23 of $11.5 million includes offsets of $15.9 million paid to the City of Milwaukee by the State and $3.9 million in high-poverty aid that the District is required to use to offset the MPCP's levy.

The Construction Fund is used to account for and to report financial resources that are restricted, committed, or assigned to expenditures for the acquisition or construction of capital facilities. The Extension

Fund's levy will continue to provide funds for MPS C.A.R.E.S. and playfield updates and to establish a sustainable revenue source for future recreational programming.

Chart 5 shows a summary of the tax levy changes by fund when comparing FY22 to FY23.

Chart 5: All-Fund Tax Levy

Fund Category	FY22 (October)	FY23 (October)	FY22 to FY23 Difference	
Operations	$273,060,677	$283,614,349	$10,553,672	3.9%
Construction	$2,923,868	$1,816,630	−$$1,107,238	−37.9%
Extension	$29,725,000	$34,725,000	$5,000,000	16.8%
Total Statutory Funds	$305,709,545	$320,155,979	$14,446,434	4.7%

Revenue and Expenditure Changes

Charts below show all changes to planned budgets by project. The District maintains a balanced budget, as required by state law.

The Administration is confident that the proposed amended FY23 budget is responsible and responsive to the District's five priorities, supporting the Board's three goals of academic achievement; student, family, and community engagement; and effective and efficient operations.

School Operations Fund

The School Operations Fund provides resources for the majority of district operations, including debt. Chart 6 shows a summary of the expenditure changes to the School Operations Fund by project.

Chart 6: School Operations Fund Expenditure Changes

		Amount
Schools and School Accounts		
S1	MPS Traditional Charter and Alternative Schools	
	Enrollment adjustments	−$7,522,634
S2	Supplemental Schools	
	Adjustments to support schools in need	$1,485,273
S3	School Office	
	Changes to allocations based on actual enrollment	−$214,397
S4	School Counselors	
	Optional services purchased by schools	$194,204
S5	Instrumental Music	
	Optional services purchased by schools	$16,253
S6	Pupil Transportation	
	Optional services purchased by schools	$5,500
S7	School Special Funds	
	Reallocation of funds for website refresh & Potter's Forest maintenance	−$760,000
S8	School Specialized Services	
	Enrollment adjustments	−$3,360,276
S9	Technology Licenses and Equipment	
	Funding a website refresh	$750,000
S10	Office of School Administration	
	Additional School Safety Services	$200,000
S11	Office of School Administration	
	Contract Services for after school patrol.	$200,000
School and School Accounts Subtotal		−$9,006,077
Office Accounts		
S12	Office of Operations	
	Maintenance of Potters Forest	$10,000
S13	Office of Accountability & Efficiency	
	Actual Salary of Director updated	$19,026
S14	Office of The Superintendent	
	Correction of calculation error in financial software	$75,586
S15	Office of Finance	
	State and Federal Programs actual salary for Director	$52,210
S16	Office of Finance	
	Procurement & Risk Management Department adding a coordinator	$132,611

	Amount
S17 Office of Finance	
Adjusting a position from Accounting Assistant to Accountant II for Grants claiming	$882
Office Accounts Subtotal	$290,315
Other Accounts	
S18 Optional Services	
Changes in optional service choices of schools	−$215,957
S19 District Judgements	
Reduction of Worker's Compensation	−$1,186,153
S20 Debt Service	
Increase in Debt Service	$450
S21 Utilities	
Increase to match rising costs	$1,000,000
S22 Special and Contingent Funds	
Increase in reserve for pay increases and reduction of vacancy adjustment	$13,297,706
Other Accounts Subtotal	$12,896,046
School Operations Fund Expenditure Changes Total	$4,180,284

Construction Fund

The Construction Fund is used to account for and to report financial resources that are restricted, committed, or assigned to expenditures for the acquisition or construction of capital facilities. It is also used to fund the additions to and/or remodeling of existing buildings. Chart 7 shows a summary of the revenue changes to the Construction Fund, and Chart 8 shows a summary of the expenditure changes.

Chart 7: Construction Fund Revenue and Expenditure Changes

Construction Fund Account	Amount
Revenue Changes	
C1 Rent Revenues	
Increase to match actual revenues from previous 3 years	$700,000
Construction Fund Revenue Changes Total	$700,000
Expenditure Changes	
C2 Major Maintenance	
Capital maintenance and infrastructure repairs	$700,000
Construction Fund Expenditure Changes Total	$700,000

Extension Fund

The Extension Fund, which is jointly managed by the Office of Communications and School Performance, Office of Finance, and Office of Academics, is used to record financial transactions related to recreational activities. Chart 8 shows a summary of the revenue and expenditure changes to the Extension Fund.

Chart 8: Extension Fund Revenue Changes

Extension Fund Account	Amount
Revenue Changes	
E1 Tax Levy Change	
|Construction of a recreation wellness center	$5,000,000
Extension Fund Revenue Changes Total	$5,000,000
Expenditure Changes	
E2 Recreation Facility Improvements	
Construction of a recreation wellness center	$5,000,000
Extension Fund Expenditure Changes Total	$5,000,000

School Nutrition Services Fund

The School Nutrition Services Fund is an enterprise fund, which accounts for the breakfast, lunch, and other meal programs operated by the District for students. The fund is managed by the Department of Nutrition Services within the Office of Finance.

There are no changes to the School Nutrition Services Fund revenues or expenditures at this time.

Position Changes

Office and department position changes in the budget require the Board's approval for position authority. Chart 9 shows the position changes in the School Operations and Categorical Funds, in the Nutrition Services Fund, and in the Extension Fund. There are no positions in the Construction Fund.

Chart 9: Position Changes

		Salaries Only	
Office Position Changes	FTE Positions	School Operations	Categorical Funds
School Operations and Categorical Funds			
Office of Chief of Staff			
Planning Assistant III	−1.00	−$46,654	
Ethnic Studies Teacher	−1.00	−$66,875	
Secretary II	1.00	$48,436	
Office of Academics			
Spec Serv Regional Mgr II	−0.80	−$88,000	
School Secretary II Dir/Imp	−0.80	−$39,886	
School Secretary II Impv Inst	0.80	$39,886	
School Secretary I — Staff Dev	−1.00	−$40,353	
Planning Assistant III	1.00	$49,000	
School Secretary I — Bilingual Sup	−1.00	−$46,862	
Enrollment Assistant II	1.00	$51,000	
Program Coordinator I	1.00		$94,000
Math Teaching Specialist — Math Teacher Leaders	−0.50		−$46,000
Literacy Specialist — Literacy Coach-Leader	−0.50		−$46,000
Office of Communications & School Performance			
Technology — Systems Administrator — Tech Serv	−1.00	−$104,071	
Technology — Data Base Specialist I — Tech Serv	1.00	$80,000	
Technology — Programmer/Technician II — Tech Serv	−1.00	−$58,410	
Technology — Sr Prog Analyst I-Std Info Sys — Tech Serv	1.00	$63,083	
Ethnic Studies Teacher	1.00		$66,875
Office of Finance			
Finance-Grants Dev & Plan Svcs — To Be Determined Grant Admin	−1.00	−$96,385	
Finance-Grants Dev & Plan Svcs — Director of State And Federal	1.00	$130,734	
Finance-Financial Services-Accountant II — Fiscal	1.00	$57,049	
Finance-Financial Services-Accounting Assistant II	−1.00	−$56,469	
Finance-Payroll-Manager II — General Accounting	−1.00	−$115,586	
Finance-Payroll-Manager II — Payroll	1.00	$123,466	
Procurement-Coordinator III-Procurement — Purchasing	1.00	$105,947	
Procurement-Procurement Associate II — Purchasing	1.00	$52,001	
Procurement-School Secretary II — Purchasing	−1.00	−$43,905	
School Office Support-School Bookkeepers-10-month	1.00	$38,176	
School Office Support-School Bookkeepers-10-month Early Start	−1.00	−$38,176	
School Operations and Categorical Fund Totals	0.20	−$2,854	$68,875
Nutrition Services Fund			
Office of Finance			
Nutrition — Planning Assist II — Dir/Fd Sr	−1.00	−$39,250	
Nutrition — Planning Assist III — Dir/Fd Sr	1.00	$39,250	
Nutrition -Training Assistant I — Sch Nutr	1.00	$56,257	
Nutrition — Technician-12-month — Lunch	−1.00	−$41,139	
Nutrition Fund Total	0.00	$15,118	
Extension Fund			
Office of Operations			
Rec Supervising Associate II — Other Cm Sv	2.00	$130,000	
Extension Fund Total	2.00	$130,000	

Summary of Net Expenditure Change Amounts

Chart 10 shows the summary of statutory and Categorical Funds changes by fund category from the FY23 proposed budget in May to the FY23 amended budget adopted in October.

Chart 10: Net Expenditure Changes

Fund Category	FY23 (May)	Change FY23 (October)	FY23 Amended Adopted Budget Totals
Operations	$1,096,785,942	$4,229,624	$1,101,015,566
Construction	$2,942,559	$700,000	$3,642,559
Extension	$38,175,042	$4,164,205	$42,339,247
Total Statutory Funds	$1,137,903,543	$9,093,829	$1,146,997,372
Categorical	$191,900,191	$502,173,137	$694,073,328
Total All Funds	$1,329,803,734	$511,266,966	$1,841,070,700

Excluding categorical grants, the three statutory funds will total $1,146,997,372 in FY23. This is an increase of $9,093,829, a 0.80% increase over the budgeted total that was adopted in May 2022.

The District's current projection for categorical grants (less indirect costs) is $694.1 million. Categorical funding has increased over the last two years, which is partially related to receiving federal funding from the CARES Act, the CRRSA Act, and the ARP Act, which were passed by the federal government as a response to the COVID-19 pandemic.

Summary

Chart 11 shows the statutory funds and Categorical Fund summary of changes between the FY22 and FY23 amended adopted budgets.

Chart 11: All-Fund Totals Summary

Fund Category	FY22 (October)	FY23 (October)	FY22 to FY23 Difference	
Operations	$1,108,020,898	$1,101,015,566	−$7,005,332	−0.6%
Construction	$4,049,797	$3,642,559	−$407,238	−10.1%
Extension	$37,339,247	$42,339,247	$5,000,000	13.4%
Total Statutory Funds	$1,149,409,942	$1,146,997,372	−$2,412,570	−0.21%
Categorical	$926,872,100	$694,073,328	−$232,798,772	−25.12%
Total All Funds	$2,076,282,042	$1,841,070,700	−$235,211,342	−11.33%

Approval of these proposed changes will result in a total budget, including estimated categorical grants, of $1,841,070,700, based upon current law and revenue-limit calculations.

ESSER II and III Update

ESSER II Budget Summary

Estimated Expenditures/Encumbrances through June 30, 2022

	Budget	Expenditures	Encumbrances	Remaining Balance
Accelerating Learning	64,585,660	18,930,477	13,148,326	32,506,857
Health and Wellness	21,565,813	3,009,098	1,339,290	17,217,424
Facilities	109,043,600	10,292,827	74,000,512	24,750,261
Other Educational Services and Programs	26,068,483	2,388,586	—	23,679,897
Indirect Cost	3,632,758	2,783,177	—	849,581
Grand Total	$224,896,314	$37,404,165	$88,488,129	$99,004,021

ESSER III Budget Summary

Estimated Expenditures/Encumbrances through June 30, 2022

	Budget[1]	Expenditures	Encumbrances	Remaining Balance	Mitigating Learning Loss[2]
Accelerating Learning	81,625,917	7,917,187	2,554,920	71,153,809	66,006,241
Health and Wellness	77,616,423	10,030,025	309,750	67,276,648	17,035,605
Facilities	126,439,200	951,415	9,535,422	115,952,363	—
Technology	79,834,946	26,070,467	24,338,806	29,425,673	47,471,079
Extracurricular Engagement	59,434,687	11,701	300,141	59,122,845	866,800

	Budget[1]	Expenditures	Encumbrances	Remaining Balance	Mitigating Learning Loss[2]
Grant Administration & Program Evaluation	2,962,602	62,987	12,176	2,887,439	—
Other Educational Services and Programs	53,196,044	—	—	53,196,044	—
Indirect Cost	24,413,748	5,024,628	—	19,389,120	—
Grand Total	$505,523,567	$50,068,411	$37,051,215	$418,403,941	$131,379,725

[1]The Fall 2022 budget increase reflects additional funds granted to MPS.
[2]Under the American Rescue Plan Act, districts must reserve 20% of the award to mitigate learning loss.

Mitigating Learning Loss Spending through June 30, 2022

MPS Budget Allocation for Mitigating Learning Loss (26%)..... $131,379,725

Expenditures..... 16%
Encumbrances 20%
Remaining 64%

Budget Required (20%)..... $101,104,713
Expenditures..... $16,055,570
Encumbrances $20,125,689
Remaining $64,923,454

New Items in Fall 2022 Budget

New items are supported by unspent balance of previously approved line items and an increase to ESSER III.

Category	Description	Budget
ESSER II New Budget Items		
Organizational Development	New Educator Institute and school-support teachers	$8,108,122
Overtime	Facilities staff (level 9 and above)	$500,000
Administrative	Facilities accounting services	$200,000
Administrative	Hire 1.0 FTE Facilities Project Manager	$178,355
	Total	$8,986,477
ESSER III New Budget Items		
Student Support	Youth Early Intervention Summer contract	$100,000
Online Instruction	Elevate.K12 contract	$2,500,000
Student Support	Lead Generation Project contract	$129,000
Organizational Development	New Educator Institute	$1,400,000
Organizational Development	Education Leadership Development — Leading Math	$376,703
Administrative	Facilities accounting services	$200,000
Administrative	Maintain 1.0 FTE Facilities Project Manager	$178,355
	Total	$4,884,058

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
In accordance with Board Rule 1.14(3)(g), a recorded affirmative vote of two-thirds of the Board's membership shall be necessary to request tax funds or the sale of bonds for the purpose of school construction.

Fiscal Impact Statement

Approval of the proposed fall budget changes as outlined above will result in a total budget, including estimated categorical grants, which contains ESSER funding, of $1,841,070,700, based upon current law and revenue-limit calculations.

Implementation and Assessment Plan

Upon the Board's approval, the adjustments will be made to the 2022-23 budget. 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 2022.

Administration's Recommendation

The Administration recommends the Board adopt the fall budget changes, including ESSER, as proposed and that the annual budgetary resolutions be adopted as follows:

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 $1,101,015,566 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 2023 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 $11,485,966 will be required for the operation of the Milwaukee Parental Choice Program; and that $272,128,383 will be required for the operations of the Milwaukee Public Schools and that a total of $283,614,349 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 2023, 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 $3,642,559 will be required for the 2023 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $1,816,630 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2023, 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 $42,339,247 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2023 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 2023, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Siemsen moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 7.

Noes — None.

* * * * *

(Item3) Board Retreat on Strategic Planning and Budget Timeline and Process Update

The Board proceeded to conduct its retreat on strategic planning and the budget's timeline and process.

The Board adjourned at 7:54 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 27, 2022

Regular meeting of the Board of School Directors called to order by President Peterson at 5:39 p.m.

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

Before proceeding with the agenda, President Peterson asked for a moment of silence to commemorate the passing of the following members of the MPS Community:

- Brenda Briggs, a retired teacher from South Division High School;
- Sylvia Fiegel, a retired school kitchen manager from Longfellow School;
- Irmgard Hagen, a retired teacher from O.W. Holmes School;
- Cora Martin, a retired children's health assistant from Gaenslen School; and
- Olivia Schultz, a student at Audubon School.

APPROVAL OF MINUTES

The minutes of the Board's special and regular meetings of September 2022 were approved as printed.

* * * * *

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 September through mid-October are also included in the following report.

Superintendent's Report

High-school Enrollment

The enrollment window remains open for eighth-grade students and their families to select the high schools of their choice for the 2023-24 school year. With more than two dozen high-quality schools to choose from, students may select schools that are best suited to them. In addition to the core graduation requirements, MPS offers rigorous programming that includes Advanced Placement, world languages, agriculture, dual enrollment, bilingual education, fine arts, and Montessori options.

If a family has not yet selected a high school for their eighth-grade child, there is still time. Families have until October 30, 2022, to make their selections. Families may register by going to https://mpsmke.com/hsapp.

College and Career Planning

MPS offers students a variety of options to guide the planning process for life after high school. Through our College and Career Centers, students receive information, participate in field trips, engage with guest speakers, and research college and career opportunities such as college admissions, scholarships, building trades, military service, and youth apprenticeships. Students in grades six through twelve have access to 21 school-based College and Career Centers. Centers are open during regular school hours and after school for postsecondary planning.

High-school seniors should take advantage of the College and Career Centers and work with school counselors to begin the process of applying for colleges and technical schools. The Free Application for Federal Student Aid (FAFSA) is used by colleges to develop each student's financial aid package.

The FAFSA for the 2023-24 school year opened October 1, 2022. Seniors are encouraged to take advantage of this process and to get their forms in early to help maximize the offers they receive.

For additional information, please visit the MPS College and Career Centers page at https://mps.milwaukee.k12.wi.us/en/Programs/College-and-Career-Centers.htm.

MPS Athletics

MPS Athletics promotes the philosophy that an athlete's core responsibilities involve the pursuit of personal growth through academic work and team experiences. We recognize that athletic programming is an extension of academic and practical instruction. Athletic participation promotes healthy competition, sportsmanship, and leadership and contributes to school and community pride.

Goals of the Athletic Department are to

- promote academic excellence in classrooms;
- ensure a safe and secure environment for practice and competitions;
- provide opportunities for student athletes to develop confidence, self-image, and leadership skills;
- encourage coaches to be leaders, role models, and persons of character;
- promote value and importance of teamwork, good sportsmanship, and fair play; and
- ensure that all participants adhere to MPS's and Wisconsin Interscholastic Athletic Association's rules and policies.

Upcoming winter sports include basketball, swimming, and wrestling. Registration, schedules, and tickets may be accessed at https://mps.milwaukee.k12.wi.us/en/Programs/Athletics.htm.

Dr. Jill Biden, First Lady of the United States, Visits Westside Academy

Westside Academy was excited to host its first "Homework Diner" since becoming a community school in 2018. The Homework Diner is designed to strengthen the partnership between families and educators in a student's life by providing a relaxing opportunity during a meal to discuss student achievements and progress in school.

To commemorate its first Homework Diner, Westside Academy welcomed special guest Dr. Jill Biden. During Dr. Biden's visit, students, families, and educators were able to engage with Dr. Biden as she visited with families during homework help. Westside Academy is looking forward to increasing participation as a way to improve school culture and academic outcomes.

Although this is Westside Academy's first Homework Diner, other community schools in the district, such as Auer Avenue and Hopkins Lloyd, are no strangers to this family event. Homework Diners will also take place monthly at H.W. Longfellow School.

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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 Regarding 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

On October 11, the Education Law Center issued its report "Wisconsin's Special Education Funding Crunch: How State Underfunding Disproportionately Harms Students in High-Poverty Districts" The report, which has been provided to the Board under separate cover, builds on the findings of a report by the Wisconsin Policy Forum that documented the State of Wisconsin's low level of support for students with disabilities and suggested that students in districts with higher levels of economic barriers are further disadvantaged by the State's funding system.

On October 14, the State's Department of Administration filed a report confirming approximately $6 billion of fund balance and rainy-days fund. Additional revenue reports will be forthcoming in November and January.

As school districts across the state set their final adopted tax levies, the oddity of the "School Levy Tax Credit" comes into play. Annually, a very odd set of state policies compel local school districts to advertise property-tax figures that will ultimately be lowered when the State applies the "school-levy tax credit." For the 2020-21 fiscal year, the school-levy tax credit for Milwaukee was $49.9 million.

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 Compatibility Statement

Board Governance Policy BG 2.13, Board Legislation Program

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:

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services

The following report includes activities from late September through mid-October.

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.

Accountability and Efficiency Services

Between September 17, 2022, and October 14, 2022, Accountability and Efficiency Services fulfilled two requests for information/research, two requests for data analysis, four constituent inquiries, and one special project. Accountability and Efficiency Services also closed five whistleblower reports and satisfied one impartial hearing officer (IHO) assignment requests.

Additionally, Accountability and Efficiency Services team members participated in the Harvard Strategic Data Project Fall Workshop. This workshop provided an opportunity to review topics such as data governance, a policy case study regarding equity in Boston's exam schools, and communicating data for action and impact. These workshops help support the Capstone Project's work taking place under the fellowship partnership program.

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 the Communities in Need (COIN) and Student Engagement Programs.

Staff members attended a meeting with Mission Aligned Partners (MAPs) to continue the discussion around creating strategic pathways between COIN and MPS's high-school juniors and seniors. Topics discussed were the implementation of curriculum framework inclusive of

- self-discovery;
- promotion of critical life skills;
- post-secondary preparation; and
- career/workforce readiness training.

Ten MPS high-school students were interviewed for internships in culinary arts, healthcare, mechanical engineering, moving services, transportation services, and urban agriculture.

Lastly, CCS successfully placed six students within two industries: culinary arts and urban agriculture.

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

Annual Report, Fiscal Year 2022

During the reporting period, the Office of Accountability and Efficiency completed the analysis of FY22 activities, outputs, and outcomes. A final report on work completed as part of the FY22 Work Plan follows.

Vision Statement

The Office of Accountability and Efficiency (OAE) will be a resource to all stakeholders and strive to enhance operational efficiencies by building a collaborative and coordinated accountability and compliance program that accommodates the distinctiveness and complexities of all district activities.

Mission Statement

The Office of Accountability and Efficiency (OAE) will provide leadership on accountability and efficiency, and support an accountability environment within the district. The OAE will also strive to bring public transparency to the district's financial operations.

Office Structure

As an independent office, the Office of Accountability and Efficiency reports directly to the Milwaukee Board of School Directors. This independence allows the OAE to review, to analyze, and to visually present data to increase the knowledge of all district stakeholders, ultimately leading to informed action aligned to district goals.

The Office of Accountability and Efficiency comprises two service areas: Accountability and Efficiency Services and Contract Compliance Services. It is important to note that the Accountability and Efficiency Services area implements both accountability and transparency services and process improvement and efficiency services efforts as outlined in Administrative Policy 2.03, Administrative Organization Plan.

Accountability and Efficiency Services

The OAE's Accountability and Efficiency Services area manages accountability, transparency, process improvement, and efficiency projects to enhance district operations and public transparency. This includes, but is not limited to, producing the five-year financial forecast, processing district RFP/BID appeals, fulfilling Independent Hearing Officers (IHO) requests, implementing the district's whistleblower policy, and carrying out other projects as requested by the Milwaukee Board of School Directors, district departments, or members of the public.

Contract Compliance Services

The OAE's Contract Compliance Services area manages efforts to fulfill the District's diversity and economic responsibility as a primary employer and purchaser of goods. This includes, but is not limited to, implementation of the Communities in Need (COIN) Program, Historically Underutilized Businesses (HUB) Program, and Student Engagement Program.

Fiscal Year 2021-22 (FY22) Planned Activities Overview

The FY22 Work Plan was issued on June 24, 2021 and was inclusive of the following:

- directives outlined in current Board and Administrative policies and procedures;
- items carried forward by the Board at its annual organizational meeting;
- requests by the Board, district departments, or the public; and
- activities directed by the Senior Director of the Office of Accountability and Efficiency.

Using a largely project-management approach, the Office of Accountability and Efficiency executed activities in the following three focus areas:

Accountability and Efficiency

Includes those activities that support an accountability environment, bring public transparency to the district's operations, enhance operational efficiencies, and improve district processes. These projects are managed and implemented by Accountability and Efficiency Services.

Contract Compliance

Includes those activities that fulfill the District's responsibility as a primary employer and purchaser of goods. These projects are managed and implemented by Contract Compliance Services.

General Operations

Includes day-to-day and recurring activities assigned to the Office of Accountability and Efficiency and those activities necessary to achieve operational efficiency within the OAE. These projects are managed and implemented by both service areas within the Office of Accountability and Efficiency.

Fiscal Year 2021-22 (FY22) Accomplishments

During FY22, the Office of Accountability and Efficiency built on the office baselining work that was completed in FY21 by focusing on increasing office capacity. Accomplishments achieved by the Office of Accountability and Efficiency during FY22 include, but are not limited to, the following:

Accountability and Efficiency Services

- Completion of 222 projects (down from 246 in FY21)

- Completed update of ArcGIS data sets with 2020 census data and analyzed Milwaukee population changes by Board district, developing a 2020 census story map to aid in the visualization of these changes.
- Produced analysis of MPS employee residency revealing that 28% of district employees reside outside the City of Milwaukee (36% of teachers reside outside the city).
- Collaborated to hold the regional convening, "School Integration in Metropolitan Milwaukee: The Past, Present, and Future." The conference helped attendees gain a common understanding of the history of segregation in the Milwaukee metropolitan area and past attempts to address it and produced a number of brainstormed solutions to be explored in future follow up with regional partners.
- Partnered with the Wisconsin Historical Society to map archeological site information to support compliance with Wis. Stats. 157.70.
- Migrated data analysis models in concert with upgrades to district's systems of record (HR/payroll, student information, financial reporting, and data warehouse).

Contract Compliance Services

- Completion of a third cohort of students participating in a comprehensive job-readiness training program with Mission Aligned Partners (MAPs)
- Creation of internal MPS internships within the following industries: Agricultural, Automotive, Culinary, Cosmetology, Project Management, and Technology
- Increased COIN participation
- Highest contractor/vendor participation in career awareness opportunities with MPS high school students
- Obtaining the highest recorded performance to date for HUB and Student Employment hours

Office of Accountability and Efficiency

- Implementation and monitoring of FY22 Work Plan
- Completion of office space and technology updates to support OAE team members
- Integration and implementation of 2020 census data in in support of updated geospatial analysis

FY22 Activities

Accountability and Efficiency Services

Includes both accountability and transparency services and process improvement and efficiency services efforts.

Annual Review of Budget/Annual Comprehensive Financial Report (ACFR)

Board Governance Policy 3.08 charges the OAE with bringing oversight and accountability to the financial operations, evaluating fiscal performance and transparency, and making recommendations in the furtherance of fiscal stewardship for MPS. The OAE satisfies this responsibility by conducting an independent review of the District's most significant annual financial documents

FY22 Activities

Receipt and review of financial documents, reasonableness testing and independent calculations, trending, forecasting, sensitivity analysis, examination of alignment to Board policy and priorities, consultation with external auditors

FY22 Outputs

Proposed budget analyzed (analysis included policy considerations, fastest growing expenses, breakdown of purchased services, long- term obligations, and breakdown of deferred maintenance), 2021 ACFR analyzed and summary memo delivered to Board 9 days prior to Board's action to take receipt of audited financial statements (analysis included legislative considerations, fund balance trends and highlights, including depletion of construction fund, review of Other Post-Employment Benefits (OPEB) liabilities, and staffing changes since 2009)

FY22 Outcome

The percent of the OPEB liability now funded increased from 19.4% in FY2020 to 30.9% in FY2021.

Constituent Support

The Office of Accountability and Efficiency provides constituents with efficient service in response to inquiries, requests, and concerns received in person, via phone, or via e-mail.

FY22 Activities

Request review, request processing, request follow-up, constituent-inquiry trend analysis

FY22 Outputs

53 constituent inquiries received (up from 24 in FY21), 11 business-day average processing time (up from two days in FY21), 52 inquiries resolved/closed (two requests carried forward to FY23)

FY22 Outcome

82% of constituents received an acknowledgement of request within 48 hours (up from 75% in FY21)

Five-year Financial Forecast

In accordance with the Board's action of June 2013, the Office of Accountability and Efficiency works with the Office of Finance to project the District's revenues and expenditures over the next five years. Assumptions are calculated based on actuals, trends, economic indicators, and regional and local economics. Each year the current five-year forecast is presented to the Milwaukee Board of School Directors to assist with the upcoming budget process.

FY22 Activities

Budget and actuarial data acquisition, assumptions update, pro forma update sustainability analysis, cash-flow analysis, debt analysis

FY22 Outputs

Five-year forecast for enrollment, revenues, and expenditures presented to Board three months prior to publication of proposed
budget (forecast included analysis of nearly 200 expense and revenue categories)

FY22 Outcome

The five-year forecast was presented in January 2022, offering time to support fiscal decision making to maintain or to improve essential school operations services in FY23 budget cycle

Impartial Hearing Officer (IHO) Assignments

In accordance with Administrative Policy 6.16, Complaints and Grievances: Staff; the MPS Employee Handbook, Part V; and district procedures for employee grievances, the Office of Accountability and Efficiency maintains a list of qualified Impartial Hearing Officers (IHO) and randomly selects IHOs when requested by the Employment Relations Department.

FY22 Activities

IHO request review, IHO request processing, IHO assignment, annual verification of IHO list, assignment trend analysis

FY22 Outputs

One IHO request received (down from 12 requests in FY21), one IHO assignment completed, one business-day average response time

FY22 Outcome

100% of IHO requests were fulfilled within two business days of receipt of request

Requests for Data Analysis/Visualization

The Office of Accountability and Efficiency routinely receives requests for data analysis and data visualization.

FY22 Activities

Exploration of Three-choice data; analysis of employees' residency; district sending and receiving reports, including pilot of reporting dashboard; review and analysis of DPI's mobility data, other request-specific activities

FY22 Outputs

19 requests received (up from 18 in FY21), 19 requests fulfilled, request-specific data presentation

FY22 Outcome

Request-specific outcomes

Requests for Information/Research

The Office of Accountability and Efficiency routinely receives requests for information, including research requests.

FY22 Activities

Vaccine incentives and incentive effective for staff and students, ESSER fund information, Strategic Plan's resources, historical organizational charts, breakdown of enrollment decline, secretary/clerical employment data, other request-specific activities

FY22 Outputs

Three requests carried forward from FY21, 80 new requests received, 83 requests fulfilled, request-specific information presentation

FY22 Outcome

Request-specific outcomes

RFP/BID Appeals

In accordance with Administrative Policy 3.09, Purchasing and Bidding Requirements, the BID/RFP Appeals process allows for vendors or prospective vendors to formulate a protest regarding alleged irregularities or improprieties during the MPS procurement process. The OAE independently reviews all appeals and formulates a recommendation.

FY22 Activities:

Appeal receipt, determination of standing, appeal processing, review of findings of fact, determination of corrective action, external consultation, final report issuance

FY22 Outputs

One appeal received, one appeal reviewed, one recommendation made, 11 business-day average response time, one final response issued

FY22 Outcome

100% of RFP/BID appeals reviewed within ten business days of receipt, 100% of RFP/BID appeal recommendations issued within ten business days of receipt

Special Projects

The Office of Accountability and Efficiency routinely receives special accountability, efficiency, transparency, or process-improvement-related requests.

FY22 Activities

Budget process review by resolution of the Board, survey work to regional partners by resolution of the Board, other project-specific activities

FY22 Outputs

Four requests carried forward from FY21, 10 new requests received, 120 project hours completed (down from 438 in FY21), 10 projects completed (four requests carried forward to FY23)

FY22 Outcome

Request-specific outcomes

Whistleblower Protection

In accordance with Administrative Policy 6.35, Whistleblower Protections, the District's whistleblower process urges all members of the Milwaukee Board of School Directors, employees, independent contractors, and volunteers to report any known or suspected violation of legal, criminal, policy, or ethical nature. All violations or suspected violations may be reported to the Senior Director of the Office of Accountability and Efficiency, among others. The procedure guarantees that no action will be taken against any board member, employee, or volunteer who makes a good-faith complaint. All complaints are treated as confidential to the extent possible, consistent with the parameters of adequate investigation.

FY22 Activities

Report receipt, process overview, case-specific activities, redevelopment of standard operating procedures, physical office enhancements to ensure confidentiality

FY22 Outputs

Five whistleblower reports carried forward from FY21, eight new whistleblower reports received (down from 23 in FY21), 170 business-day average processing time, nine whistleblower reports resolved/closed (11 reports carried forward to FY23)

FY22 Outcome

Report-specific outcomes

Contract Compliance Services

Not all FY22 contracts have invoiced to date; therefore, performance metrics are expected to increase over the upcoming months, as work is underway. Updates will be communicated via regularly scheduled Contract Compliance Services reports.

Communities in Need Program (COIN)

In accordance with Administrative Policy 3.13, Communities In Need Initiative, the COIN initiative is MPS's workforce-preference program which targets the employment on construction contracts of district constituents who are unemployed or under-employed and meet general free/reduced-price lunch eligibility criteria. Facilities and Maintenance Services contractors provide regular work opportunities for COIN workers under this program. COIN individuals represent both skilled and unskilled workers.

FY22 Activities

Contract review, COIN assignments, COIN monitoring and control, focus groups, process-improvement identification, industry advisory committee participation, mission-aligned partners engagement, annual demographic trend assessment, site visits

FY22 Outputs

52 BIDs reviewed, 23 contracts with COIN requirements assigned and monitored, 126 COIN workers engaged, 18% average COIN percentage assigned, 7,130 COIN workforce hours complete to date

FY22 Outcome

6% COIN participation increase over previous fiscal year

Historically Underutilized Businesses Program (HUB)

In accordance with Administrative Policy 3.10, Historically Underutilized Business Program, the HUB program strives to increase the number of diverse business enterprises that supply goods and services to the District.

FY22 Activities

Contract review, HUB assignments, HUB monitoring and control, vendor information sessions, supplier-diversity connections, American Contract Compliance Association's professional development attendance, participation in Intergovernmental Compliance Committee, disparity study research

FY22 Outputs

77 RFP/BIDs reviewed, 127 contracts with HUB requirements, 368 contracts monitored, 20% average HUB percentage assigned to facilities and maintenance contracts, 12% average HUB percentage assigned to professional service contracts, 11% average HUB percentage assigned to goods and services contracts, $18,727,285 total HUB assignment

FY22 Outcome

5% HUB participation increase over previous fiscal year

Student Engagement Program

In accordance with Administrative Policies 3.10, Historically Underutilized Business Program, and 3.13, Communities in Need Initiative, student-engagement requirements provide MPS's students opportunities in career exploration through educational activities that may include paid employment. The student-employment requirement affords MPS's students the opportunity to gain meaningful employment experiences. Many vendors and contractors continue the partnership commitment beyond the requirement period. Most MPS contracts now require a minimum of 10 hours of career education.

FY22 Activities

Contract review, student-engagement assignments, student-engagement monitoring and control, job-readiness training sessions, community connections, quarterly Mission Aligned Partner work group sessions, quarterly assessment of contractors' compliance, virtual training coordination

FY22 Outputs

77 RFPs/BIDs reviewed, 161 contracts with student-employment-hour-requirements, 208 contracts with career-education-hour requirements assigned and monitored, 143 students engaged, average of 400 student-engagement hours assigned per contract, average of 10 career-education hours assigned per contract, 91,200 total student-employment hours, 2,800 total career-education hours

FY22 Outcome

72% career-education-hour increase over previous fiscal year

General Operations

In addition to the aforementioned accountability and efficiency and contract-compliance activities, the Office of Accountability and Efficiency is responsible for various general operations functions including, but not limited to:

- board agenda item review and analysis;
- board and board Committee meeting participation;
- participation on the MPS Background Check Appeals Committee;
- advisory committee participation as directed by the Board;
- electronic direct payment monitoring and quality control;
- Contract Compliance Reporting System maintenance;
- identification of improvement opportunities in routine school/departmental audit reports;
- participation in district events; and
- professional development.

During FY22, the Office of Accountability and Efficiency reviewed agenda items for 41 committee meetings and two regular board meetings, with emphasis on accountability, efficiency, transparency, and process improvement. OAE staff participated in or reviewed 66 board and committee meetings and retreats.

Regular electronic direct payment monitoring produced 193 instances of quality control. Additionally, the OAE posted 332 contracts to the district website for public transparency.

The OAE successfully on-boarded one new employee, and staff members participated in various professional development sessions, including, but not limited to, business analysis, critical thinking, Power BI dashboarding, SQL techniques, and supplier-diversity best practices.

FY22 Reporting

In accordance with Board Governance Policy 3.08, Role of the Management of the Office of Accountability and Efficiency, the Office of Accountability and Efficiency issued 12 monthly progress updates to the Board via agenda items at the Board's regular monthly meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Compatibility 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

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

The Board Clerk presented 17 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors for the following dates and times:

- October 3, 2022, at 9:00 a.m. and 10:00 a.m.
- October 4, 2022, at 9:00 a.m.
- October 6, 2022, at 9:00 a.m. and 12:00 p.m.
- October 7, 2022, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 12:00 p.m., and 3:00 p.m.
- October 10, 2022, at 9:00 a.m.
- October 14, 2022, at 12:00 p.m. and 1:00 p.m.
- October 17, 2022, at 10:00 a.m.
- October 19, 2022, at 9:00 a.m.
- October 20, 2022, at 10:00 a.m. and 1:00 p.m.

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

Director Gokalghandi moved to accept the reports of the Independent Hearing Officer of October 3, 4, 6, 7, 10, 14, 17, 19, and 20, 2022.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, Siemsen, and President Peterson — 6.
Noes — None.

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel, Item Three, Action on a Request to Approve Prevailing Wages, which had been set aside pursuant to Board Rule 1.14, which requires an affirmative vote of two-thirds of the Board's membership for approval; and
- Report of the Committee on Accountability, Finance, and Personnel, Item Six, Action on the Award of Exception-to-bid Requests, had been set aside because it had been forwarded to the Board without recommendation.

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

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, Siemsen, and President Peterson — 6.
Noes — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Herndon 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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
4	Belen Gutierrez	Building Service Helper I	$16.96/hr.	09/12/2022
2	Parnell Hendriex	Building Service Helper I	$15.90/hr.	09/26/2022
2	Troy Smith	Building Service Helper I	$15.90/hr.	09/12/2022
4	Carolina Garcia	Children's Health Assistant	$19,603.00	09/07/2022
2	Santosha Landon-Tillman	Children's Health Assistant	$22,662.00	09/06/2022
2	Imecia McCurtis	Children's Health Assistant	$20,214.00	09/22/2022
2	Courtney Thornton	Children's Health Assistant	$18,992.00	09/26/2022
2	Angela Williams	Children's Health Assistant	$20,214.00	09/13/2022
2	Jennifer Gilbert	Children's Health Assistant	$21,438.00	09/12/2022
2	Mariah Blackshire	Food Service Assistant	$15.90/hr.	09/22/2022
2	Kyra Campbell	Food Service Assistant	$16.85/hr.	09/19/2022
4	Martha Carillo	Food Service Assistant	$16.85/hr.	09/19/2022
2	Meranda Gladney	Food Service Assistant	$17.33/hr.	09/19/2022
4	Jazmin Gonzalez	Food Service Assistant	$15.90/hr.	09/06/2022
2	Lakendra Johnson	Food Service Assistant	$18.76/hr.	09/19/2022
2	Coleisa Manns	Food Service Assistant	$15.90/hr.	09/19/2022
2	Iralena Mcdonald	Food Service Assistant	$18.76/hr.	09/20/2022
4	Diana Perez	Food Service Assistant	$15.90/hr.	09/06/2022
4	Mayra Prado	Food Service Assistant	$15.90/hr.	08/31/2022
4	Roxana Prado	Food Service Assistant	$15.90/hr.	08/30/2022
2	Myindae Smith	Food Service Assistant	$15.90/hr.	09/19/2022
2	Stephanie Spence	Food Service Assistant	$16.38/hr.	09/26/2022
2	Darrion Suttle	Food Service Assistant	$16.85/hr.	09/06/2022
5	Emalea Diehl	Paraprofessional – Parent Involvement	$27,960.00	09/09/2022
2	Carl Love	Paraprofessional — Parent Involvement	$32,807.00	09/07/2022

Code	Name	Position	Salary	Date
4	Angela Serna	Paraprofessional — Parent Involvement	$27,960.00	09/06/2022
2	Kennedy Allen	Paraprofessional	$21,405.00	09/19/2022
4	Ana Arzu	Paraprofessional	$23,876.00	09/15/2022
2	Paulette Atkinson	Paraprofessional	$20,241.00	09/28/2022
4	Valentina Avila	Paraprofessional	$21,699.00	09/06/2022
4	Janice Carrero	Paraprofessional	$19,758.00	09/19/2022
4	Nayeli Chavez	Paraprofessional	$19,758.00	09/26/2022
5	Daniel Crowley	Paraprofessional	$19,758.00	08/29/2022
2	Caleb Dright	Paraprofessional	$19,758.00	09/12/2022
2	Precious Ferguson	Paraprofessional	$19,758.00	09/26/2022
5	June Gransberry	Paraprofessional	$26,782.00	09/06/2022
2	Starina Hall	Paraprofessional	$19,758.00	09/29/2022
2	Laura Hardin	Paraprofessional	$19,758.00	09/13/2022
2	Charles Hardy	Paraprofessional	$19,758.00	09/27/2022
2	Audrey Hayes	Paraprofessional	$19,758.00	09/13/2022
5	Emily Hoefer	Paraprofessional	$19,758.00	08/29/2022
2	Shelby Hopgood Cox	Paraprofessional	$19,758.00	09/06/2022
5	Olivia Labine Gellerup	Paraprofessional	$19,758.00	09/16/2022
5	Jessica Leitheim	Paraprofessional	$19,758.00	09/06/2022
5	Christine Migdady	Paraprofessional	$22,418.00	08/29/2022
2	Timilehin Mobolaji	Paraprofessional	$21,699.00	09/19/2022
4	Tomasita Morales	Paraprofessional	$19,758.00	09/06/2022
4	Jodi Oldenborg	Paraprofessional	$19,758.00	09/26/2022
2	Helaine Porter	Paraprofessional	$30,862.00	09/02/2022
2	Zandra Rodgers	Paraprofessional	$19,758.00	09/06/2022
5	Jessica Ruiz	Paraprofessional	$20,970.00	09/26/2022
5	Christopher Ruprecht	Paraprofessional	$19,758.00	09/13/2022
4	Emmanuel Serrano	Paraprofessional	$19,758.00	09/12/2022
2	Geraldine Sheets-Howard	Paraprofessional	$19,758.00	09/19/2022
2	Christine Stevenson	Paraprofessional	$19,758.00	09/14/2022
5	Nicholas Stewart	Paraprofessional	$19,758.00	09/26/2022
2	Robert Stokes	Paraprofessional	$20,970.00	09/26/2022
2	Wanda Stokes	Paraprofessional	09/28/2022	
4	Andrew Susedik	Paraprofessional	$23,876.00	09/01/2022
5	Carin Thomure	Paraprofessional	$20,970.00	09/27/2022
2	Carrie Thornton	Paraprofessional	$23,876.00	09/13/2022
2	Jalynn Tolbert-Jones	Paraprofessional	$19,758.00	09/26/2022
4	Margarita Torres Salazar	Paraprofessional	$19,758.00	09/26/2022
2	Jasmaine Valentine	Paraprofessional	$20,970.00	09/06/2022
3	Toua Vang	Paraprofessional	$19,758.00	09/06/2022
5	Alexis Vetter	Paraprofessional	$19,758.00	08/29/2022
4	Dulce Vidrio	Paraprofessional	$19,758.00	09/26/2022
5	Laura Wamser	Paraprofessional	$19,758.00	09/01/2022
2	Pairreon Warren	Paraprofessional	$19,758.00	09/19/2022
2	Calvina Metcalfe	Payroll Assistant I	$42,807.00	09/19/2022
4	Tanya Exner	School Nursing Associate	$38,641.00	09/19/2022
2	Danyelle Cummings	School Safety Assistant	$24,624.00	09/27/2022
2	Franklin Martin	School Safety Assistant	$24,624.00	09/27/2022
2	Deontinay Robinson	School Safety Assistant	$24,624.00	09/27/2022
4	Stephanie Adorno	Secretary I — 10-month	$26,329.00	09/12/2022
4	Mary Crespo Ortiz	Secretary I — 10-month	$26,329.00	09/12/2022
4	Lianett Guzman Cruz	Secretary I — 10-month	$26,329.00	09/09/2022
4	Andrea Ojeda Lopez	Secretary I — 10-month	$27,331.00	09/26/2022
4	Cynthia Taveras	Secretary I — 10-month	$27,331.00	09/26/2022
5	Jean Jay Broekhuizen	Secretary I — 11-month	$30,064.00	09/26/2022
4	Stacy Guerrero	Secretary I — 11-month	$28,962.00	09/26/2022
4	Diana Kerner	Secretary I — 11-month	$28,962.00	09/09/2022
4	Merari Marquez	Secretary I — 11-month	$32,266.00	09/19/2022
2	Alicia Robinson	School Kitchen Manager Trainee	$19.13/hr.	09/30/2022
5	Michelle Witt	Social Work Aide II	$18,212.00	09/21/2022
2	Daveon Christon	Youth Apprentice	$15.00/hr.	09/19/2022

Code	Name	Position	Salary	Date
2	Jameir Conley	Youth Apprentice	$15.00/hr.	09/19/2022
Promotions				
2	Tiajuana Bendy	Paraprofessional	$23,051.00	09/19/2022
4	Jose Castillo Covarrubias	Paraprofessional	$19,758.00	09/12/2022
4	Evelyn Gonzalez	Paraprofessional	$20,970.00	09/01/2022
4	Kiara Melendez Aviles	Paraprofessional	$19,758.00	09/06/2022
5	Joshua Peterson	Paraprofessional	$22,418.00	09/12/2022
2	Deniessa Boyd	Secretary — 11-month	$30,064.00	09/27/2022
2	Veatrice Barry	School Kitchen Manager I	$34,463.00	09/05/2022
1	RC Old Coyote	School Kitchen Manager I	$27,799.00	08/29/2022
2	Loretta Thomas	School Kitchen Manager I	$34,463.00	09/05/2022
2	Jazmine Winters Crawford	School Kitchen Manager I	$29,022.00	08/29/2022
2	Pamela Woodland Moore	School Kitchen Manager I	$34,463.00	08/29/2022
2	Shanina Glenn	School Kitchen Manager Trainee	$18.65/hr.	09/19/2022
2.	Diane Joshua	School Kitchen Manager Trainee	$21.52/hr.	09/19/2022
2	Pamela Lucas	School Kitchen Manager Trainee	$20.56/hr.	09/19/2022
Rehires				
2	Shannon Davis	Building Service Helper I	$19.08/hr.	09/12/2022
2	Isaiah Baisden	Food Service Assistant	$15.90/hr.	09/26/2022
2	Tiawanda Cambell	Food Service Assistant	$16.38/hr.	09/19/2022
4	Yenisia Fuentes Gutierrez	Food Service Assistant	$16.85/hr.	09/06/2022
2	Brittany Triplett	Food Service Assistant	$16.85/hr.	09/26/2022
2	Carmaletha Anderson-Robinson	Paraprofessional — Parent Involvement	$29,890.00	09/15/2022
4	Dorcas Cirino	Paraprofessional	$23,876.00	09/15/2022
2	Taylor Hamilton	Paraprofessional	$19,758.00	09/13/2022
5	David Helm	Paraprofessional	$22,418.00	09/12/2022
2	Tyrone Howard	Paraprofessional	$19,758.00	09/12/2022
2	Eric Jefferson	Paraprofessional	$22,418.00	09/19/2022
2	Rubie Mizell	Paraprofessional	$20,970.00	09/19/2022
4	Teresa Munoz Torres	Paraprofessional	$21,699.00	09/12/2022
4	Kiara Quinones	Paraprofessional	$19,758.00	09/06/2022
2	Nadia Ransom	Paraprofessional	$26,345.00	09/28/2022
2	Landra Muhammad	School Nursing Associate	$38,641.00	09/23/2022
2	Sarina Gidarisingh	School Safety Assistant	$24,624.00	09/12/2022
2	Darren Henry	School Safety Assistant	$24,624.00	09/27/2022
5	Kimberly Guth	Secretary I — 11-month	$33,368.00	09/19/2022
2	Denise Cromwell	School Kitchen Manager Trainee	$17.22/hr.	09/06/2022

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					
5, r	Cardwell, Megan	General Operations	01/BA	$46,979.00	8/29/2022
5, r	D'Acquisto-Jackson, Antoinette Noel	Gen'l Elem & K8 — All Grades	01/MA	$72,876.00	9/8/2022
5, r	Hanson, Trent J	Spec Ed Multicategorical	01/BA	$71,150.00	9/12/2022
2, r	Hardy, Andre	English as a Second Language	01/MA	$57,769.00	8/29/2022
5, r	Koch, Leah E	Gen'l Elem & K8 — All Grades	01/MA	$72,876.00	9/26/2022
5, r	Kroeger, Melinda M	Gen'l Elem & K8 — All Grades	01/MA	$72,876.00	917/2022
2, r	Paris, Elise N	Gen'l Elem & K8 — All Grades	01/MA	$82,318.00	9/8/2022
4, nr	Ponce Del Alcazar, Maria	Regular (5-year-old) Kindergarten	01/BA	$67,697.00	8/29/2022
l, nr	Salomon Saba, Leyla	Bilingual Education	01/BA	$50,432.00	8/29/2022
5, nr	Schimmel, Scott	General Operations	01/MA	$78,542.00	9/19/2022
2, r	Wilson, Latoya D	Spec Ed Multicategorical	01/BA	$46,979.00	8/29/2022
5, r	Wojcicki, Anthony Walter	Spec Ed Multicategorical	01/BA	$60,791.00	9/12/2022
5, r	Yates, Elizabeth	Gen'l Elem & K8 — All Grades	01/MA	$57,769.00	8/29/2022

Codes	Name	Appointment	Level	Salary	Date
School Social Worker, IB Calendar					
4, r	Maldonado, Thelmy D	HS/MS Social Work	0l/2A	$58,971.00	91712022
Teachers, IB Calendar					
2, r	Deikna, Yousef	English as a Second Language	01/BA	$46,979.00	9/15/2022
l, nr	Gandolfo Thompson, Karina	Bilingual Education	01/MA	$82,318.00	9/12/2022
5, r	Garrett, Phillip A	Music	01/BA	$60,791.00	9/19/2022
5, nr	Kermendy, Ryan	English	01/BA	$46,979.00	9/19/2022
l, r	Purdy, Yvelle	English	01/MA	$65,323.00	9/20/2022
l, r	Schertz, Heidi	Learning Coord; Implementor	01/BA	$48,705.00	8/29/2022
5, r	Vanderkin, Jacob	English	01/MA	$59,658.00	10/3/2022
Library Instructional Coach					
5, nr	Swegle, Laurie A	Educational Operations	lD/MA	$92,853.00	9/12/2022
Teachers					
2, r	Apeh, Ifeanyichukwu E	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	9/20/2022
6, r	Colbert, Danielle N	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	9/6/2022
5, nr	Dahl, Tabitha J	Spec Ed Multicategorical	XX/4W2	$46,144.00	9/19/2022
5, r	Dooley, Megan	Title I School-wide	XX/4W2	$46,144.00	9/6/2022
4, r	Galarza, Mairelys	SAGE	XX/4W2	$46,144.00	9/12/2022
5, nr	Gloudeman, Chandler	Hearing Impaired	XX/4W2	$46,144.00	8/29/2022
5, nr	Hajdaraj, Gerta	Multicateg. Comp. Sen	XX/4W2	$46,144.00	8/31/2022
2, r	McBride, Aneka	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	9/6/2022
5, r	Mitchell, Caitlin	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	9/6/2022
3, r	Moua, Mao	English as a Second Language	XX/4W2	$46,144.00	8/29/2022
2, r	Reel, Paris D	SAGE	XX/4W2	$46,144.00	9/21/2022
2, r	Ricks, Christine M	Spec Ed Multicategorical	XX/4W2	$46,144.00	8/29/2022
2, r	Rodriguez, Nancy B	Early Childhood Spec Ed	XX/4W2	$46,144.00	8/29/2022
5, r	Sablonniere, Alexandre A	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	8/29/2022
5, nr	Sherman, Matthew	Spec Ed Multicategorical	XX/4W2	$46,144.00	8/29/2022
2, r	Smith, Michelle L	SAGE	XX/4W2	$46,144.00	9/6/2022
4, r	Vargas, Dora J	Spec Ed Multicategorical	XX/4W2	$46,144.00	9/6/2022
5, nr	Veliu, Ervis	Day-to-day Teacher	XX/4W2	$46,144.00	8/29/2022
3, r	Weiss, Kimberly Songsylvia	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	9/14/2022
Teachers, IB Calendar					
2, r	Ali, Famo	SAGE	XX/4W2	$46,144.00	8/31/2022
4, r	Garcia, J enny	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	9/15/2022
3, nr	Kim, Jonathan	Music	XX/4W2	$46,144.00	9/12/2022
5, r	Lynch, Andrew R	Spec Ed Multicategorical	XX/4W2	$46,144.00	8/29/2022
2, r	Roberts, Cedric B	Spec Ed Multicategorical	XX/4W2	$46,144.00	9/19/2022
2, r	Roberts, Latrice	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	9/19/2022

Codes	Teachers	SSWs	Psychs	Other	Total
1 Native American	4	0	0	0	4
2 African American	13	0	0	0	13
3 Asian/Oriental/Pacific Islander	3	0	0	0	3
4 Hispanic	4	1	0	0	5
5 White	20	0	0	1	21.
6 Other	1	0	0	0	1.
7 Multi-ethnic	0	0	0	0	0
Male	17	0	0	0	17
Female	2&	1	0	1	30

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

Certificated Leaves of Absence

	Present Assignment	Effective From

Illness Leave, September 2022		
Ijeoma Odunna-Unanka	River Trail School	September 20, 2022
Angela Hamilton	Groppi High School	September 24, 2022
Joy Ikanih	Washington High School	September 30, 2022
Illness Leave, October 2022		
Mary Lederer	River Trail School	October 13, 2022
Jennifer Esparza	Lincoln Avenue School	October 21, 2022
Jeanette Bultman-Mercado	MACL	October 7, 2022
Personal Leave, November 2022		
Liam Evans	Bayview Middle and High School	November 11, 2022

Report on Certificated Resignations and Classified Retirements

Reason	Code	Yrs Svc	Name	Position	Location	Date
Certificated Resignations						
Personal	5	10.0	Barbara Block	Nurse	Central Svcs	09/14/2022
Retire	2	34.1	Patrick Chatman	Director I	Central Svcs	10/10/2022
Personal	2	15.0	Morgan Conyers	AP	MACL	09/30/2022
Personal	5	0.1	Adryana Gabrielson	Teacher	Roosevelt	09/30/2022
Personal	5	0.1	McKenna Gilmore	Teacher	Gaenslen	09/12/2022
Personal	5	8.9	Angela Kaper	Teacher	Carver	09/30/2022
Retire	5	31.2	Ann Marlow	Teacher	Longfellow	11/11/2022
Personal	5	2.6	Kerrie McCullough	Coord II	Early Child Svcs	10/14/2022
Other Dist	7	5.0	Sariah Merryfield	Teacher	Central Svcs	09/27/2022
Personal	4	7.0	Miguel Ramirez	Teacher	Central Svcs	09/24/2022
Personal	2	0.1	Nicole Reid	Teacher	Roosevelt	09/19/2022
Other Dist	5	8.9	Dawn Rost	Teacher	Siefert	09/23/2022
Retire	5	29.2	Susan Stoner	AP	Wedgewood	11/18/2022
Personal	5	0.9	Claire Weissenfluh	Teacher	Fernwood	09/09/2022
Personal	5	0.1	Deborah Wehrhahn	Teacher	Morse	09/07/2022
Classified Retirements						
Retire	5	4.5	Diane Cohen	Acct Asst II	Central Svcs	09/15/2022
Retire	2	7.8	Carolyn Freeman	FSA	Washington HS	09/16/2022
Retire	2	7.9	Patricia Jackson	Secretary I	Central Svcs	10/01/2022
Retire	5	33.1	Jay Navone	Supervisor I	Central Svcs	10/01/2022

Summary

Other District 2
Other Work 0
Personal 11
Retirement..... 7 (4 Classified & 3 Certificated)

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for September 2022 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 on the balance of the Reports of the Standing Committees.

* * * * *

(Item 2) Action to Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

Recommended 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	Assignment	Sched	Range	Amount
2, r	Shelley Perkins	Director I, State & Federal Programs	Office of the Chief of Finance	03	14A	$130,734
5, nr	Shelly Keller	Supervisor I, Server Administration	Office of the Chief of Communications & School Performance	03	09A	$111,477
5, r	Pamela Lippert	Supervisor, School to Work Transition	Office of the Chief of Academics	03	09A	$108,749
5, nr	Stacy Witters	Manager I, City-Wide Programs	Office of the Chief of Operations	03	11A	$100,966
2, r	Gail Gray	Assistant Principal, Story Elementary	Office of the Chief of School Administration	03	10C	$95,234
5, nr	Erin Cherney	Coordinator II, Youth Apprenticeship	Office of the Chief of Academics	03	07 A	$94,899
2, nr	Richmond Izard	Coordinator II, Recreation Manager (Project Manager)	Office of the Chief of Operations	03	07 A	$94,000
5, nr	Timothy Remshak	Webmaster	Office of the Chief of Communications & School Performance	03	OBA	$93,517
5, r	Judith Offenbacher	Assistant Principal Ill, Milwaukee School of Languages	Office of the Chief of School Administration	03	12C	$91,810
5, r	Beth-Marie Kurtz	Coordinator II, Recreation Manager (CLC After School)	Office of the Chief of Operations	03	07 A	$88,072
2, nr	Kourtney Anderson	Coordinator II, Guidance	Office of the Chief of Academics	03	07 A	$77,045
2, r	Lyntoi Hendricks	Coordinator II, Building Operations	Office of the Chief of Operations	03	07 A	$74,418
2, nr	Lazarus Jackson	Coordinator II, Recreation Manager (Child Care Camps)	Office of the Chief of Operations	03	07 A	$73,848
5, nr	Jordan Meyers	Coordinator II, Recreation Manager (Park Maintenance)	Office of the Chief of Operations	03	07 A	$70,406
2, nr	Shanell Bullocks	Analyst I, Employee Rights	Office of the Chief of Human Resources	03	05A	$62,880
1 , r	Doreen Baewer	Senior Technology Support Technician II	Office of the Chief of Communications & School Performance	03	04A	$58,145
2, r	Terana Ray	Dean of Students, Roosevelt	Office of the Chief of School Administration	03	06C	$58,027
5, nr	Auretta Wittkopf	Associate II, Recreation Supervisor (Oakridge Farm)	Office of the Chief of Operations	03	04A	$55,749
2, r	Tameika Newson	Administrative Assistant Ill	Office of the Chief of Communications & School Performance	03	03A	$51,845
2, r	Sherrian Reynolds	Planning Assistant II, Advanced Academics	Office of the Chief of Academics	03	02A	$50,903

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	Joseph Conti	Intervention Teacher	Office of the Chief of School Administration	$33.00	09/01/2022-03/31/2023
5, r	Clara Tracey	Art Audition Coordination & MACL Orchestra Instruction	Office of the Chief of School Administration	$30.00	09/01/2022-03/31/2023
5, nr	Candith Kolb	Reading Interventionist	Office of the Chief of School Administration	$30.00	10/03/2022-04/03/2023
2, r	Ndongo Diop	African Dance & Drum, Marshall	Office of the Chief of School Administration	$30.00	09/09/2022-02/23/2023
2, r	Ndongo Diop	African Dance & Drum, Marshall	Office of the Chief of School Administration	$30.00	02/24/2023-05/23/2023
5, r	Teresa Mitchell	Grant Support	Office of the Chief of Academics	$30.00	10/01/2022-03/01/2023
4, r	Maria Navarro	Scanning	Office of the Chief of Human Resources	$25.00	09/15/2022-03/15/2023
5, r	Gary Kowalski	Youth Mentor	Office of the Chief of School Administration	$22.00	09/30/2022-12/31/2022
2, r	Desmond Cotton	Dance Instruction Support	Office of the Chief of School Administration	$20.00	09/01/2022-12/22/2022

Codes:

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

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 3) Action on a Request to Approve Prevailing Wage Rates

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 2021.

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 as presented below:

Description	FY22 Current Rate	FY23 Prevailing Wage	Description	FY22 Current Rate	FY23 Prevailing Wage
Bricklayer	$42.380	$44.080	Painter	$35.950	$37.400
Bricklayer Chargeman	$44.500	$47.555	Painter Chargeman	$36.325	$37.775
Building Laborer	$33.920	$35.420	Pipe Insulator	$38.680	$40.680
Laborer Chargeman	$35.650	$37.620	Insulator Chargeman	$40.615	$42.715
Carpenter	$39.490	$40.750	Plasterer	$37.980	$39.460
Carpenter Chargeman	$41.465	$42.790	Plumber-Rest.Jour.I	$44.270	$46.520
Electrician	$44.390	$46.380	Plumber	$48.500	$50.750
Electrician Chargeman	$47.720	$49.860	Plumbing Chargeman	$51.410	$53.795
Elev Constructor(BLDG)	$52.800	$54.600	Roofer	$37.000	$38.000
Glazier	$39.200	$40.000	Roofer Chargeman	$37.500	$39.500
Locksmith	$39.490	$40.750	Sheet Metal Worker	$48.600	$49.600
Locksmith Chargeman	$41.465	$42.790	Sheet Metal Chargeman	$52.245	$53.320
Mach Maint Repairman	$42.200	$44.190	Steamfitter	$48.810	$50.000
Mach Maint Chargeman	$43.700	$45.690	Steamfitter Chargeman	$51.250	$52.500

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative 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 FY23.

Implementation and Assessment Plan

Upon the Board's approval, the new wage rates will be implemented as required.

Committee's Recommendation

Your Committee recommends approval of the item.

On the motion of Director Gokalgandhi, the Board approved the prevailing wage rates, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, Siemsen, and President Peterson — 6.
Noes — None.

* * * * *

(Item 4) Action on a Request to Carry Over Fiscal Year 2022 (FY22) School Deficit and Surplus Amounts

Background

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.

School leaders take the lead responsibility for spending in accordance with their schools' budgets. 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 $5,000 per school, except as adjusted by contract for instrumentality charter schools.

Amount of FY22 Budget Deficit by School to Carryover to FY23

School	FY21 Deficit	Total FY22 FA Budget	FY22 Deficit Decrease/Increase	Total Deficit	FY22 Percent of Working Budget
Academy of Accelerated Learning	—	$2,588,027	−$2,239	−$2,239	0.09%
Allen-Field Elementary	—	$2,268,627	−$7,293	−$7,293	0.32%
Bay View Montessori School	—	$1,738,356	−$6,526	−$6,526	0.38%
Luther Burbank School	—	$2,393,272	−$6,136	−$6,136	0.26%
Clement Avenue Elem	—	$1,308,513	−$13,078	−$13,078	1.00%
Cooper Elementary	—	$1,829,249	−$3,550	−$3,550	0.19%
Doerfler Elementary	—	$2,258,458	−$8,606	−$8,606	0.38%
Fernwood Montessori	−$47	$3,153,150	−$3,612	−$3,659	0.12%

School	FY21 Deficit	Total FY22 FA Budget	FY22 Deficit Decrease/Increase	Total Deficit	FY22 Percent of Working Budget
Forest Home Ave Elem	—	$2,612,115	−$4,250	−$4,250	0.16%
Garland Elementary	—	$2,459,061	−$2,406	−$2,406	0.10%
Golda Meir	−$28,636	$4,982,649	−$35,735	−$64,371	1.29%
Hartford University School	−$53,829	$1,793,399	−$36,286	−$90,115	5.02%
Hawthorne Elementary	—	$998,822	−$12,107	−$12,107	1.21%
Hi-Mount	—	$712,462	−$7,543	−$7,543	1.06%
Jackson Early Childhood and Elementary School	—	$1,005,777	−$2,316	−$2,316	0.23%
Kluge Elementary	—	$1,510,978	−$155	−$155	0.01%
Lincoln Avenue Elem	—	$1,805,109	−$2,157	−$2,157	0.12%
Milwaukee High School of the Arts	−$48,245	$4,247,266	$47,203	−$1,042	0.02%
Milw Sign Language	−$21,922	$2,025,947	$16,321	−$5,601	0.28%
Milw Spanish Immersion	−$7,629	$3,077,769	$2,817	−$4,812	0.16%
Morse for the Gifted and Talented	—	$1,771,646	−$6,648	−$6,648	0.38%
Starms Discovery	—	$1,236,788	−$3,056	−$3,056	0.25%
Story School	—	$1,791,298	−$13,397	−$13,397	0.75%
US Grant Elementary	—	$2,419,250	−$22	−$22	0.00%
Washington Sch of Info Tech	—	$2,106,359	−$78	−$78	0.00%
Wedgewood Park International School	−$13,464	$3,277,802	$5,016	−$8,448	0.26%
Schools no longer in deficit	−$57,450	$n/a	$57,450	0	
Total Deficit	−$231,222	$57,372,149	−$48,388	−$279,610	

Schools with Deficits in Excess of 3%

School	Percent	Notes
Hartford University School	5.02%	Deficit is due to overspending.

Amount of FY22 Budget Surplus by School to Carryover to FY23

School	FY22 Surplus
Alcott Elementary	$3,165
Audubon Tech & Communication HS	$101
Audubon Tech and Communication Ctr	$5,000
Auer Avenue School	$5,000
Barbee Montessori	$5,000
Clara Barton School	$272
Bay View High School	$5,000
Mary McLeod Bethune Academy	$5,000
Bradley Tech and Trade High School	$5,000
Brown Street Elementary	$5,000
Browning Elementary	$5,000
Bruce Elementary	$5,000
Bryant Elementary	$3,125
A.E. Burdick School	$3,270
Dr. Benjamin Carson Academy of Science	$5,000
Cass Street	$5,000
Clarke Street School	$5,000
Congress Elementary	$5,000
Craig Montessori	$2,199
Curtin Elementary	$5,000
Andrew S. Douglas	$5,000
MACL	$3,811
Emerson Elementary	$5,000
Engleburg Elementary	$5,000
Fairview Elementary	$5,000
Fifty-third Street	$5,000
Franklin	$5,000

School	FY22 Surplus
Fratney Street Elementary	$951
French Immersion	$1,710
Gaenslen	$5,000
Goodrich Elementary	$5,000
Greenfield	$5,000
Groppi High School	$5,000
George Washington Carver Academy	$5,000
Alexander Hamilton High School	$4,977
Hampton Elementary	$5,000
Hayes Bilingual Elem	$4,721
Samuel Clemens School	$5,000
Holmes	$5,000
Humboldt Park	$5,000
Eighty-first Street	$5,000
Elm Creative Arts	$5,000
Kagel Elementary	$165
Keefe Avenue School	$5,000
Kilbourn Elementary	$5,000
King Elementary	$908
King International School	$5,000
King International Middle Years	$5,000
Robert M. LaFollette School	$5,000
Grantosa Drive Elementary	$5,000
Milwaukee School of Languages	$5,000
Lincoln Center of the Arts	$3,490
Longfellow Elementary	$5,000
Lowell Elementary	$5,000

School	FY22 Surplus
Hawley Environmental School	$5,000
James Madison Academic Campus	$5,000
Hopkins Lloyd Community School	$5,000
Manitoba	$140
Maple Tree Elementary	$5,000
Marshall High School	$5,000
Marvin Pratt	$5,000
Maryland Avenue	$1,346
Edward A. MacDowell Montessori School	$5,000
Lancaster Elementary	$5,000
Ralph H. Metcalfe School	$1,541
Mil. County Youth	$5,000
Milw German Immersion	$1,140
Mitchell Elementary	$5,000
Morgandale Elementary	$5,000
Neeskara	$5,000
Ninety-fifth Street	$4,334
North Division High School	$5,000
Obama SCTE	$5,000
Parkside School	$3,021
Parkview Elementary	$5,000
Project Stay	$5,000
Pulaski High School	$5,000
Reagan Preparatory High School	$5,000
Riley Elementary	$4,919
Riverside University High School	$5,000
RiverTrail	$1,014
Riverwest Elementary	$2,274
Rogers Street Academy	$5,000
Roosevelt Creative Arts Middle School	$5,000
Siefert Elementary	$1,620
Sherman Multicultural Art School	$5,000
South Accelerated	$5,000
South Division High School	$5,000
Starms Early Childhood Center	$2,958
Stuart Elementary	$5,000
Thoreau Elementary	$5,000
Thurston Woods Campus	$5,000
Townsend Street School	$5,000
Transition	$5,000
Trowbridge School of Great Lakes Studies	$5,000
Victory K-8/Milw. Italian Imm. School	$5,000
Vieau School (Escuela Vieau)	$87
Vincent Accelerated	$5,000
Vincent High	$5,000
WCLL	$5,000
Westside Academy School	$5,000
Walt Whitman School	$5,000
Clement J. Zablocki School	$5,000
Instrumentality Charters	
ALBA	$359,091
Alliance High School	$40,734
Green Tree Preparatory Academy	$590,180
Honey Creek Elementary	$186,838
I.D.E.A.L. School	$123,143
Whittier Elementary	$21,362
Total Surplus	$1,763,607

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 3.05, Fund Carryover

Fiscal Impact Statement

The total deficit among schools is $279,610. Approval of the deficit carryover will result in each school paying back its deficit within three years. Approximately $93,203 will be paid back in the first year.

$1,763,607 will be carried over as surpluses to be used by the respective schools. Surpluses are available to the school to use during the following year.

Implementation and Assessment Plan

Upon the Board's approval the adjustments will be made to school budgets.

Committee's Recommendation

Your Committee recommends the FY22 school deficit and surplus amounts be carried over to FY23 as noted and that schools with deficits from FY22 pay back the amounts within three years.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 5) 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; and Acceptance of Donations

Purchases

RFP 5788 Authorization to Extend a Blanket Contract with CDW Government, LLC, for Chrome Devices Running Google Chrome Operating System (OS) and Related Services, Software, and Accessories

The Administration is requesting authorization to extend a blanket contract with CDW Government, LLC, ("CDW") for Chrome devices running Google Chrome operating system (OS) and related services, software, and accessories. These Chromebooks, Chromeboxes, Chromebook service, and Chrome operating system licenses will be used in schools to refresh current inventories and to continue to decrease student-to-device ratios.

This blanket is being requested to allow for a potential large purchase for families through the federal Emergency Connectivity Fund (ECF).

The contractor was chosen pursuant to RFP 5788. The original contract provided for two one-year options to extend if certain performance metrics were met. The contract was previously extended for the first option year, with a term of December 1, 2021, through November 30, 2022. CDW Government, LLC, has met the performance metrics codified in the contract; therefore, MPS is exercising the second, and final, option year for the contract.

This contract extension will run from December 1, 2022, through November 30, 2023. The total cost of the contract in this extension year will not exceed $8,500,000.

Budget Code: Varies by location ordering goods $8,500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
748	144	192	Yes	15%	15.05%	TBD	NA	600	20

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.

C029697 Chenhall Nissen, S.C.

Original Contract Amount.....$49,999.00
RCC 7/15/2021.....$24,999.00
First Extension, Year 2.....$49,999.00
RCC 5/5/2022.....$150,000.00
RCC 5/11/2022.....$40,000.00
RCC 7/15/2022.....$162,000.00
Ending amount $476,997.00

On September 20, 2020, the Milwaukee Board of School Directors and Chenhalls Nissen, S.C. entered into professional services contract number C029697 for counsel and legal advice concerning the Labor Condition Application (LCA) with the U.S. Department of Labor and to assist with Immigration questions for international candidates. The original contract had a term of September 1, 2020, through August 31, 2021. The contract has subsequently been extended for an additional year, through August 31, 2022.

On May 5, 2022, additional funds of $150,000 were added due to increased recruitment efforts with international candidates and to ensure that there was not a disruption of services. Increased recruitment efforts now require additional funds of $202,000 to be added to ensure continuity of services.

P968654 Fastenal Company

Original Contract Amount $1,000,000.00
RCC 8/11/2022 ..... $1,274,278.08
Ending amount $2,274,278.08

On January 27, 2022, the Milwaukee Board of School Directors approved a blanket purchase order of $1,000,000 to Fastenal Company for facemasks. On August 11, 2022, additional funds of $1,274,278.08 were added to cover the need for school opening.

C029938 Parallel Employment Group

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
Ending amount $509,999.00

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc., entered into professional services contract number C029938 to provide staffing services for teachers across the district. The contract had a term of May 1, 2021, through April 30, 2022. On October 29, 2021, additional funds of $60,000 were added to the contract to cover additional substitute teachers. On December 20, 2021, additional funds of $100,000 were added to cover the additional need 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 is needed to cover classrooms in our schools.

C029918 Drive USA, Inc., dba Arcade Driver's School

Original Contract Amount $566,940
RCC 7/23/2021 ..... $90,000
RCC 10/1/2021 ..... $53,964
RCC 10/1/2021 ..... $45,000
RCC 8/11/2022 ..... $32,800
Ending amount $788,704

On June 1, 2021, the Milwaukee Board of School Directors and Drive USA, Inc., dba Arcade Driver's School, entered into professional services contract number C029918 for classroom and behind-the-wheel driver education. The contract had a term of September 1, 2021, through August 31, 2022. In July 2021, additional funds of $90,000 were approved by the Board through a budget amendment. On October 1, 2021, additional funds were added to offset the elimination of City of Milwaukee's funding for this program. Educator's Credit Union provided additional financial support of $20,000, and AAA provided $25,000 financial support. On August 11, 2022, the Department decided to increase enrollment in the online portion of the program and added funds to supplement this decision.

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on budget transfers, and the report on contracts under $50,000 and cumulative total report 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			
Congress School	Saint A	$500.00	Kick-off
Fratney Street School	Stili & Theodore Klikizos	$50.00	Recruitment and Retention
Office of Human Resources	Educators Credit Union	$250.00	Donation
Roosevelt Middle School	Ski Team Productions LLC	$500.00	Teachers
Siefert School	Great Lakes Donation	$1,000.00	General School Supplies
Strategic Partnerships and Customer Service	Justin Monk	$50.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Carole Grandaw	$50.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	MSA Professional Services	$45.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Nancy Tawney	$100.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Debra Conlin	$50.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Tim Burns	$100.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Mary Yen	$50.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Donald MeneFee, Jr.	$50.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Susan Foley	$75.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Charities Aid Foundation America	$150.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Colleen McManus	$50.00	MPS School Supply Drive
Washington High School	Peter and Cynthia Jarvis	$100.00	Ron Glasser Memorial Fund
Washington High School	Mark and Shawn Geinopolos	$100.00	Ron Glasser Memorial Fund
Washington High School	Robert and Laura Anderson	$100.00	Ron Glasser Memorial Fund
Washington High School	Phyllis Stuart-Jacobson	$100.00	Ron Glasser Memorial Fund
Washington High School	Beverly A. Archibald	$100.00	Ron Glasser Memorial Fund
Washington High School	Mary Kachoyeanos	$50.00	Ron Glasser Memorial Fund
Washington High School	Veronica and Jeffrey Stuck	$50.00	Ron Glasser Memorial Fund
Washington High School	Ronald and Georgia Glaser	$50.00	Ron Glasser Memorial Fund
Washington High School	Katherine Mack	$50.00	Ron Glasser Memorial Fund
Washington High School	Peter and Karen Gabler	$50.00	Ron Glasser Memorial Fund
Washington High School	Mary and Mark Scholz	$50.00	Ron Glasser Memorial Fund
Washington High School	Daniel McKinney	$25.00	Ron Glasser Memorial Fund
Washington High School	Barbara and Rory Palubiski	$25.00	Ron Glasser Memorial Fund
Washington High School	Mark Pawlnk	$25.00	Ron Glasser Memorial Fund

Location	Donor	Amount	Gift or Purpose
Washington High School	Anonymous	$100.00	Ron Glasser Memorial Fund
Washington High School	Gregory Alevizos	$500.00	Ron Glasser Memorial Fund
Washington High School	Judy and Lane Branson	$25.00	Ron Glasser Memorial Fund
Washington High School	Joseph and Leila Hanson	$100.00	Ron Glasser Memorial Fund
Washington High School	Barbara A Stein Living Trust	$50.00	Ron Glasser Memorial Fund
Washington High School	Mark and Ann McKinstry	$100.00	Ron Glasser Memorial Fund
Washington High School	Thomas and Erica Allenburg	$250.00	Ron Glasser Memorial Fund
Washington High School	Jean A. Ives	$50.00	Ron Glasser Memorial Fund
Washington High School	John and Jane M. Glaser Revocable Trust	$100.00	Ron Glasser Memorial Fund
Washington High School	Suzanne K. Frost	$25.00	Ron Glasser Memorial Fund
Washington High School	Anonymous	$60.00	Ron Glasser Memorial Fund
	Total Monetary Donations	*$5,305.00*	
Non-monetary Donations			
Academy of Accelerated Learning	DonorsChoose	$217.06	Second Grade, Here We Come!
Albert E. Kagel School	DonorsChoose	$742.65	Manipulatives
Allen-Field School	DonorsChoose	$503.90	5th-grade Completion Giftbags
Allen-Field School	DonorsChoose	$808.28	Therapeutic Garden
Cass Street School	DonorsChoose	$480.55	A New Start to a New Year
Cass Street School	DonorsChoose	$511.85	New Backpacks
Doerfler School	DonorsChoose	$470.81	"Write On!"
Doerfler School	DonorsChoose	$659.17	Math Manipulatives
Dr.B.Carson Academy Of Science	DonorsChoose	$143.60	Bingo Fun!
Engleburg School	DonorsChoose	$179.73	Learn with Others through Games
Forest Home Avenue School	DonorsChoose	$367.54	General Classroom Supplies
Forest Home Avenue School	DonorsChoose	$453.83	We Can Count Together!
Goodrich School	DonorsChoose	$333.00	More Digital Resources!
Hartford University School	DonorsChoose	$817.81	Makerspace
Hayes Bilingual School	DonorsChoose	$637.98	3D Inventors
Marshall High School	DonorsChoose	$719.64	Obstacles in Our Science Room
Mitchell School	DonorsChoose	$1,108.01	General Classroom Supplies
Rogers Street Academy	DonorsChoose	$533.42	Exposure & Growth
Strategic Partnerships and Customer Service	National Business Furniture, Step Mooney	$5,000.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Diana Ehlers	$540.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Stephanie Strupp	$219.61	MPS School Supply Drive
Strategic Partnerships and Customer Service	Mari Grobschmidt	$100.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	VJS Construction Services, Morgan Leverence	$400.00	MPS School Supply Drive

Location	Donor	Amount	Gift or Purpose
Strategic Partnerships and Customer Service	Sunshine Club, Renee Aranda	$300.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Crabel Capital Management, MeghanSteinmeyer	$750.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Zilber Ltd., Jenna Michels	$800.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Tigera Entertainment, Alex Radish	$600.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Specialty Compnents, Angie Unrath	$545.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	P.Y.O.N. Media, Antonio Stewart	$350.00	MPS School Supply Drive
Trowbridge School	DonorsChoose	$151.79	Magna-Tiles Away
Walt Whitman School	DonorsChoose	$233.00	I Wonderlab!
	Total Non-monetary Donations	*$19,678.21*	
Total Value of Donations		$24,983.21	

Committee's Recommendation

Your Committee recommends that the Board

1. authorize the purchases; and
2. accept the donations as listed, with appropriate acknowledgment to be made on behalf of the Board.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 6) Action on the Award of Exception-to-bid Requests

——— Authorization to Enter into a Contract with Reading & Math, Inc., d/b/a Wisconsin Reading Corps, for Tutoring Services

The Administration is requesting authorization to enter into a contract with Reading & Math, Inc., d/b/a Wisconsin Reading Corps, for tutoring services. Wisconsin Reading Corps focuses on boosting literacy success to grade-level achievement through tutor training; coaching; assessment; interventions which focus on building the five key skills of phonics, phonemic awareness, fluency, vocabulary, and comprehension.

The 16 schools that will receive tutoring services are Forest Home Avenue School, Lincoln Avenue School, H.W. Longfellow School, Wisconsin Conservatory of Lifelong Learning (WCLL), Walt Whitman School, Auer Avenue School, Luther Burbank School, Cass Street School, Doerfler School, Hopkins Lloyd Community School, Dr. Martin Luther King, Jr. School, Milwaukee Parkside School for the Arts, O.W. Holmes School, Parkview School, Escuela Vieau, and La Escuela Fratney.

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 November 1, 2022, through June 18, 2023, and will not exceed $210,000.00

Budget Code: DTI-0-S-8F3-CI-ECTS.....$210,000.00

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	NA	NA	NA	0	0

—— Authorization to Issue a Purchase Order to Tools for Schools, Inc., for Book Creator Premium Licenses

Tools for Schools, Inc., will provide the 24-month subscription for Book Creator 1000 premium license, as well as professional development support, for 5,000 teachers. Book Creator supports the District's effort to

promote Ambitious Instruction in the areas of reading and writing by giving students a platform for their voice and allowing them to become creative authors of their own digital books. With more than 50,000,000 eBooks having been created, Book Creator is the interactive digital notebook for the 21st century and is transforming teaching and learning around the world.

The exception to bid has been approved on the basis of the product being one of a kind: the goods have no available competitive product alternatives (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The subscription will run from November 1, 2022, through October 31, 2024, and will not exceed $171,000.00.

Budget Code: DTI-0-S-8G3-CI-ETRS $171,000.00

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	NA	NA	NA	0	0

——— Authorization to Contract with Wisconsin Center District for Graduation Ceremonies

The Administration is requesting authorization to enter into a contract with Wisconsin Center District for in-person graduation ceremonies for 16 MPS high schools, which will be split between two weeks. Contractor will be used to deliver services including setting up, cleaning, staffing, video, and sound for all ceremonies.

The Panther Arena will host our MPS graduations for our 16 largest high schools, with live streaming available through the MPS YouTube channel. The Panther Arena also offers guests the ability to physically distance.

The contract will run from May 24, 2023, through May 25, 2023. The total cost of the contract will not exceed $76,058.85, as a credit of $6,780.02 from 2022 is being applied to the full amount of $82,838.87.

The request for exception to bid has been granted on the basis of MPS standard: the services provided by this vendor comply with an established MPS standard (Administrative Policy 3.09(7)(e)(1)(b)(vi)).

Budget Code: OGA-0-0-ADS-LS-ECTS (Leadership Services — Contracted Services) $76,058.85

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 Wisconsin Center District for Graduation Ceremonies

The Administration is requesting authorization to enter into a contract with Wisconsin Center District for in person graduation ceremonies for 16 MPS high schools, which will be split between two weeks. Contractor will be used to deliver services including setting up, cleaning, staffing, video, and sound for all ceremonies.

The Panther Arena will host our MPS graduations for our 16 largest high schools, with live streaming available through the MPS YouTube channel. The Panther Arena also offers guests the ability to physically distance.

The contract will run from May 30, 2023, through May 31, 2023. The total cost of the contract will not exceed $76,058.85.

The request for exception to bid has been granted on the basis of MPS standard: the services provided by this vendor comply with an established MPS standard (Administrative Policy 3.09(7)(e)(1)(b)(vi)).

Budget Code: OGA-0-0-ADS-LS-ECTS (Leadership Services — Contracted Services) $76,058.85

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 United Negro College Fund, Inc., for the Empower Me Tour (EMT)©

The Administration is requesting authorization to enter into a contract with The United Negro College Fund, Inc., (UNCF) for the Empower Me Tour (EMT)©, which is 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 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 (37) Historically Black Colleges and Universities (HBCUs) that belong to the UNCF network of member institutions, along with local colleges, institutions, and universities at the Wisconsin Center. The Empower Me Tour usually makes four stops per year in selected cities, but this year UNCF has selected Milwaukee Public Schools as its only EMT stop in the United States, based on the overwhelming response from MPS students and families in 2018 and 2019.

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 10, 2022, 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 11, 2022, MPS high-school seniors will have the opportunity to experience the tour firsthand at the Wisconsin 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 9, 2022, through January 31, 2023. The total cost of the contract will not exceed $200,000.00.

Budget Code: FLD-H-S-9Y3-EO-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	NA	NA	NA	0	0

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Compatibility 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 requests:

- Reading & Math, Inc., d/b/a Wisconsin Reading Corps, for tutoring services;
  DTI-0-S-8F3-CI-ECTS $210,000.00
- Tools for Schools, Inc., for Book Creator premium licenses;
  DTI-0-S-8G3-CI-ETRS.....$171,000.00
- Wisconsin Center District, for graduation ceremonies;
  OGA-0-0-ADS-LS-ECTS $76,058.85
- Wisconsin Center District, for graduation ceremonies;
  OGA-0-0-ADS-LS-ECTS $76,058.85
- United Negro College Fund, Inc., for Empower Me Tour;
  FLD-H-S-9Y3-EO-ECTS.....$200,000.00

Total.....$733,117.70

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 is reporting this item to the Board without recommendation.

Director Siemsen moved to authorize the exception-to-bid requests as set forth in the attachments to the minutes of the meeting of the Committee on Accountability, Finance, and Personnel.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, Siemsen, and President Peterson — 6.
Noes — None.

* * * * *

(Item 7) Action on the Award of Professional Services Contracts

RFB 5783 Authorization to Extend a Policy with UnitedHealthcare Services, Inc., for Stop-loss Insurance

The Administration is requesting authorization to extend a policy with UnitedHealthcare Services, Inc., 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, 2022, through December 31, 2022, that could otherwise be paid from the period January 1, 2023, through December 31, 2023.

Contractor was chosen pursuant to RFB 5783. On December 19, 2019, the Board approved the contract with UnitedHealthcare Services for an initial one-year term to run from January 1, 2020, through December 31, 2020. The RFB included four one-year extensions, at the same terms, upon written mutual agreement of the parties. The Administration is seeking authorization for the third extension, to run from January 1, 2023, through December 31, 2023.

The total cost of the policy in the second extension will not exceed $1,672,501.00

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance — District Wide).....$1,672,501.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
198,126	145,226	77,467	No	0	0	NA	NA	300	10

RFP 1071 Authorization to Enter into a Contract with Brainfuse, Inc., for Tutoring Services

The Administration is requesting authorization to enter into a contract with Brainfuse, Inc., to provide virtual tutoring services in reading and mathematics for grades K through 12. Contractor was chosen pursuant to RFP 1071, which closed on April 1, 2022. The contract will run from November 1, 2022m 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.

The contract in the initial term will not exceed $200,000.00.

Budget Code: DTI-A-S-9Y3-EO-ECTS (College and Career Readiness/572–Contract 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
0	0	0	No	10%	10%	$20,000	NA	300	10

**as provided by the Administration*

RFB 5810 Authorization to Contract with First Student, Inc., and Lakeside Buses of Wisconsin, Inc., for Busing Services for Recreational After-school Activities

The Administration is requesting authorization to enter into contracts with First Student, Inc., and Lakeside Buses of Wisconsin, Inc., to provide transportation services for busing services for recreational after-school activities. These contractors were all chosen pursuant to RFB 5810, which closed on September 2, 2022. The contracts will run for a two-year term, from November 01, 2022, through September 30, 2024.

The Administration is seeking authorization of an amount not to exceed $4,762,000 to be distributed across the contractors over the two-year term, with the total amount not to exceed $2,381,000.00 per year as follows:

	Two-year Total
First Student, Inc.	$3,600,000
Lakeside Buses of Wisconsin, Inc.	$1,162,000

Budget Code: CTP-0-A-9W3-RC-EPPT (Pupil Transportation — ESSER III).....$4,762,000.00

First Student, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
48,000	21,000	27,000	No	5%	5%	TBD	NA	600	30

Lakeside Buses of Wisconsin, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
191	172	143	No	5%	5%	TBD	NA	400	30

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Compatibility 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:

- United HealthCare Services, Inc., for stop-loss insurance;
  DWC-0-0-EMB-DW-EMDI $1,672,501.00
- Brainfuse, Inc., for virtual tutoring services;
  DTI-A-S-9Y3-EO-ECTS $200,000.00
- First Student, Inc., and Lakeside Buses of Wisconsin, Inc,. for busing services for recreational after-school activities;
  CTP-0-A-9W3-RC-EPPT.....$4,762,000.00

Total.....$6,634,501.00

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 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 on the balance of the Reports of the Standing Committees.

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(Item 8) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Hays Companies, Inc., for Employee-benefits Broker/Consultant Services to the Office of Human Resources

Background

The Administration is requesting authorization to enter into a contract with Hays Companies, Inc., ("Hays") for employee-benefits broker/consultant services to the Office of Human Resources on an as-needed basis. Hays will provide strategic planning and design for health and benefits plans, assist with compliance issues related to employee benefits, serve as MPS's broker for health and benefit plans, and work to communicate and educate MPS employees on benefit plans. Hays was chosen pursuant to RFP 1087, which closed on August 16, 2022.

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to issue a contract with Hays Companies, Inc., for a three-year term, from January 1, 2023, through December 31, 2025,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 $450,000.

Budget Code: OBA-0-0-EMB-DW-ECTS (Contracted Services).....,$450,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

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 waive Administrative Policy 3.09(9)(e) and issue the contract as set forth in the attachments to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

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(Item 9) Action on Monthly Facilities Matters: FMS Award of Professional Services, Contract Modification, and Material Purchases Recommendation

Professional Services Contracts

— Contract with Direct Energy Business Marketing, LLC, d/b/a Direct Energy Business, to provide Natural Gas Marketing & Supply Services for the District (Cooperative Agreement 2018-017)

The Administration is requesting authorization to enter into a contract with Direct Energy Business Marketing, LLC, d/b/a Direct Energy Business, to provide natural gas marketing & supply services for the District. These services allow the District to purchase natural gas for future delivery, which helps the District budget for natural gas, ensures adequate supply, and is consistent with best practice in mitigating risk in purchasing energy.

The Administration is requesting authorization to waive the three-year term limits of Administrative Policy 3.09(9)(e) and to enter into a contract with Direct Energy Business for natural gas procurement and supply services for five years. The term of the contract will allow for delivery of purchased natural gas from April 1, 2024, through March 31, 2029. In order to ensure that natural gas price locks can be executed for April 1, 2024, through March 31, 2029, the District will purchase natural gas on the futures market through Direct Energy Business, starting on October 28, 2022.

The contractor submitted a proposal on September 7, 2022, to TFS Energy Solutions, LLC, d/b/a/Tradition Energy, which had solicited proposals on behalf of MPS through a piggyback to the cooperative contract through U.S. Communities for Energy Consulting and Management Services Agreement No. 2018-017 available through Omnia Partners Public Sector.

Transportation cost per dekatherm (Dth), not to exceed.....$1.15
Estimated Expenditure Authority Requested per contract year, starting April 1, 2024.....$9,000,000.00
Amount per contract year for natural gas use from April 1, 2024, through March 31, 2029, not to exceed.....$9,000,000.00

Total transportation, daily balancing, and basis cost is NYMEX+Not to Exceed $1.15/dekatherm (Dth). The contract volume per year is 875,659 dekatherms for the years from April 1, 2024, through March 31, 2029, and is estimated to not exceed $9,000,000.00 per year, based on historical usage and consideration of worst-case scenarios. MPS will be responsible for payment of actual volumes, which may be higher or lower, based on actual use by MPS and will be purchased or sold at prevailing market rates.

Budget Code: BLD-00-UTL-XX-EGAS GAS

Contract Modification

— Authorization to Increase a Contract with The Sigma Group, Inc., for Asbestos Inspection, Abatement, and Environmental Supervision Services

The Administration is requesting approval to increase the expenditure authority with The Sigma Group, Inc., by an additional $200,000.00 for the first year and for each of the potential two additional one-year extensions. The total expenditure authority for the contract period shall not exceed $250,000.00.

The vendor was chosen pursuant to RFP #22-009, with the year-one contract term of July 1, 2022, through June 30, 2023, with the option for two additional one-year extensions.

Budget Code: Various

Material Purchases

New Tractors

Building Operations

Prime Contractor
Mid-State Equipment
3660 Scenic Road
Jackson, WI 53037

Low Bidder, Base Bid of.....$66,959.67

Funds are available for the New Tractors project in account code STS 00 GWN DW ENCQ (Project No. 8138).

Audio Visual

Various MPS Sites

Prime Contractor
AVI Systems, Inc.
5201 Femrite Dr.
Madison, WI 53718

Blanket Contract Amount.....$3,000,000.00

Authorization to enter into a blanket contract for the purchase of audio and video equipment for installation at MPS Schools. Purchases will be made under the State Contract 505ENT-M18-AUDIOVIDEO-01 and shall be in accordance with the unit pricing on quote dated September, 19, 2022.

Budget Code: Various

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

- Total Professional Services Contracts Requested per contract year.....$9,000,000.00
- Total Modification Contract Requested for contract period, not to exceed $250,000.00
- Total Material Purchases Requested $3,066,959.67

Implementation and Assessment Plan

Upon the Board's approval, the professional services contract, contract modification, and material purchases as attached to the minutes of your Committee's meeting will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve attached professional services contracts, contract modification, and material purchases as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 10) Report with Possible Action on Strategies Used to Maximize the Fiscal Year 2022-23 State Aid

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

One of the board-approved budget parameters each year is to maximize the use of the revenue limit, which comprises state aid and property taxes. The MPS budget allocates the full extent of the revenue limit.

There are three district factors that are used in the calculation of State General Aid, which is also called Equalization Aid: 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 that 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 and the Long-term Capital Improvement Trust Fund. The District invested in both OPEB and the Long-term Capital Improvement Trust Fund in Fiscal Year 2022. That investment counts toward shared costs, which help maximize State Equalization Aid in Fiscal Year 2023.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 3.11, Investment Policy

Fiscal Impact Statement

This item reports on expenditures made in the amount of $15,000,000 to Other Post-Employment Benefits (OPEB) and $30,000,000 to the Long-term Capital Improvement Trust Fund to increase our eligibility for State General Aid in fiscal year 2022-23 through our fiscal year 2021-22 shared-cost expenditures.

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

The Board Clerk 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 from the Administration. Although this item has been noticed for possible action, no action is required.

Background

Milwaukee Public Schools provides tools to support family engagement that helps to foster healthy school, family, and student relationships to promote students' success. Parent coordinators play a critical role in providing families with the knowledge that 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 and to ensure that events and activities align with the family-engagement framework. In addition, our community partners are vital in helping to enhance the learning environment for our students and schools.

Family & Community Engagement Report

Family & Community Engagement

The Family Engagement Framework aligns with the District's Five Priorities for Success to provide clear direction on our key areas of focus. The framework helps to foster healthy school, family, and student relationships to promote students' success. All schools are working to meet the six standards of the MPS Family & Community Engagement Framework.

Schools

Schools are welcoming and culturally-relevant environments.

Families

Families have avenues to serve as leaders.

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

Community

Schools are connected to the community.

Reflection of 2021-22

- Retention of parent coordinators
- Professional development and coaching
- Family-engagement events

Family-engagement Approach

- Parent coordinators' Community of Practice
- Resilient Kidz training
- Whole-school approach to family engagement
- Sustained partnerships with families

Community Highlights

- District backpack giveaway
- Marcus Center's Student Matinee Series

- Green Bay Packers' empowerment event
- James Place volunteers
- Generac and GE HealthCare

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 2) Report with Possible Action Regarding Discipline Disproportionality & Progress

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 September 2020, the Board directed the Administration to report progress and updates on discipline disproportionality on a monthly basis. 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 to support students and to engage with alternatives to suspension when appropriate. Administration uses this data to strategize the best use of the resources at hand, servicing all schools with Tier 1 supports and focusing on those demonstrating a need for additional supports.

Monthly Discipline Disproportionality Report, September 2022

The following report is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2022-23 school year. The monthly reporting associated with disproportionality for the 2022-23 school year will focus on the following proactive approaches:

- providing proactive supports and interventions
- strengthening collaboration among students, staffs, and community
- reconceptualizing the role of school leaders within discipline
- developing staff integration of *Courageous Conversations about Race.*

Providing Proactive Supports & Interventions

All Discipline Champions received guidance and best practices in supporting the start of the year and in addressing disciplinary disproportionality. Discipline Champions received the Culture, Climate & Alternatives to Suspension Toolkit; the Directory of Support; and the Discipline Disproportionality Team Processes Guide, as well as some opening-week community-building activities to use with students.

Online self-paced modules are available to staff members and have been shared with Discipline Champions. Topics include six modules on aspects of disciplinary disproportionality, four modules on creating classroom culture through an antiracist lens, and four modules on Culturally-responsive problem solving for teams. All modules include best practices, application examples, and checks for understanding.

A meeting with school leaders and the Discipline Response Team was held at the 12 identified schools of support. School leaders received an overview of supports available and are completing a school climate and discipline diagnostic reflection with their school teams and creating an action plan within their School Improvement Plans. The Discipline Response Team will meet with school teams individually to discuss supporting their school-specific action plans.

The district Restorative Practices team met with schools who have a restorative practice coach to review their progress on school-wide implementation. These schools have district coaches three days a week. These school teams are completing a needs assessment and identifying priorities for the year.

The district Positive Behavior Interventions and Support (PBIS) team provided professional development to the Building Intervention Team (BIT) and PBIS Tier 1 teams on facilitating effective team meetings. The PBIS team collaborated with the Specialized Services Program Support Teachers (PST) and Violence Prevention Program (VPP) to redesign the all-day de-escalation professional development into "Navigating the Escalation Cycle," with updated best practices and strategies to support student behaviors before they can escalate in the classroom.

The Violence Prevention Program (VPP) has expanded the School Community Partnership for Mental Health to have mental health support in 38 schools, which now includes the International Newcomer Center housed in Milwaukee Academy of Chinese Language (MACL).

The use of specific strategies for classroom-managed behaviors is documented within Infinite Campus. Total documented strategies for September 2022 across all early start schools are included in the table below.

Strategy	Total	Strategy	Total	Strategy	Total
One on one conversation	6,472	Tangible Acknowledgement System	227	Go Guardian	63
Parent Contact	3,893	Recovery area (within room)	226	Independent work	55
Redirection	3,540	Brain Breaks	114	Referral to BIT	55
Support staff consultation	1,488	Engagement opportunities	110	Self-monitoring	36
Proximity Control	903	Behavior Contract	81	Praise 5:1	36
Planned ignoring	537	Reflection sheet	80	Restorative Circle	19
Move their seat	530	Mindfulness	80	Community Service	14
Restorative conversation	300	Rewind/Broken Record	78	Secret Signal	13
Buddy Classroom	297			VABB	5
Collect Property	245				

All schools have Building Intervention Teams (BITs) whose members ensure that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of Tier 2 and Tier 3 interventions provided year to date for the 2022-23 school year.

Tier 2/Tier 3 Intervention	Students
Check-in/Check-out (CICO)	397
Individualized CICO	81
Social Academic Instructional Group (SAIG)	109
Behavior Assessment/Intervention Plan (BAIP)	13
FBA/BIP	50
Educational Wraparound and RENEW	17

Strengthening Collaboration among Students, Staffs, and Community

Student Discipline Committees have been formed at all traditional middle and high schools, with at least one meeting held in September 2022. The September 2022 focus was team building as a student committee, outlining their work for the year and exploring topics they would like to discuss this year. The most common topics discussed were school policies and community building across the school.

Gender and Identity Inclusion continued to partner with Girls on the Run, Pearls for Girls, and Welcoming Schools to provide programming and support in schools. The Girls of Color's pilot program began weekly programming in identified schools. Three Gender Sexuality Alliance (GSA) advisors' information sessions were held for staff members who were interested in becoming GSA advisors.

The Restorative Practices team has established five workgroups that will be leading efforts in developing community partnerships and community schools; developing professional development, tools, and materials; supporting elective high-school restorative practices courses in schools; creating schoolwide implementation planning guides; and establishing a readiness cohort for schools interested in exploring restorative practices.

PBIS coaches regularly attend Building Intervention Teams' and the PBIS Tier 1 Team's meetings to coach teams and to support implementation fidelity of PBIS and behavioral interventions. Schools have been identified to pilot culturally-responsive problem solving within their teaming structures.

The Violence Prevention Program (VPP) provided materials and resources in Second Step to school Social Emotional Learning (SEL) Champions.

The Department of Black and Latino Male Achievement (BLMA) identified students and began mentoring at 12 middle and high schools, as well as BLMA Buddies at 16 elementary schools.

Reconceptualizing the Role of School Leaders within Discipline

All school leaders attended professional development on the Culture, Climate and Alternatives to Suspension Toolkit in September. The focus for the month was on the continuum of supporting school climate and integration of the five universal supports with a lesson plan in the classroom. Principals were introduced to a tool for teachers to integrate the five universal supports while planning an academic lesson. This tool helps teachers to plan out integration of the universal supports of co-creating expectations, procedures, and agreements with students; collectively teaching and practicing expectations, procedures, and agreements with students; and developing systems for holding self and others accountable. School leaders shared this best practice tool with staff members at the schools.

School leaders are submitting monthly reflections on school data and their next steps as building leaders. School leaders are identifying their areas of strength and needed support. The Office of School Administration and Student Services collaborates bi-weekly on district and school data, specifically looking at school leaders' use of alternatives to suspension, when appropriate.

The Restorative Practices Team is developing a leadership cohort and professional development for school leaders in growing their understanding and integration of the principles and practices of leading restoratively.

In September 2022, there were 2,225 suspensions as of October 4, 2022. In September 2021, there had been 1,601 suspensions recorded as of October 4, 2022. Please note that. in 2021, we had reported that there were 1,297 through September 28, 2021. There were additional student days of attendance in the month of September 2021, in which additional suspensions were recorded.

Below are all behavioral events that led to out-of-school suspensions or a student services suspensions across the district from September 1, 2022, through September 30, 2022, as recorded in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Arson				8				8
Assault	1			25		2		28
Battery	3	1	2	27				33
Bullying	4	0	1	15	0	0	0	20
Chronic Disruption or Violation of School Rules	33	3	6	151			5	198
Disorderly Conduct	97	4	5	471		16	5	598
Endangerment of Physical Safety, Mental Well-being	23	2	1	242		2	1	271
False Fire Alarms				1				1
Fighting	80	3	7	551		14	8	663
Gambling				1				1
Gang Activity				2				2
Inappropriate Personal Property	2		1	19		2	1	25
Inappropriate use of electronics	2			23				25
Leaving the Classroom Without Permission	1			1				2
Other Substances, Materials	4		4	21		2		31
Personal Threat	6		1	32		3	2	44
Possession of Drug Paraphernalia	6			8			1	15
Possession, Ownership, Use of Alcohol				4				4
Possession, Ownership, Use of Drugs	12	3		36		2	1	54
Possession, Ownership, Use of Gun				6			1	7
Possession, Ownership, Use of Weapon Other than Gun	7		1	14			1	23
Possession, Use of Fireworks				2				2
Reckless Vehicle Use	1							1
Sexual Assault	1	1		11			1	14
Sexual Harassment	4			15		1		20
Substantial Environmental Disruption	11	1		32		2	1	47
Theft		1		7			1	9

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Trespassing	3			5		1		9
Use of Tobacco, Including Chewing	6			22		3		31
Vandalism	2			7				9
Verbal Abuse, Profanity, Harassment	6			21		2	1	30
Grand Total	315	19	29	1,780		52	30	2,225

Following is the total suspension events by grade level:

K4-K5	3	5th Grade	90	10th Grade	344
1st Grade	6	6th Grade	169	11th Grade	197
2nd Grade	12	7th Grade	251	12th Grade	108
3rd Grade	23	8th Grade	307		
4th Grade	51	9th Grade	664		

The following alternatives to suspension were used by administrators throughout September 2022.

	Total		Total		Total
Conference	163	Mediation	132	Repairing Harm Circle	17
Counseling	1,033	Referral to BIT	10	Restorative Conference	51
Detention	44	Referral to Support Staff	31		

Student Demographics

	Student Population	YTD Suspension Events		Student Population	YTD Suspension Events
American Indian	1%	1%	Pacific Islander	<1%	0%
Asian	8%	1%	White	9%	2%
Black	50%	80%	Multi-ethnic	4%	3%
Hispanic	28%	13%			

Develop Staff Integration of Courageous Conversations about Race

In September, two sessions of Courageous Conversations about Race Exploration were held with specialized services and school secretaries. A schedule has been created for cohorts of elementary teachers to attend the sessions facilitated by a district Courageous Conversations about Race certified facilitator after school on three consecutive days. During all district professional development days and records days, multiple seminars will be offered for various identified staffing groups.

The MPS Success Center and Gender & Identity Inclusion are hosting a book study of *The 57 Bus.* Participants will be meeting throughout the year to discuss applications to our work in MPS. Staff from the Department of Gender & Identity Inclusion are hosting a six-part workshop series, "The Miseducation of Girls of Color", designed to give insight into the current state of girls of color across the country and to dive into how educators can break their biases and support the unique needs of girls of color.

Next Steps

In October, there will be additional sessions of Courageous Conversations about Race held for elementary regular education and special education teachers.

The District Equity Leadership Team (DELT) will meet to continue to build racial equity and collaboration throughout the district.

The Fall Student Leadership Summit will be held on October 25, 2022, with students from all traditional middle and high schools attending and participating in various breakout sessions highlighting student recommendations on a variety of topics.

The Wisconsin Disproportionality Network will be offering its Fall Equity Series on October 27, 2022, with a variety of national and local speakers.

The first quarterly Community Conversation will be held on November 9, 2022, from 5:30 p.m. until 6:30 p.m. for members of the MPS and Milwaukee community to engage in conversations.

There will be a presentation of best-practice highlights from the Culture, Climate and Alternatives to Suspension Toolkit to all school leaders at the Principal Leadership Institute. The October highlights will be

proactive strategies within a multi-tiered system of support (PBIS), including the use of start statements and teaching procedures with pre-correction.

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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(Item 3) 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 has been noticed for possible action, no action is required.

Background

The Procedural Compliance Self Assessment (PCSA) includes a school-based assessment aspect that is completed annually during the spring. At that time, an annual measurement of compliance is completed by each school in the district. The results of the measurement are reported by school- and by district-level. The schools' data are used to form the goals and action steps for special education compliance in each individual School Improvement Plan (SIP). The District's data are used to analyze district supports and to develop plans of improvement for district-wide systems that serve students with disabilities.

Results-driven Accountability (RDA) is a revised accountability system from the federal Office of Special Education Programs (OSEP). States were allowed to choose a focus for RDA. Wisconsin chose literacy outcomes because this is an area of challenge for many students with disabilities in the state. Thus, Wisconsin's effort retools the acronym as "Reading Drives Achievement: Success through Literacy" (RDA:StL). The revised accountability system, which used to focus solely on compliance, now includes both compliance and results. Each Milwaukee public school receives the results of PCSA with the expectation that data will be included in the school-wide planning each year. The target for the PCSA is to achieve (and to maintain) 100% in each of the identified compliance items. Federal oversight requires 100% compliance. Milwaukee Public Schools strives to meet this goal each year.

In 2003, the Special Education Oversight Action Plan (SOAP) required MPS to align special education staff to increase accountability and support for students with disabilities; to develop and to support a system to assist parents who have concerns — which is our current Parent Dispute Resolution System (PDRS) — and to develop and to support a continuous improvement-focused monitoring system. The continuous improvement-focused monitoring (CIFM) process included three major areas: monitoring of teachers and individualized education program; reviewing of systems within a school under the IDEA-2004 that were not part of the IEP, such as discipline, attendance, and service delivery; and the implementing of an annual school-based assessment with mandatory corrections.

In 2012, the Department of Public Instruction (DPI) determined that Milwaukee Public Schools (MPS) had made enough systemic progress to enable MPS to use the same accountability as does the rest of the state. That accountability system was the Procedural Compliance Self-Assessment (PCSA). The only difference between MPS and the rest of the state was that MPS would be reviewed every year, rather than on a rotating schedule of every five years.

The Procedural Compliance Self-Assessment includes a school-based assessment that is completed annually during the spring. The annual measurement of compliance is completed at each school, with assessment results reported by school and as a district. The district-wide data are used to analyze needed district supports and to develop plans of improvement for district-wide systems serving students with disabilities.

The PCSA's 2021-22 Executive Summary is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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(Item 4) Report with Possible Action on Services Provided to Students with Disabilities in the Lease 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) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

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	Parental Involvement
Indicator #9	Inappropriate Identification in Special Education
Indicator #10	Inappropriate Identification in Specific Disabilities Categories
Indicator #11	Timely Evaluation
Indicator #12	Preschool Transition, Parts C and 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 those 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 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 to the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have IEPs, including for speech and language services.

		MPS		
Indicator	State's Target	May 2022	August 2022*	September 2022
5A	70.00%	84.22%	85.45%	85.39%
5B	7.90%	15.32%	14.11%	14.22%
5C	0.95%	0.28%	0.27%	0.25%

*The data for the August 2022 LRE report is 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.

The following reports include the District's information as well as each school's percentage.

Educational Environment Codes (EEC), Least Restrictive Environment (LRE) Counts and Percentages

District Counts

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 peer
D Public Separate Day-school
E Private Separate Day-school
F Public Residential Facility
G Private Residential Facility
J Homebound
S Correctional Facility
T Parentally-placed Private

EEC Code	MPS Totals		Non-MPS Totals		Grand Totals	
A	8,584	73.28%	5	3.27%	8,589	72.38%
B	1,666	14.22%	1	0.65%	1,667	14.05%
C	1,445	12.34%	—		1,445	12.18%
D	1	0.01%	—		1	0.01%
E	—		—		—	
F	—		—		—	
G	5	0.04%	17	11.11%	22	0.19%
J	2	0.02%	—		2	0.02%
S	—		—		—	
T	11	0.09%	130	84.97%	141	1.19%
Totals	11,714	100.00%	153	100.00%	11,867	100.00%

Indicator 5

Indicator	MPS Totals		Non-MPS Totals		Grand Totals	
5A	8,584	85.52%	5	22.73%	8,589	85.39%
5B	1,445	14.40%	—		1,445	14.37%
5C	8	0.08%	17	77.27%	25	0.25%
Totals	10,037	100.00%	22	100.00%	10,059	100.00%

Note: LRE counts do not include EE code B

Indicator 5 Totals by School

School	Code A Count		Code B Count		Code C Count		Total Count
Academy of Accelerated Learning	48	68.57%	22	31.43%	0		70
ALBA	68	98.55%	1	1.45%	0		69
Alcott School	47	81.03%	11	18.97%	0		58
Allen-Field School	106	97.25%	3	2.75%	0		109
Alliance School	41	97.62%	1	2.38%	0		42
Assata HS	16	88.89%	2	11.11%	0		18
Audubon HS	98	78.40%	27	21.60%	0		125
Audubon Tech & Comm Ctr MS	65	75.58%	20	23.26%	1	1.16%	86
Auer Avenue School	20	100.00%	0		0		20
Banner Prep School of Milw	6	100.00%	0		0		6
Barbee Montessori School	9	100.00%	0		0		9
Barton School	41	100.00%	0		0		41
Bay View HS	156	80.41%	38	19.59%	0		194
Bay View Montessori School	39	100.00%	0		0		39
Bethune Academy	58	72.50%	22	27.50%	0		80
Bradley Technology and Trade	147	87.50%	21	12.50%	0		168
Brown Street School	33	89.19%	4	10.81%	0		37
Browning School	36	81.82%	8	18.18%	0		44
Bruce School	33	100.00%	0		0		33
Bryant School	22	81.48%	5	18.52%	0		27
Burbank School	76	76.77%	23	23.23%	0		99
Burdick School	80	100.00%	0		0		80
Carmen HS South Campus	29	100.00%	0		0		29
Carmen Northwest Campus	98	98.99%	1	1.01%	0		99
Carmen Southeast Campus	85	100.00%	0		0		85
Carson Academy	44	100.00%	0		0		44
Carver Academy	52	100.00%	0		0		52
Cass Street School	36	100.00%	0		0		36
Clarke Street School	22	95.65%	1	4.35%	0		23
Clemens School	28	82.35%	6	17.65%	0		34
Clement Avenue School	47	100.00%	0		0		47
Congress School	78	80.41%	19	19.59%	0		97
Cooper School	47	81.03%	11	18.97%	0		58
Craig Montessori School	29	100.00%	0		0		29
Curtin Leadership Academy	41	97.62%	1	2.38%	0		42
Doerfler School	90	100.00%	0		0		90
Douglas MS	39	88.64%	5	11.36%	0		44
Eighty-first Street School	41	60.29%	27	39.71%	0		68
Elm Creative Arts School	26	100.00%	0		0		26
Emerson School	25	78.13%	7	21.88%	0		32
Engleburg School	30	56.60%	23	43.40%	0		53
Fairview School	85	68.00%	40	32.00%	0		125
Fernwood Montessori School	69	100.00%	0		0		69
Fifty-third Street School	40	75.47%	13	24.53%	0		53
Forest Home Avenue School	114	79.72%	29	20.28%	0		143
Franklin School	39	59.09%	27	40.91%	0		66
Fratney School	44	100.00%	0		0		44
Gaenslen School	177	72.84%	66	27.16%	0		243
Garland School	72	98.63%	1	1.37%	0		73
Golda Meir School	88	100.00%	0		0		88
Goodrich School	40	85.11%	7	14.89%	0		47
Grandview HS	30	100.00%	0		0		30
Grant Gordon Learning Center	0		0		0		0
Grant School	49	89.09%	6	10.91%	0		55
Grantosa Drive School	45	71.43%	18	28.57%	0		63
Green Tree Preparatory Academy	42	95.45%	2	4.55%	0		44
Greenfield School	77	92.77%	6	7.23%	0		83

School	Code A Count		Code B Count		Code C Count		Total Count
Groppi HS	15	100.00%	0		0		15
Hamilton HS	197	75.77%	62	23.85%	1	0.38%	260
Hampton School	22	64.71%	12	35.29%	0		34
Hartford University School	47	97.92%	1	2.08%	0		48
Hawley Environmental School	56	100.00%	0		0		56
Hawthorne School	32	96.97%	1	3.03%	0		33
Hayes Bilingual School	96	87.27%	14	12.73%	0		110
Highland Community School	60	98.36%	1	1.64%	0		61
Hi-Mount School	16	100.00%	0		0		16
Hmong American Peace Academy	55	98.21%	1	1.79%	0		56
Holmes School	45	100.00%	0		0		45
Honey Creek School	27	64.29%	15	35.71%	0		42
Hopkins Lloyd School	11	91.67%	1	8.33%	0		12
Humboldt Park School	65	98.48%	1	1.52%	0		66
I.D.E.A.L	45	97.83%	1	2.17%	0		46
Jackson School	32	96.97%	1	3.03%	0		33
Kagel School	21	84.00%	4	16.00%	0		25
Keefe Avenue School	15	100.00%	0		0		15
Kilbourn School	24	85.71%	4	14.29%	0		28
King ES	35	94.59%	2	5.41%	0		37
Ding IB HS	128	81.01%	30	18.99%	0		158
King IB MS	36	94.74%	2	5.26%	0		38
Kluge School	52	88.14%	7	11.86%	0		59
La Causa Charter School	65	100.00%	0		0		65
Lad Lake Synergy	8	100.00%	0		0		8
Lafollette School	21	75.00%	7	25.00%	0		28
Lancaster School	25	71.43%	10	28.57%	0		35
Lincoln Avenue School	49	87.50%	7	12.50%	0		56
Lincoln Center of the Arts	71	93.42%	5	6.58%	0		76
Longfellow School	105	75.54%	34	24.46%	0		139
Lowell School	45	100.00%	0		0		45
MacDowell Montessori School	111	93.28%	8	6.72%	0		119
Madison Academic HS	127	87.59%	18	12.41%	0		145
Manitoba School	56	75.68%	18	24.32%	0		74
Maple Tree School	18	94.74%	1	5.26%	0		19
Marshall HS	125	60.10%	83	39.90%	0		208
Maryland Ave Montessori	61	100.00%	0		0		61
MATC Emerging Scholars Program	3	100.00%	0		0		3
Metcalfe School	49	98.00%	1	2.00%	0		50
Milw Academy of Chinese Lang	38	100.00%	0		0		38
Milw Co Youth Educ Ctr	2	66.67%	1	33.33%	0		3
Milw College Prep — 36th St	35	100.00%	0		0		35
Milw College Prep — 38th St	50	100.00%	0		0		50
Milw College Prep — Lloyd St	51	98.08%	1	1.92%	0		52
Milw College Prep — North	41	100.00%	0		0		41
Milw Environmental Sciences	30	100.00%	0		0		30
Milw Excellence Charter	61	92.42%	4	6.06%	1	1.52%	66
Milw French Immersion School	28	96.55%	1	3.45%	0		29
Milw German Immersion School	29	85.29%	5	14.71%	0		34
Milw HS of the Arts	120	74.53%	40	24.84%	1	0.62%	161
Milw Parkside School	116	82.86%	24	17.14%	0		140
Milw School of Languages	75	56.39%	57	42.86%	1	0.75%	133
Milw Sign Language School	58	92.06%	5	7.94%	0		63
Milw Spanish Immersion School	33	64.71%	18	35.29%	0		51
Milwaukee Virtual Education Program	5	100.00%	0		0		5
Mitchell School	103	97.17%	3	2.83%	0		106
Morgandale School	86	95.56%	4	4.44%	0		90
Morse MS	53	74.65%	18	25.35%	0		71
Neeskara School	41	74.55%	14	25.45%	0		55
Next Door Foundation	1	50.00%	1	50.00%	0		2

School	Code A Count		Code B Count		Code C Count		Total Count
Ninety-fifth Street School	40	97.56%	1	2.44%	0		41
North HS	83	84.69%	15	15.31%	0		98
NOVA HS	26	100.00%	0		0		26
Obama SCTE	263	84.03%	49	15.65%	1	0.32%	313
Parkview School	34	100.00%	0		0		34
Pratt School	35	94.59%	2	5.41%	0		37
Project STAY HS	29	100.00%	0		0		29
Pulaski HS	178	86.41%	28	13.59%	0		206
Reagan HS	124	92.54%	10	7.46%	0		134
Riley Dual-language Montessori School	29	85.29%	5	14.71%	0		34
River Trail School	38	79.17%	10	20.83%	0		48
Riverside University HS	182	73.09%	67	26.91%	0		249
Riverwest School	41	100.00%	0		0		41
Rogers Street Academy	65	92.86%	5	7.14%	0		70
Roosevelt MS	53	100.00%	0		0		53
Shalom HS	19	100.00%	0		0		19
Sherman School	40	100.00%	0		0		40
Siefert School	27	100.00%	0		0		27
South Accelerated Academy	5	83.33%	1	16.67%	0		6
South Division HS	128	69.95%	54	29.51%	1	0.55%	183
SPED - Services	5	22.73%	0		17	77.27%	22
Starms Discovery School	65	98.48%	1	1.52%	0		66
Starms Early Childhood	6	100.00%	0		0		6
Story School	22	100.00%	0		0		22
Stuart School	30	100.00%	0		0		30
Thoreau School	35	85.37%	6	14.63%	0		41
Thurston Woods School	36	87.80%	5	12.20%	0		41
Townsend Street School	31	96.88%	1	3.13%	0		32
Transition HS	17	100.00%	0		0		17
Trowbridge School	27	96.43%	1	3.57%	0		28
Victory School	33	100.00%	0		0		33
Vieau School	90	95.74%	4	4.26%	0		94
Vincent Accelerated Academy	11	84.62%	2	15.38%	0		13
Vincent HS	89	70.08%	37	29.13%	1	0.79%	127
Washington - DTC	0		10	100.00%	0		10
Wedgewood Park School	92	88.46%	12	11.54%	0		104
Westside Academy	29	100.00%	0		0		29
Whitman School	46	75.41%	15	24.59%	0		61
Whittier School	12	92.31%	1	7.69%	0		13
WHS of Information Technology	77	77.78%	22	22.22%	0		99
WCLL	80	89.89%	9	10.11%	0		89
Zablocki School	47	100.00%	0		0		47
Grand Total	8,589	85.39%	1,445	14.37%	25	0.25%	10,059

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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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 Resolution 2223R-002 by Director García to Explore Establishing a Newcomer Center to Be Centrally-funded at South Division High School

Background

At its regular meeting on May 26, 2022, the Board referred Resolution 2223R-002 by Director García to the Committee on Student Achievement and School Innovation:

> WHEREAS, Our mission is that Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship; and
>
> WHEREAS, The vision for MPS is that all district staff will be committed to providing an equitable educational environment that is child-centered, supports achievement, and respects and embraces diversity and that schools will be safe, welcoming, well-maintained, and accessible community centers that meet the needs of all; and
>
> WHEREAS, Through Administrative Policy 1.06, Equity, the Board affirmed its commitment to the success of every student, regardless of, among other things, race, ethnicity, family economics, mobility, and initial proficiencies; and
>
> WHEREAS, For over a decade, the District has operated a Newcomer Center located at Milwaukee Academy of Chinese Language (MACL); and
>
> WHEREAS, The Newcomer Center has gained national attention for its focus on the whole child, earning recognition for going beyond ensuring that our newcomers develop English proficiency, but also for ensuring that children learn about how to be a student in American school; American culture and how it compares and contrasts to their culture of origin; American rules of etiquette and other social norms, and personal hygiene standards — all so that newcomers are better equipped to immerse themselves in their new communities; and
>
> WHEREAS, The program and the standards set by the Newcomer Center at MACL are worthy of being replicated within the MPS system; and
>
> WHERAS, In 2022, approximately 400 Afghan refugees were settled in Milwaukee; and
>
> WHEREAS, South Division High School is currently home to 87 students who are identified as immigrants or refugees, as defined by the Department of Instruction; and
>
> WHEREAS, There are a plethora of languages spoken by students at South Division and their families, including, but not limited to, Spanish, Castilian, Burmese, Karen Languages, Swahili, Kayah, Eastern Karenni, Malay, Somali, Arabic, Kinyarwanda, Cushitic languages, Sino-Tibetan languages, Hmong languages, Maay, and Urdu; and
>
> WHEREAS, South Division High School would be an ideal location to house an additional Newcomer Center, using the framework already established at the MACL location; now, therefore be it
>
> RESOLVED, That the Administration explore establishing a Newcomer Center that is centrally-funded to be located at South Division and report back to the Board by the August 2022 board cycle.

Newcomers are defined as foreign-born English-learner students who recently arrived in the USA and have been enrolled in US schools for less than 12 cumulative months. Even though this is the state and federal definition of a Newcomer, it is our intent to further support these students in reaching language and academic proficiency.

In June of 2022, the Chief Academic Officer and the Director of the Bilingual Multicultural Department met with Director García to discuss the English-learner population at South Division High School, Bilingual/ESL programing, and current supports for refugee newcomers who are not enrolled in the bilingual program. The discussion centered around enhancing current practices, using recommended and innovative activities such as:

- dedicated time for social and instructional language development;

- emphasis on oral-language development to reduce the anxiety of learning and communicating in a new language; and
- use of an academic portfolio to nurture self-determination and self-regulation skills, so that students can determine, along with teachers/parents, their progress in meeting academic/social benchmarks.

English-language learners at South Division High School

Total by Grade Level at South Division High School

Grade	9	10	11	12
Enrollment	109	124	82	102

English-language Proficiency 1

By Grade Level

The number of students currently enrolled in each grade level.

Grade	9	10	11	12
Enrollment	56	53	29	41

By Racial Group

Hispanic	74.3%
Asian	17.3%
Black/African American	7.8%
American Indian/Alaska Native	0.6%

English-language Proficiency 2

By Grade Level

The number of students currently enrolled in each grade level.

Grade	9	10	11	12
Enrollment	19	29	25	34

By Racial Group

The percentage of students currently enrolled in each racial group.

Hispanic	54.2%
Asian	32.7%
Black/African American	12.1%
White	0.9%

Languages at South Division High School

- Spanish
- Karen
- Burmese
- Swahili

Language	# Students
Arabic	2
Burmese	47
Cushitic languages	4
English	382
French	1
Hmong, Mong	6
Karen Languages	55
Kayah, Eastern (Karenni, Karen)	7
Kinyarwada	3
Maay	1
Malay	4
Pushrto; Pashto	2
Sino-Tibetan languages	2
Somali	8
Spanish; Castilian	274
Swahili	19
Urdu	1
Total	818

Goals

- Provide a welcoming environment for newcomers and their families
- Develop English Proficiency
- Celebrate their cultures of origin
- Learn about the American culture

Current Practices

- Welcome students and families
- Honor the families' first language
- Provide ESL and sheltered instruction
- Support students' journey in a new country

Suggested Activities

- Have dedicated time for social and instructional language development
- Emphasize oral-language development to reduce the anxiety of learning and communicating in a new language
- Use an academic portfolio to nurture self-determination and self regulation skills, so that students can determine, along with teachers/parents, their progress in meeting academic/social benchmarks.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

Funding Approved, May 22, 2022 budget amendment

Implementation and Assessment Plan

Upon the Board's approval, Resolution 2223R-002 will be implemented as follows:

October through December 2022	Discussion and planning with school administration and staff.
January through May 2023	Training content area and ESL teachers on the best practices mentioned above. Begin to identify newcomers at South Division High School for the 2023-24 school year.
August 2023	Programmers will schedule newcomers into appropriate classes.

Committee's Recommendation

Your committee recommends that the Board approve the adoption of resolution 2223R-002.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 2) Action on Resolution 2223R-008 by Director O'Halloran on Runaway Prevention Month

Background

At its regular meeting on September 29, 2022, the Board referred Resolution 2223R-008 by Director O'Halloran on National Runway Prevention Month to the Committee on Student Achievement and School Innovation:

WHEREAS, The Board is committed to providing an educational environment that treats homeless students with dignity which applies to all services, programs, and activities provided or made available; and

WHEREAS, Since 2002, November has been recognized as National Runaway Prevention Month and is presented each year by the National Runaway Safeline, the federally designated national crisis and communication system for youth ages 12 to 21 who have run away, are considering leaving home, or are experiencing homelessness; and

WHEREAS, Approximately one in every 30 students will experience homelessness in any given year, with Black and Latinx youth experiencing homelessness at higher rates than their non-Hispanic white peers; and

WHEREAS, Approximately 7% of youth in the United States identify as LGBTQ+, while youth who identify as LGBTQ+ make up 40% of those who are homeless; and

WHEREAS, Young adults without high-school diplomas or GEDs are 4.5 times more likely to experience homelessness than their peers who completed high school; and

WHEREAS, Runaway youth are often ousted from their home, have experienced abuse and trauma, struggle to meet basic needs, and are more likely to be unable to or ineligible to access medical or mental health resources; and

WHEREAS, Runaway youth are at increased danger of falling into high-risk situations, including sexual exploitation and human trafficking, being coerced into participating in criminal activity, joining a gang, or using illegal drugs, which lead to a higher likelihood of involvement in the criminal justice system; and

WHEREAS Preventing youth from running away from home or from foster care and supporting youth in high-risk situations is a family, community, and national responsibility; and

WHEREAS, The relationship between educational attainment and homelessness is bidirectional, i.e. supporting young people's housing stability can improve educational outcomes and supporting educational stability can improve future housing stability; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors joins districts and youth organizations nationwide in recognizing November as National Runaway Prevention Month; and be it

FURTHER RESOLVED, That the Administration explore prevention strategies within our programs to equip school counselors, social workers, and other adults to better help students who are considering running away; and be it

FURTHER RESOLVED, That the Administration designate a day within the month of November where staff and students are encouraged to wear green (the designated color) for National Runaway Prevention Month.

The McKinney-Vento Homeless Assistance Act (M-VHA) defines children and youth experiencing homelessness as "individuals who lack a fixed, regular and adequate nighttime residence." This definition includes children and youth who have lost housing due to economic difficulties and are sharing the housing of others (doubled-up), living in motels, hotels, transitional or emergency shelters, or whose nighttime residences are places not normally used for housing. Migratory and unaccompanied children and youth whose living situation meets this definition of homelessness are eligible for services under the Act as well. Children and youth who meet the McKinney-Vento definition of homelessness have rights and are eligible for services under the Act. A few examples include access to free school meals, school supplies, school-fee waivers, and the right to stay in their schools of origin, prior to becoming homeless.

Milwaukee Public Schools offers services to families and students experiencing homelessness through school-based and centrally-based programs.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 8.50, Homeless Students

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that the Board approve Resolution 2223R-008 by Director O'Halloran on National Runway Prevention Month, with the final Resolved modified as below:

> FURTHER RESOLVED, That the Administration designate a day within the month of November where staff and students are encouraged to wear green (the ~~designated color~~ the official color for National Runaway Prevention Month) for National Runaway Prevention Month.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

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(Item 3) 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 will take a deeper dive into the Ambitious Instruction Plan. Each professional learning cycle will have the same focus throughout the year so that growth in teaching practices can be tracked. 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.

Deeper Dive in Ambitious Instruction: Accelerating Learning — Diving DEEPer!

DEEP=Developmentally-informed (grade-level appropriate) Evidence-based Equitable Practices

Connecting the Levers to DEEPer Learning

Explicit Instruction/Tier1	Formative Practices/Tier1
Engagement: Hands-on, Minds-on	
Ambitious Instruction	

Know It-Teach It-Measure It

Know It (Planning)

Have thorough knowledge and understanding of content

Teach It (Scaffolding and Differentiating)

Explicitly teach content and formative practices to learners

Measure It (Descriptive Feedback)

Use various tools as formative practices to measure whether learners mastered what you taught

The Roadmap, 2022-23

	Explicit Instruction	Formative Practices
June-August	Framing the expectations for explicit Instruction	Framing the expectations for formative practices
October-November (Know it)	Focus: Develop a common understanding of characteristics of and tools for Tier 1 instruction. This includes district-adopted materials and resources for grade-level instruction.	Focus: Develop a common understanding of formative practices as a tool to build student ownership and involvement in learning.
December	End-of-cycle Review	
January-February (Teach it)	Focus: Scaffolding strategies for content areas to ensure an 80/20 balance of instructional time.	Focus: Gather, interpret, and act on evidence to move learning forward
March	End-of-cycle Review	
April-May (Measure it)	Focus: Use multiple modalities for learners to engage in and express mastery of content	Focus: feedback — how to give it to students and how to help students respond to it.
June	End-of-cycle Review	

Professional Learning Walk-through Rubric, 2022-23 School Year

Purpose Statement

This rubric is. used for the collection of data regarding teachers' practices as they align to the professional learning of the MPS Ambitious Instruction: Accelerating Learning plan. The rubric, which is used in conjunction with the walk-through protocol for the 2022-23 school year, is for the use of both school teams and regional teams. This is a formative practice to support implementation and coaching.

Formative Practices, Tier 1, include activities and actions taken by teachers to elicit and to respond to students' thinking and reasoning to deepen students' understanding and to meet and to advance students' learning.

Item #1: Introduce and use learning-intention and success criteria.

Needs Support

There is no, evidence of the introduction of learning-intention or success criteria.

Developing

The learning-intention and success criteria are stated, but there is little clarity, they are not in student-friendly language, or they are not aligned to each other or to academic standards.

Meets Expectations

The learning-intention and success criteria are used with intention to anchor instructional decisions.

Learning-intention and success criteria are written in student-friendly language.

Learning intention focuses the lesson on standards.

Success criteria describe what a student will say, do, or produce to progress toward the learning intention.

Exceeds Expectations

Includes all components of *Meets Expectations*, and students can articulate what they are working toward and how they know they are progressing successfully toward that learning.

Learning-intention and success criteria are co-monitored by all members of the learning community (i.e., by the teacher and students).

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Compatibility Statement

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

Fiscal Impact Statement

No Fiscal Impact

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(Item 4) Report with Possible Action on the 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. The following update on the implementation of the Montessori Strategic Plan covers items that have been completed, what is being worked on at this time, and future work.

Montessori Strategic Plan Update

Completed Work

- Conducted Montessori Advisory Committee's meeting for October
- Completed Montessori summer school
- Implemented Montessori K3-K4 staggered start
- Held teacher committees on report-card revisions and secondary expectations
- Created and staffed Montessori Planning Assistant's position

Current Work

- Conducting monthly Montessori principals' meetings
- Supporting orders for textbook-adoption alternative
- Establishing secondary expectations
- Implementing dual-language Montessori curriculum initiative
- Revising Infinite Campus Grade Book
- Supporting new staff

Montessori Summer School

- 92 students in seven schools
- 60% daily attendance
- 7th- and 8th-grade Montessori curriculum

Montessori Teacher Pathway

MPS staff in certification	37
CMSTEP (Cincinnati Montessori Secondary Teacher Education Program)	16
Sponsorships	4
Pool of Candidates	4

Next Steps

November 2022

- Meeting of Montessori Advisory Committee on November 8 at 5:30pm
- Implementation of updates to the Infinite Campus Grade Book
- Conduct retention survey for Montessori program employees
- Updating of Montessori branding and marketing materials

December 2022

- Meeting of Montessori Advisory Committee meeting on December 12 at 5:30pm
- Professional Development for all Montessori schools
- Creation of inventory of secondary materials
- Development of a minimum standard of care for Montessori classrooms and facilities

January 2023

- Meeting of Montessori Advisory Committee on January 9 at 5:30pm
- Establish staffing needs
- Complete social studies textbook-adoption alternative purchases
- Continue to develop the expectations for secondary
- Continue to develop the dual-language curriculum for Riley

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 Compatibility Statement

Administrative Policy 2.12, Advisory Committees: Administration-originated

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 5) Report with Possible Action on 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

In November 2018, 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. 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 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 ages birth through 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.

MPS/MKE Early Childhood 1,825 Initiative

Demographics

- 10,852 students
- 111schools
- 4.2% English-language learners
- 15.6% special education

- 65.7% economically disadvantaged

American Indian	0.4%
Black/African American	51.2%
Hawaiian/Pacific Islander	0.1%
Asian	6.8%
Hispanic	26.3%
White	10.4%
Multi-ethnic	4.9%

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

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

Participated in the Wisconsin Department of Children and Families' Foundational Childcare Training course's revision work

Equitable Resources

Continued partnership work on the Bridges to School MKE project

Family Support and Transition

Completed the Pop Spot project in collaboration with the Office of Early Childhood Initiatives
Provided summer learning resources on the MPS Portal

Instruction

Attended a summer workshop focused on art and music with Skai Academy of the Performing Arts

Social-emotional Learning and Cultural and Linguistic Needs

Completed EC training series and attended the Brunch and Learn event to network with potential partners
Completed SEL:Frog Street/2nd Step

Current Work

Early Childhood Staff Development

Provide a SOLELY (Supporting Oral Language in the Early Years) series supporting oral-language development
Participate in a Leadership Forum panel presentation

Equitable Resources

Continue partnership work on the Bridges to School MKE project

Family Support and Transition

Provide families with information on supporting brain development

Instruction

Connect with the Clinical and Translation Science Institute's Child Advancement Network (CTSI CAN) to offer Vroom and Mind in the Making training within the 53206 ZIP code's community

Social-emotional Learning and Cultural and Linguistic Needs

Establish a training for the community on self-regulation and self-care

Future Work

Early Childhood Staff Development

Continue to plan for additional MPS/MKE Talks! sessions

Equitable Resources

Continue partnership work with Office of Early Childhood Initiatives on Mighty Small Moments

Family Support and Transition

Connect MPS's early childhood and parent coordinators with Bridges to School Project
Instruction
Support Ambitious Instruction by focusing on strategies to support the development of young learners

Social-emotional Learning and Cultural and Linguistic Needs

Connect with the Institute for Child and Family Well-Being to discuss potential workshop opportunities
Analyze Brigance data to identify SEL needs

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Compatibility Statement

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

Fiscal Impact Statement

N/A

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(Item 6) 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

The 6th annual Green & Healthy Schools Conference was hosted at Vincent High School in August. The event was well attended, with more than 500 registered participants. The District Sustainability Team's meetings resumed in October following summer recess and the green schoolyard construction season. The 2022 Cohort of green schoolyard redevelopments are complete, and all five schools were celebrated at a ribbon-cutting celebration in October.

The Climate Justice Curriculum Advisory Committee welcomed a new climate justice instructional coach on August 19, 2022. The climate justice instructional coach has been collaborating with teachers, administrators, Green and Healthy School Cohorts, and community partners and is involved with multiple grant initiatives and community events pertaining to sustainability and climate justice. The Climate Justice Curriculum Advisory Committee's meetings will resume this fall.

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 Compatibility Statement

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

Fiscal Impact Statement

N/A

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(Item 7) Report with Possible Action on Post-secondary Enrollment Data

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 reviews our graduates post-secondary enrollment in higher education. It also provides an overview of the enrollment immediately after graduation, within the first year of graduation, and the graduates' 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.

Report on Post-secondary Enrollment Data

National Student Clearinghouse (NSC)

The mission of the National Student Clearinghouse is to serve the educational and workforce communities and all learners with access to trusted data, related services, and insights.

For nearly 30 years, the National Student Clearinghouse, a nonprofit education organization, has been the trusted and neutral partner to nearly 3,600 post-secondary institutions in the United States. NSC works with more than 13,000 high schools representing nearly 70% of all high-school students. NSC tracks 97%, or 17.6 million, of currently-enrolled post-secondary students (99% of all public and private institutions. More than 95% of all degrees awarded in the U.S. are tracked.

Percent of 2021 Graduates Enrolled in Fall Immediately after Graduation, as of August 18, 2022

Average = 40%

	2014	2015	2016	2017	2018	2019	2020	2021
All Institutions	41%	39%	45%	43%	43%	40%	35%	35%
Four-year Institutions	31%	27%	24%	26%	25%	23%	22%	25%
Two-year institutions	10%	12%	21%	17%	18%	17%	12%	10%

Percent of 2021 Graduates Enrolled Anytime in the First Year after Graduation, as of August 18, 2022

Average = 44%

	2014	2015	2016	2017	2018	2019	2020	2021
All Institutions	49%	45%	49%	47%	47%	44%	38%	38%*
Four-year Institutions	33%	29%	26%	28%	27%	24%	24%	26%
Two-year institutions	16%	16%	24%	19%	20%	20%	14%	12%

*Increase of 3% from fall enrollments.

Percent of 2020 Graduates Enrolled Anytime in the Two Years after Graduation, as of August 18, 2022

Average = 51%

	2014	2015	2016	2017	2018	2019	2020	2021
All Institutions	55%	52%	55%	52%	52%	48%	43%*	38%
Four-year Institutions	35%	31%	27%	29%	28%	26%	26%	26%
Two-year institutions	20%	20%	27%	23%	24%	22%	18%	12%

*Increase of 8% from fall immediately after graduation.

Persistence, as of August 18, 2022

Average = 67%

These are students that graduated during the COVID-19 pandemic

	2014	2015	2016	2017	2018	2019	2020
All Institutions	75%	78%	80%	80%	79%	78%	72%
Four-year Institutions	71%	73%	65%	69%	67%	61%	64%
Two-year institutions	63%	62%	49%	52%	50%	39%	50%

Preparing Students for Post-secondary

The 2021-22 school year included the following opportunities for students:

- Transcripted credits: MPS teachers teaching college courses in high school
  - — MPS high-school math, English, and world language teachers are currently taking graduate courses through UWM to become qualified
- Early College Credit Program (ECCP)/Start College Now (SCN)
  - — State program in which individual students take college courses at two- & four-year campuses
- Contracted college courses with college instructor in high schools
  - — HVAC, cosmetology, English, math
- Contracted college courses on college campuses
  - — M^3 College Connections
- Advanced Placement & International Baccalaureate courses

Percent of Passing Scores

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21*	2021-22
IB — Score of 4 or Better	59.0%	54.7%	55.5%	64.1%	64.4%	69.2%	58.6%	64.7%
AP — Score of 3 or Better	21.2%	19.6%	19.2%	19.6%	23.2%	30.8%	23.7%	29.10%

*Varied tests formats used due to the COVID-19 pandemic

FAFSA Completion Status for Financial-aid Year, Grade 12 Students Only

	Not Started	In Process	Completed
State	59.8%	0.9%	39.2%
MPS	56.1%	3.0%	40.8%

Time to College Graduation within Six Years (Associate's, Bachelor's, and Higher)

	2014	2015	2016
=<Two Years	1%	1%	1%
Three Years	1%	1%	2%
Four Years	6%	7%	6%
Five Years	6%	5%	5%
Six Years	3%	2%	2%

Graduating Class of 2014

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Not in NSC to Date	51.3%	45.1%	41.7%	39.7%	37.8%	36.3%	35.3%	34.4%
No Longer Enrolled & Not Graduated	0.0%	14.1%	22.8%	28.3%	31.6%	33.8%	35.5%	36.8%
Returned after Stop Out	0.0%	0.0%	2.2%	2.8%	3.4%	3.2%	3.0%	3.0%
Persisted	0.0%	33.7%	27.6%	18.7%	11.2%	8.5%	6.6%	5.0%
New to College	48.5%	6.1%	3.3%	2.0%	1.8%	1.6%	0.9%	0.9%
Graduated	0.2%	1.1%	2.4%	8.6%	14.2%	16.7%	18.6%	19.9%

Graduates Enrolled by School, 2014

				Retained				
School	Level	Type	Count	Year-two Count		Bachelor's	Associate's	Certificates
Milwaukee Area Tech College	2-year	Public	527	276	52%	•	56	39
University of Wisconsin-Milwaukee	4-year	Public	334	214	64%	95	•	•
Bryant & Stratton College-Milwaukee East	4-year	Private	90	19	21%	•	•	•
University of Wisconsin-Madison	4-year	Public	80	76	95%	66	•	•
University of Wisconsin- Whitewater	4-year	Public	58	44	76%	21	•	•
Alverno College	4-year	Private	56	32	57%	19	•	•

*Redacted — Number less than 10

Current Top Five Schools from 2014-2021

Most Common Institutions of Enrollment in the Fall Immediately following High-school Graduation for All Classes by Number of Students

Rank	School	State	Level	Type	Total
1	Milwaukee Area Tech College	WI	2-year	Public	3,,638
2	University of Wisconsin-Milwaukee	WI	4-year	Public	1,819
3	University of Wisconsin-Madison	WI	4-year	Public	650
4	Marquette University	WI	4-year	Private	410
5	University of Wisconsin-Whitewater	WI	4-year	Public	374

Next Steps

- Support all students toward the goal of post-secondary readiness throughout their K-12 education
- Continue relationships with post-secondary institutions and programs that support our students' preparation for beyond high school. Some include:
  - — M^3 College Connection;
  - — Early College Credit Program/Start College Now;
  - — College Possible;
  - — People Program;
  - — Boys and Girls Club; and
  - — Schuler Scholars
- Improve access to, and expect students to take, rigorous course work during high school
- Continue FAFSA (Free Application for Federal Student Aid) support for seniors with the new graduation requirement
- Develop our district profile of a graduate

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 8) 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, which is based on three pillars: Alignment: Academics, Pathways, and Engagement; Filling Gaps: Equitable Access and Opportunity; and Strengthening Outcomes: 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.

The following update includes 2022-23 demographic data for partnership schools, strategic priorities for the upcoming school year, and highlights of the work of the trauma support specialists serving in 53206 Promise Partnership Schools.

53206 Initiative

Promise Partnership Schools' Demographics

- 1,828 students
- 8 schools
- 0.2% English-language learners
- 24.3% students with disabilities
- 83.6% economically-disadvantaged

American Indian	0.4%
Asian	0.4%
Black/African Americans	93.1%
Hispanic	3.4%
Hawaiian/Pacific Islander	0.1%
White	0.6%
Multi-ethnic	2.0%

Focus Pillars

Pillar 1: Aligning the Pipeline — Academics, Pathways, and Engagement

Achievements

- All school communities use the MPS Culturally-responsive Teaching Standards to guide instructional planning and delivery.
- Leadership teams participated in a leadership training session.
- All schools use the Family-and-community-engagement Framework to engage families to focus on families, network, and community standards.
- School communities will use the concepts of the backwards-design-planning model to create instructional units aligned to rigorous assessments.

Current Work

- Schools will maintain updated websites with information of relevant concerns to students, families, and the larger community.
- All school communities will develop collaborative structures that ensure a focus on curriculum, creating common assessments, sharing instructional strategies, and reviewing students' work samples to inform future instruction.
- We will develop and use common formative assessments in writing to support a data-driven culture.
- All schools will participate in Promise Partnership School reviews twice per year.

Pillar 2: Filling the Gaps — Equitable Access and Opportunity

Achievements

- We ensure that all 53206 Promise Partnership schools offer academic tutoring and homework help.
- Trauma support specialists have a plan for delivering ongoing professional development in trauma-informed care for staff.
- 53206 Promise Partnership schools were showcased at "Our Lights Are On!" open houses and recruitment fairs.
- We collaborated with Human Resources on an employee-recognition program.

Current Work

- Collaborate with 53206 Promise Partnership schools' leaders on date and location for the 2nd annual "Our Lights are On!"
- Collaborate with Human Resources on new-educator onboarding training and support

Pillar 3: Strengthening Outcomes — College and Career Readiness

Achievements

- Established college-going culture through branding and identification of graduation years for high school & college
- Early exposure to pathways and career-information opportunities
- Each school has partnered with a college or university
- An African American Immersion program was developed at Andrew Douglas Middle School

Current Work

- College and career strategies of focus will be identified for each school.
- School counselors will assist schools with the full implementation of Xello programs, starting at K5, to establish students' career pathways.
- Schools will engage in aligning learning journeys to health science.
- Students in 5th, 8th, and 12th grades will engage in Top Grade Signing Day events aligned to the National College Signing Day.
- Students in 8th grade will participate in a "Dream Big" career fair by the end of school year.

Partnership Schools' Data

- Overall attendance is trending upward, compared with last year.
- Incident referrals are trending downward, compared with last year.
- Overall suspensions and the number of students suspended are trending downward, compared with last year.

53206 Trauma Team

- Trauma support specialists
- Mobile Crisis Team
- Trauma Team leader
- Some changes to the team from 2021-22 to 2022-23 school years

Goals

- Address disproportionality in referrals and disciplinary procedures through the use of culturally-responsive practices
- Develop, support, and monitor interventions to improve attendance rate for schools

Trauma Support Specialists

- Additional layer of support for students, staff, and families
- Enhance social and emotional well-being for students and staff
- Multi-tiered systems of support for behavior
- Collaborate with building teams to engage students and families

Strategies in Schools

- Social emotional learning (SEL), trauma-sensitive schools, restorative practices, circles, equitable and culturally-responsive practices, and mindfulness.
- Promote Zen Dens, professional development for staff

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(Item 9) Report with Possible Action on the Regional Showcase - East 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

The 2021-22 monthly Regional Showcase items provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the regions.

This month, the East Region is featured. The East Region comprises 23 schools and serves 9,287 students in diverse settings to meet their varied needs. Schools in the East Region include Bay View Montessori, Brown, Burdick, Carver, Cass, Clement, Cooper, Elm, Fernwood, Fratney, Garland, Hartford, Holmes, Humboldt Park, IDEAL, Maryland, Parkside, Milwaukee Academy of Chinese Language, Riverwest, Siefert, 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 Showcase

Current Demographics

- 9,287 students
- 23 schools
- 12.3% English-language learners
- 16.5% students with disabilities
- 67.5% economically-disadvantaged

American Indian	0.4%
Asian	10.2%
Black/African American	34.8%
Hispanic	24.1%
Hawaiian/Pacific Islander	0.1%
White	24.3%
Multi-ethnic	6.0%

State Report Cards

	Score	
Bay View Montessori School	85.5	Significantly Exceeds Expectations
Maryland Montessori	83.8	Significantly Exceeds Expectations
Milwaukee Parkside School	81.6	Exceeds Expectations
Fernwood Montessori	76.4	Exceeds Expectations
Cooper Elementary	76.2	Exceeds Expectations
IDEAL	76.1	Exceeds Expectations
Whittier Elementary	74.1	Exceeds Expectations

	Score	
Carver Academy	72.9	Exceeds Expectations
Milwaukee Academy of Chinese Language	70.8	Exceeds Expectations
Burdick Elementary	70.8	Exceeds Expectations
Victory Elementary	70.4	Exceeds Expectations
Humboldt Park Elementary	69.0	Meets Expectations
Siefert Elementary	67.9	Meets Expectations
Trowbridge Street School of Great Lakes Studies	62.4	Meets Expectations
Holmes Elementary	61.0	Meets Expectations
Hartford Avenue Elementary	60.7	Meets Expectations
Clement Avenue Elementary	58.5	Meets Expectations
Brown Street Academy	58.3	Meets Expectations
Cass Street Elementary	55.7	Meets Few Expectations
Fratney Elementary	53.2	Meets Few Expectations
Riverwest Elementary	51.4	Meets Few Expectations
Elm Creative Arts Elementary	51.1	Meets Few Expectations
Garland Elementary	33.2	Fails to Meet Expectations
	AR	Alternate Rating — Needs Improvement

STAR Early Literacy

	2021-22 Fall	2021-22 Winter	2021-22 Spring	2022-23 Fall
Significantly Below Target	38.7%	30.2%	34.7%	39.2%
Well Below Target	19.4%	19.2%	14.2%	20.2%
Below Target	24.7%	21.2%	20.9%	21.2%
On Target	7.3%	7.5%	9.1%	8.7%
Significantly Above Target	9.9%	21.8%	21.1%	10.7%

STAR Reading

	2021-22 Fall	2021-22 Winter	2021-22 Spring	2022-23 Fall
Significantly Below Target	39.2%	36.0%	36.8%	41.7%
Well Below Target	15.9%	16.2%	16.0%	15.8%
Below Target	24.6%	24.9%	25.0%	22.9%
On Target	8.1%	9.2%	9.2%	8.1%
Significantly Above Target	12.2%	13.7%	13.0%	11.5%

STAR Math

	2021-22 Fall	2021-22 Winter	2021-22 Spring	2022-23 Fall
Significantly Below Target	32.0%	29.8%	32.3%	29.8%
Well Below Target	20.4%	16.8%	15.9%	18.8%
Below Target	36.1%	37.8%	35.9%	37.7%
On Target				
Significantly Above Target	11.04%	15.6%	15.9%	13.6%

Opportunities for Growth

- Increase the percentage of students on STAR scoring on or above target in early literacy, reading, and math by Spring 2023 through standards-based, Tier 1 instruction
- Increase attendance rates by focusing on school climate and culture
- Expand school programming to offer opportunities for students in extra-curricular areas
- Decrease suspension rates during the 2022-23 school year

Spotlight on Clement Avenue School

Vision

Clement Avenue School fosters independent thinkers through equitable and environmentally-responsible practices. Our community develops the physical, social, and emotional well-being of all students, which prepares them to be engaged global citizens and life-long learners.

Demographics

- K4 to grade 8
- 284 students
- 1.4% English-language learners
- 20.8% students with disabilities
- 78.2% economically-disadvantaged

Asian	4%
Black/African American	11%
Hispanic	42%
White	31%
Multi-ethnic	12%

STAR Early Literacy

	2021-22 Fall	2021-22 Winter	2021-22 Spring	2022-23 Fall
Significantly Below Target	33.3%	15.6%	29.0%	26.1%
Well Below Target	6.7%	25.0%	9.7%	21.7%
Below Target	33.3%	31.3%	19.4%	21.7%
On Target	13.3%	6.3%	12.9%	8.7%
Significantly Above Target	13.3%	21.9%	29.0%	21.7%

STAR Reading

	2021-22 Fall	2021-22 Winter	2021-22 Spring	2022-23 Fall
Significantly Below Target	29.7%	35.1%	34.7%	37.2%
Well Below Target	18.3%	12.2%	13.9%	15.3%
Below Target	31.4%	28.8%	30.7%	28.1%
On Target	10.9%	10.8%	9.9%	10.7%
Significantly Above Target	9.6%	13.1%	10.9%	8.7%

STAR Math

	2021-22 Fall	2021-22 Winter	2021-22 Spring	2022-23 Fall
Significantly Below Target	27.4%	30.2%	28.4%	24.0%
Well Below Target	20.5%	12.8%	15.7%	16.9%
Below Target	44.0%	42.2%	38.6%	44.9%
On Target				
Significantly Above Target	8.1%	14.7%	17.4%	14.2%

Programming

Bay View's Green School

- An annual dinner theater production since 2010
- Partnerships with ACE, Danceworks, and Sunset Playhouse
- Fresh Fruits and Vegetable Program
- Fork Farms hydroponic tower run by our student Green Team
- Morning meetings in every classroom
- Intentional practices to support cultural connections with staff students and families
- Partner with Compost Crusader with weekly compost pick-ups

Points of Pride

- Recipient of U.S. Department of Education Green Ribbon Schools, 2021
  - — Daily landfill waste decreased from 25 40-gallon trash bags to three 40-gallon trash bags
  - — Awarded Green Educator of the Year (2021) and Most Supportive Engineer (2022) by Green and Healthy Schools Wisconsin
  - — The green schoolyard includes a beautiful outdoor classroom, a soccer field, and a bicycle lane with a bicycle-repair station
  - — The green schoolyard also includes a built-in rainwater harvesting system which can manage approximately 69,000 gallons of stormwater per rain event
- Annually awarded top performances in forensics at state competitions

- Recognized as an RTI and PBIS School of Distinction

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(Item 10) Report with Possible Action Regarding Black Lives Matter

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 August 2020 meeting, the Board adopted Resolution 2021R-010, regarding a Black Lives Matter Week of 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 continues this important work for the 2022-23 school year.

For the 2022-23 school year, the advisory committee and its sub-groups continue to meet regularly. The Administration will continue to provide quarterly reports to the Board on its planning for this school year relative to three key areas:

- Curriculum and Professional Development
- Week of Action
- Monthly School Projects

Black Lives Matter Quarterly Report

Black Lives Matter 2022-2023 Areas of Engagement

- Community Connections
- Partnerships
- District Initiatives

Diving DEEPer! (Developmentally-informed [grade-level-appropriate] Evidence-based Equitable Practices)

Ambitious Instruction: Accelerating Learning

- Formative Practices
- Explicit Instruction
- Engagement

2022-23 BLM Mission and Theme

Mission

MPS Black Lives Matter aims to decrease the racial and social disparities by activating our voice, sparking action in our steps, ensuring that equitable practices exist, and uniting humanity for a better tomorrow.

Theme

"A lifetime of practice with power in our voice and action in our steps"

Core Committee Members

Curriculum & Professional Development

- Dr. Latish Reed, Professional Development Manager, Chair
- Nuntiata Buck, C&I, Co chair
- Felice Beal, ILD, Co-chair
- Dr. Patricia Ellis, OSA
- Paul Moga, BLMA
- Sandra Davis, SPC
- Sarah Borges, Bilingual
- Rocio Trejo, Bilingual
- Renee Adelon Laird, C&I
- Jennie Ekstein, C&I

Week of Action

- Dr. Ebony Davis, Chair
- Janet Wheeler, Co-chair
- Dr. Janet Butler Co-chair
- Felice Beal, ILD
- Anesia Haye Administrator
- Richard Watkin Administrator
- Gary Thomas, Teacher
- Patrice Townsend, Paraprofessional
- Sequanna Taylor, Milwaukee Board of School Directors
- Glenn Carson , United Way

Monthly School Projects

- Ingrid Henry-Walker, MTEA, Chair
- Dr. Toni Dinkins, Regional Superintendent, Co-chair
- Eboni Lewis, G&I
- Celeste Ochonogor, C&I
- Donovan Johnson, BLMA

Next Steps

Curriculum & Professional Development Committee

- Plan curriculum connections; currently working with curriculum specialist to assist in creating content-rich prompts for monthly activities
- Share monthly activity and academic alignment information with school support teachers. special education supervisors, and principals/assistant principals during Learning Institutes
- Identify LMS course topics, select presenters, and establish recording times/dates
- Connect with Community Schools to further develop and implement the Tulsa Curriculum

Week of Action Committee

- Finalize and share MPS Black Lives Matter mission and theme for 2022-2023
- Create Week of Action's outline of activities
- Identify & create T-shirt contest information along with MTEA
- T-shirt contest deadline is Friday, October 21, 2022
- Identify Week of Action's student and community speakers, sponsors, partners
- Identify extended learning activities for schools and nightly activities
- Collaborate with the Communications Department to create advertisement for Week of Action
- Develop ideas to showcase students' submissions via media platforms

Monthly School Projects Committee

- Finalize and share monthly activities for October & November
- Plan activities for December, January, and February
- Distribute monthly activities for December, January, and February
- Establish ways to share students' work on the MPS webpage and connect with other social media platforms
- Develop and create layout for the Black Lives Matter Student Showcase
- Meet with the Communications team about advertisement for the Black Lives Matter Student Showcase
- Identify the site where the in-person Black Lives Matter Student Showcase will be held
- Identify layout for student presentations, technology, and media within the space acquired for the Black Lives Matter Student showcase

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Compatibility Statement

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

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(Item 11) Report with Possible Action on the Art Education Policy Stakeholders Group

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 your Committee's meeting on August 11, it was recommended that a Visual Art Policy Stakeholders Group be reconvened and that meeting outcomes be reported to the Board at its October meeting.

MPS Art Update

Art Education Expansion, Phase 3

- 21schools: 4 Northwest, 5 Central, 4 East, 4 Southwest, 2 High School, 2 Citywide
- 10 new full-time positions — 8.5 FTE Increase

Art Positions before the Policy, 2018-19

- 115 visual-art educators
- 111 schools

69% of MPS's students had access to visual-arts education.

Art Positions in Year Three, 2022-23

- 135 art educators
- 142 schools
- 91% of MPS's students have access to art educators.
- 100% of MPS's students have access to visual-arts education with our community art partnerships at the TBEY Arts Center and Arts @ Large

Unfilled Art Positions as of 9/27/22

- 2 full-time vacancies
- 5 paired positions
- Two 0.4-FTE positions
- Four 0.3-FTE positions
- One 0.2-FTE positions

Regional Breakdown: 2 High School, 2 Citywide, 9 Central, 4 Northwest, 1 East, 1 Southwest

Curricular Work to Date

K-8 Curriculum Guides

High-school Curriculum Guides

- Art Fundamentals
- Drawing & Painting
- Ceramics
- Printmaking

In Progress

- Content-specific courses for traditional middle schools
- High-school curriculum guides for sculpture and fiber arts

Access to Supplies & Equipment

Consumables and equipment can be requested via a Google Form. Requests are checked daily and ordered by the departmental secretary, who works with teachers and staff to receive items and to navigate supply-chain issues.

Items purchased: Consumable art supplies, kilns (and installation), pottery wheels, laptops, Smart Boards, Chromebooks and carts, printing presses, mobile sinks

Stakeholders' Meeting on 9/13/22

A stakeholders' group consisting of Board members, members of the MTEA, and MPS Administration met to discuss implementation of the art policy.

Stakeholders' Concerns

Implementation of policy

- Chain of command
- Knowledge of the policy

Scheduling

- Appropriate minutes of instruction in accordance with the policy
- Transition time

Staffing

- Positions posted by specific schools
- Recruitment of diverse candidates

Facilities

- Availability of dedicated art rooms

Next Steps

- School leaders received a reminder about the visual-arts policy
- MPS HR will post visual-art positions by specific schools
- Continue to follow the supply-request procedure
- Art teachers' schedules collected in order to monitor minutes of instruction and transition time
- Expand recruitment efforts to attract diverse candidates

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 7.45, Art Education

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 12) Report with Possible Action on Music Education Policy Stakeholders' Group

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 your Committee's meeting on August 11,. 2022, it was recommended that a music-policy stakeholders' group be convened and that outcomes of the group's meeting be reported to the Board in October.

MPS Music Update

Music Education Expansion, Phase 3

- 38 schools: 12 in the Central Region, 6 in the Northwest Region, 13 in the East Region, 5 in the Southwest Region, and 2 in the High School Region
- 24 full-time music positions — 12.7 FTE increase
  - — Nine K-5 positions
  - — 14 K-8 positions
  - — One High-school position

Music Positions

Before the Policy, 2018-19

- 40 Music Educators
- 31 Schools

19% of MPS's students had access to music education.

In Year Three, 2022-23

- 98 music educators
- 111 schools

70% of MPS Students have access to full-time certified Music Educators.

100% of MPS's students have access to music education with travelling music teachers and community partners like the Wisconsin Conservatory

Unfilled Music Positions as of 9/27/22

Six in the High School Region, six in the Central Region, four in the East Region, three in the Northwest Region, four in the Southwest Region, and four in the Citywide Region

- 10 FTEs in single schools
- 10 FTEs in paired positions
- Five 0.5 FTEs
- Two 0.2 FTEs

Good News

- Fall Saturday music classes set another new record for enrollment, with more than 80 families signing up on the first day that lessons were available.
- A gneral music instrument specialist is onboard.
- There are new piano labs at Vincent and Thoreau, with labs planned for Cass St. and Burdick.
- U.S. Grant School is the recipient of a Save the Music Foundation Grant that provided more than $10,000 worth of instruments and equipment.

New Programs in 2022-23

- Concert band/band lessons at Thurston Woods, Burdick, Forest Home, 95th St. School, and Lincoln Avenue
- Modern Band at Bay View High School, Hayes Bilingual, and Cooper
- Music Technology at Roosevelt Middle School

Curricular Work to Date

Completed, 2021-22

- K-5 general music curriculum guide
- Middle-school curriculum guides for, band, orchestra, modern band, and music technology
  - — High-school guitar foundations
  - — High-school modern guitar

In Progress

- Adaptive K-5 general music
- Middle-school vocal music
- High-school vocal music
- High-school orchestra

Access to Supplies and Equipment

Google Form has been created for instrument, equipment, and supply requests (more than 170 requests so far). Instrument specialists and fine-arts secretary work with teachers to ensure delivery.

Stakeholders' Meetings

A stakeholder group consisting of board members, members of the Milwaukee Music Educators Association, MTEA, and the MPS Administration met on September 15 and 20, 2022, to discuss implementation of the music policy.

Stakeholders' Concerns

- Music teachers not involved in scheduling
  - no transition time
  - ensembles not scheduled
  - students not receiving instruction in all grades or in multiple forms of music
  - SPED students not receiving equitable access to music instruction
- Implementation of policy — chain of command
- Staffing
  - positions not posted by specific schools
  - outreach to the Historical Black College and Universities (HBCUs) and Hispanic-serving Institutions (HSIs)
- Inventory
  - Current policy indicates that the curriculum specialist is responsible for developing appropriate policies. Request was made to develop a related administrative procedure.

Next Steps

- School leaders received a reminder about the music policy.
- Director Herndon has asked that the internal Instrument-Inventory policy document become an administrative procedure attached to Administrative Policy 7.44.
- Building leadership and regionals will be informed of inventory reallocations until procedure is in place.
- The Milwaukee Music Educators Association (MMEA) has asked that a chain of command to be established to assist with policy implementation.
- MPS's HR Department will post open music positions by specific schools.
- MMEA will share a list of HBCUs' music contacts.

Many topics are still under discussion, and monthly meetings of the stakeholders' group are recommended until further notice.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Compatibility Statement

Administrative Policy 7.44, Music Education

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of the its delegates to CESA #1 and to the Library Board.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities from September 2022 included the following:

Academic Achievement

- Attended the Back to School Rally at Academy of Accelerated Learning. Spoke at the press conference.
- Attended the ground breaking at Reagan High School, spoke at press conference
- Spoke to the gathering at the ground-breaking for the track and field at Washington High School.
- Participated in the Verison parent/student fair at ALBA
- Attended the monthly meeting of the Committee on Student Achievement and School Innovation
- Met with new Director of Restorative Practices
- Met at Vincent HS with instructional coach on climate justice and the acting science specialist.
- Met with and welcomed the DDMAC at Wick Field
- Planned an October visit to Bay View High School with an English teacher from the school

Effective and Efficient Operations

- Met with Superintendent Posley and Gerard Randall on the HBCU recruitment proposal/grant
- Met with Director Sequanna Taylor and Superintendent Posley to get an update on One Milwaukee
- Attended the monthly meeting of the Committee on Accountability, Finance, and Personnel
- Met with Dr. Posley, the Transportation and Bilingual Multicultural Departments, and Director Gokalgandhi regarding busing for participants in RSHS Spanish Bilingual Program

Student, Family, and Community Engagement

- Met with the Inclusive Perspectives Social Studies Committee (IPSSC) that is heading up the work on K-6 social studies content.
- Went over the survey results from participants from the April 2022 MKE desegregation mini-conference with Matt Chason and team.
- Discussed car, bus and pedestrian safety given the road construction on Humboldt Blvd. with Gaenslen Principal and staff from the City of Milwaukee's Facilities and Maintenance Department
- Joined the procession at the annual Labor Day march.
- Met with Dynasty Ceasar of Redress Movement regarding housing segregation in the Metro-Milwaukee area.
- Joined the teleconference with The Century Foundation, at which we discussed next steps for the Metro Integration
- Attended the monthly meeting of the Committee on Parent and Community Engagement
- Participated in several I Am a Voter meetings
- Attended VOCES's gala

- Met with leadership from Common Ground
- Explored the A Bite of Reality Program at UW-Milwaukee
- Enjoyed connecting with Jay Rothman, President of University of Wisconsin System, and Jennifer Mnooken, Chancellor of UW-Madison, at a reception in their honor
- Participated in the August regular board meeting
- Collaborated with Erick Shambarger, Environmental Sustainability Director, Environmental Collaboration Office (ECO) (City of Milwaukee), members of the Facilities and Maintenance Services team of MPS, and Citizen Action of Wisconsin.
- Throughout September, I have responded to constituents' emails, phone calls, and texts.

RESOLUTIONS

Resolution 2223R-009

By Directors Siemsen and Peterson

WHEREAS, The Board is committed to developing and expanding a positive culture of collaborative/shared decision making so that all staff work together for common goals; and

WHEREAS, The second priority of the District's five priorities is "Improve District and School Cultures"; and

WHEREAS, The Board understands that having a positive school culture is essential in meeting our goal of attracting and retaining high-quality administrators, teachers and other staff; and

WHEREAS, Leaders need to be intentional about building community at both school and central service levels so that we can collectively strive to meet our District's goals; and

WHEREAS, To help school and central service leaders become more adept at collaborative/shared decision making, the District should establish a set of practices and standards for shared-leadership; now therefore, be it

RESOLVED, That the District adopt a set of practices and standards for shared leadership that would include, but not be limited to, the following leader responsibilities/expectations:

1. intentional creation of a positive culture and climate;
2. creation of an environment that has tolerance for risk and failure;
3. acknowledgment of the strengths of the staff and reliance on them to help solve problems and to lead initiatives;
4. ensuring that there are systems in place for ongoing and timely communication and encouragement of intentional collaboration between staff members; and
5. building of a community in which people pull together to identify problems, to create solutions, to make decisions collectively, and to share accountability, with the understanding that this a responsibility of people at every level of the organization; and be it

FURTHER RESOLVED, That school leaders (principals, assistant principals, and teacher leaders) participate in professional development on the practices and standards of shared leadership at least twice a year; and be it

FURTHER RESOLVED, That non-school administrator leaders participate in professional development on the practices and standards of shared leadership at least twice a year, and be it

FURTHER RESOLVED, That these practices and standards become part of the five-year Strategic Plan, and be it

FURTHER RESOLVED, That the Administration report back to the Board on this resolution no later than the February 2023 board cycle with:

1. proposed revisions to the above set of practices and standards;
2. a schedule for professional development for school and departmental leaders starting in March of 2023; and
3. a plan to introduce this initiative at school and departmental levels.

Referred to the Committee on Accountability, Finance, and Personnel.

Resolution 2223R-010

By Director Taylor

WHEREAS, Milwaukee Public Schools "is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship"; and

WHEREAS, Wisconsin Statute s. 121.84(1)(c" states "A school board may permit a foreign exchange student to attend school in the school district without payment of tuition"; and

WHEREAS, Language in the MPS 2021-2022 Legislative Agenda indicates that "MPS strives to accomplish the same basic objectives — to enhance student achievement, to increase educational opportunities for all children and to attract and retain the most qualified teachers"; and

WHEREAS, Ceasar Stinson was a Legislative Policy Specialist for Milwaukee Public Schools and advocate for international exchange opportunities for students and educators; and

WHEREAS, Ceasar Stinson, a Milwaukee Public Schools alumnus, graduated from the University of Wisconsin-Madison's law school, served as a lobbyist, and held various other positions throughout his 17 years with the District; and

WHEREAS, Ceasar Stinson worked with elected officials and other public education advocates at the local, national, and international levels; and

WHEREAS; On January 25, 2020, MPS and the entire community was devastated by the loss of Mr. Stinson, a man who made significant contributions to the quality of life of the Milwaukee community; and

WHEREAS, Ceasar worked with board members, the Administration, and students and families, to further the MPS student-exchange program and to recruit talented teachers from the United Kingdom and other countries; and

WHEREAS, Ceasar will be remembered as an intelligent and strong team member; an involved individual who loved his community; a mentor who was passionate about helping young people achieve their educational aspirations — not just stateside, but internationally; and a loving father to his daughter Cearra; now, therefore, be it

RESOLVED, That in sincere appreciation of Ceasar Stinson's years of dedicated service to the Milwaukee Public Schools, the Milwaukee Board of School Directors hereby renames the MPS International Enrollment Program and international educator-recruitment effort the Ceasar Stinson Learning Exchange Program; and be it

FURTHER RESOLVED, That this name change be reflected in any policies, procedures, district webpages, and relevant documents; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors, and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to the family of Ceasar Stinson in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Referred to the Committee on Student Achievement and School Innovation.

Resolution 2223R-011

By Director Gokalgandhi

WHEREAS, Board Governance Policy 1.01, Vision and Mission, states that "[s]chools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all"; and

WHEREAS, Administrative Policy 1.04, Nondiscrimination, states that "No person may be denied admission to or participation in the benefits of any public school in the Milwaukee Public Schools … because of the person's sex, gender, gender identity, gender expression, [or] gender nonconformity"; and

WHEREAS, In 2020, the U.S. Supreme Court's decision in Bostock v. Clayton County concluded that discrimination based on sexual orientation and discrimination based on gender identity inherently involve treating individuals differently because of their sex; and

WHEREAS, On June 22, 2021, the federal Department of Education issued a formal Interpretation to make clear that "the Department interprets Title IX's prohibition on sex discrimination to encompass discrimination based on sexual orientation and gender identity"; and

WHEREAS, The City of Milwaukee's Legislative Reference Bureau stated in a memo dated January 2, 2019, that "[a] 2015 National School Climate Survey showed that nearly two-thirds of transgender students avoid school bathrooms because of feeling unsafe or uncomfortable"; and

WHEREAS, In the same study, over half of transgender students reported that they were required to use the bathroom of their legal sex rather than the one they felt most comfortable using — an illegal requirement under Title IX; and

WHEREAS, Many cities, including Milwaukee, Minneapolis, Orlando, and Jersey City, have pursued legislative action to establish gender-inclusive restroom policies in buildings; now, therefore, be it

RESOLVED, That the Board direct the Administration, in collaboration with Office of Board Governance, to review gender-inclusive policies and best practices; and, be it

FURTHER RESOLVED, That the work include

- recommendations for an administrative policy regarding gender-inclusive restrooms and other facilities, such as locker rooms;
- recommendations for the procedures by which the District solicits, collects, and reports pronouns on district documents; and
- recommendations for district-wide training, including, but not limited to, LGBTQ+ and gender-inclusion awareness; and be it

FURTHER RESOLVED, That this review consider input from various community stakeholders; and be it

FURTHER RESOLVED, That this review and possible recommendations be brought back to the Board no later than the March 2023 board cycle.

Referred to the Committee on Legislation, Rules, and Policies.

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Having disposed of the other items on its agenda, the Board returned to Item One of the Reports and Communications from the Board Clerk/Chief Officer of the Office of Board Governance, which had been postponed from earlier in the meeting.

(Item 1) Action on a Request to Retire to Closed Session Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

Pursuant to Wis. Stat., §19.85(1)(g), the Board may retire to closed session to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.18, Legal Representation

Recommendation

That the Board determine how it wishes to proceed with this item.

Director Gokalgandhi moved to retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(g), which allows a governmental body to go into closed session to confer with legal counsel concerning strategy to be adopted by the Board with respect to litigation in which it is or is likely to become involved.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, Siemsen, and President Peterson — 6.
Noes — None.

The Board retired to closed session at 6:17 p.m.

The Board reconvened in open session at 6:58 p.m.

The Board adjourned at 6:58 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 17, 2022

Regular meeting of the Board of School Directors called to order by President Peterson at 5:42 p.m.

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

Before proceeding to this meeting's agenda, President Peterson requested a moment of silence to commemorate the passing of the following members of the MPS Community:

- Leon Donald, an engineer from LaFollette School;
- Laurie Goetzke, a retired building service helper from Lincoln Avenue School;
- Joy Ikanih, a retired teacher; and
- Katherine Zacharias, a retired paraprofessional from Milwaukee Environmental Science School.

APPROVAL OF MINUTES

In regard to the minutes of the Board's special meeting of October 25, 2022, Director Taylor, noting that, although the numbers recorded in the calls of the roll on attendance and votes were accurate, her and Director O'Halloran's actual names had been omitted, requested that the proceedings be amended to include the missing names.

The Board approved the minutes of its October 2022 special and regular meetings as amended.

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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 October through mid-November are also included in the following report.

Superintendent's Report

National Native American Heritage Month

In honor of National Native American Heritage Month, MPS celebrates the perseverance, culture, and history of native nations. MPS provides links and opportunities on our newsroom page for families and stakeholders alike to learn more about this rich history.

The MPS newsroom page for Native American Heritage month first greets readers with a land acknowledgment, followed by links to MPS First Nation Studies, Native American veterans and authors, the National Museum of the American Indian, and the Tribal Histories series by PBS Wisconsin.

Visit the MPS newsroom page for more information and further resources.

Milwaukee Public Schools' Historically Black Colleges and Universities (HBCU) Week

Milwaukee Public Schools' Department of College and Career Readiness strives to ensure that every student is successfully on the path toward college and career. As a part of this path and in preparation for the United Negro College Fund's Empower Me Tour that took place in November, schools highlighted historically Black colleges and universities (HBCUs) from November 7 to 11, 2022. Highlights included staff and students wearing HBCU clothing, HBCUs' alumni sharing their experiences with students, video tours of HBCU campuses, history of the development of HBCUs, fraternities and sororities, a door-decorating contest, parental sessions, and more.

HBCU Week allowed students an opportunity not only to learn about HBCUs, but also to build excitement and anticipation for the United Negro College Fund's Empower Me Tour, at which seniors had an opportunity to learn more about HBCUs, surrounding colleges, and scholarship opportunities.

United Negro College Fund's Empower Me Tour

High-school seniors from around the district flooded the Wisconsin Center with their presence as they visited the 2022 United Negro College Fund's Empower Me Tour on November 11. The Tour is designed to help inspire and to motivate high-school students toward academic excellence, career success, and personal responsibility.

The Tour provides the opportunity for thousands of high-school students to gain acceptance into college, to earn scholarship funds, and to secure jobs and internships on location. Participants 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.

Last year's seniors received $11 million in scholarship offers. We are excited to see what this year's senior class will be offered.

National School Psychology Week

Thank you, MPS school psychologists! Promoted by the National Association of School Psychologists since 2002, National School Psychology Week this year is from November 7 to 11. This annual observance celebrates the work of school psychologists in supporting students' wellness, achievement, and personal growth.

School psychologists play a part in many aspects of education as special education evaluation team members, violence-prevention specialists, building-based psychologists, crisis team members, ropes-and-challenges supervisors, suicide-prevention trainers, multi-tiered intervention specialists, and anti-racism educators. They also engage proactively with students to promote confidence and to reduce risk taking as they help students navigate daily challenges.

South Division Clinic Offers Health Services for Students and Staff

Together, Sixteenth Street Community Health Centers and Milwaukee Public Schools have opened a new health clinic inside South Division High School. The new health clinic, which is Sixteenth Street's first site inside an MPS building, will be open to South Division High School students and staff. The clinic will provide sports physicals, vaccines, hearing and vision screenings, care for chronic conditions such as asthma and diabetes, and more. South Division High School is located at 1515 West Lapham Boulevard in Milwaukee.

sySTEMnow Conference Honors Golda Meir School

Hundreds of local educators gathered at the Italian Community Center in October to take a deep dive into STEM (science, technology, engineering, and mathematics) education. During the conference, teachers engaged in sessions that highlighted STEM topics in real-world applications. Breakout sessions included technology in esports, STEM in the Civil Air Patrol, involving families in STEM activities, STEM challenges in business, and a Milwaukee-centered session called "Code the Hoan," which explored how art meets science in the lighting of the Hoan Bridge.

A STEM Forward "Excellence in STEM Award" was presented to MPS's very own Golda Meir School. Golda Meir School has designed pathways for all students to be successful in the technology and engineering fields, including offering classes, mentors, internships, competitions, clubs, conferences, and field trips. The staff at Golda Meir School provides outreach and guidance to support these opportunities and programs within their building and with other schools. Staff members have cultivated strong partnerships with many local government entities and businesses to create connections for students and to work with them to help solve issues affecting our community.

MPS's Combined Giving Campaign Supports Our Community

All year long, employees of Milwaukee Public Schools support local students and families. Each fall, MPS staff shows an even greater commitment to the community by contributing to the MPS Combined Giving campaign.

During this campaign, MPS employees — both current and retired — may choose to give a one-time donation, participate in payroll deduction, or donate through fun activities such as Punch a Box, submitting a photo for the pet calendar, lunchtime bingo, and parking-lot farmers market, which also generate contributions to the Campaign.

This year's Campaign included a special visit from students in the agricultural programs at Vincent High School. Students sold pumpkins, gourds, and produce as well as soap, candles, and lotions using beeswax and goat's milk produced on campus. Vincent's therapy dog, Ryder, was a special guest who greeted MPS staff at the event.

We encourage everyone to give, no matter the amount: checks, payroll deduction, dollars, and coins are accepted!

* * * * *

(Item 2) Action on Recommendation to Amend the 2022-23 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 14 suburban districts, to provide funding for transportation services for students participating in the Inter-District Transfer Program (Chapter 220).

Administration's Analysis

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 2022, the Administration mailed to each suburban district the appropriate version (I or II) of the 2022-23 Inter-district Transfer Agreement with a request that the agreements be signed by the respective boards' presidents. In version I of the agreement, the Milwaukee Public Schools will be responsible for the suburban school district's transportation. In version II, Milwaukee Public Schools will provide the suburban school district with the funds for transportation services.

As of October 2022, all of the 14 participating suburban districts have returned their 2022-23 Inter-district Transfer Agreements.

Version I School Districts

Greendale
Greenfield
Hamilton/Sussex
Oak Creek-Franklin
Shorewood
Wauwatosa

Whitefish Bay
Whitnall

Version II School Districts

Elmbrook
Fox Point-Bayside
Germantown
Menomonee Falls
Mequon-Thiensville
Nicolet

The Administration is requesting authorization to enter into contracts with these 14 suburban districts to provide transportation services for students participating in the Inter-district Transfer Program (Chapter 220).

The chart below highlights the number of actual enrollments for the 2020-21 and 2021-22 school years, as well as the number of contracted seats for the 2022-23 school year for all 21 suburban school districts.

	Contracted Seats	Actual Seats	
	2022-23	2021-22	2020-21
Cudahy	0	0	1
Elmbrook	6	12	34
Fox Point/Bayside	24	32	41
Franklin	0	3	7
Germantown	8	13	17
Greendale	13	15	20
Greenfield	1	3	5
Hamilton/Sussex	13	22	29
Maple Dale/Indian Hill	0	1	3
Menomonee Falls	2	8	16
Mequon/Thiensville	30	39	49
New Berlin	0	1	1
Nicolet	37	42	44
Oak Creek/Franklin	1	4	9
St. Francis	0	0	1
Shorewood	11	19	25
South Milwaukee	0	0	0
Wauwatosa	5	10	17
West Allis/West Milwaukee	0	0	2
Whitefish Bay	64	80	95
Whitnall	11	16	19
Total	226	323	435

The chart below details the projected contract amount for each of the districts that will be reimbursed for transportation for the 2022-23 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 were to schedule 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 enrollments on the third Friday in September. Annually, the Administration reviews the contracts to ensure that these suburban contracts cost the District less than if Milwaukee Public Schools were to schedule the transportation services.

	Contracted Seats	Per-pupil Actual Cost	Contract Amount
Elmbrook	6	$4,900.00	$29,400.00
Fox Point-Bayside	24	$3,981.25	$95,550.00
Germantown	8	$3,675.00	$29,400.00
Menomonee Falls	2	$7,350.00	$14,700.00
Mequon-Thiensville	30	$3,183.33	$95,500.00
Nicolet	37	$2,581.08	$95,500.00
Total	107		$360,050.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.11, Admission of Nonresident Students

The Inter-district Transfer Agreements are 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 services provided by the host district. The budget code for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT for the amount of $360,050.00.

Implementation and Assessment Plan

Upon approval by the Board, the Inter-district Student Transfer Agreements will be implemented.

Recommendation

The Administration recommends that the Board:

1. approve the 2022-23 Inter-district Transfer Agreements for the school districts as provided under separate cover; and
2. authorize the Administration to enter into contracts to provide transportation services with the school districts indicated for the 2022-23 school year.

Director Carr moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 3) Action on a Request for a Closed Session Relative to a Report with Possible Action Regarding a District Safety Drill as Required by Wisconsin Statutes, §118.07(4)(cp), and Other Associated Requirements

This item was postponed until the end of 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 Regarding Litigation in Which the Board Is or Is Likely to Become Involved

This item was postponed until the end of the meeting.

* * * * *

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

Background

In a historic midterm election, Tony Evers was re-elected Governor of the State of Wisconsin.

With an unprecedented state budget surplus, Governor Evers has endorsed and will propose a state budget that supports public schools' students across the state. Additional state finance reports and fiscal estimates are due in the months ahead.

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

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 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 October through early-November.

Report to the Milwaukee Board of School Directors, November 2022

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability in the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of the 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 October 15, 2022, and November 4, 2022, Accountability and Efficiency Services fulfilled one request for information/research, one constituent inquiry, one special project, and the review of the FY2023 October budget adjustments and final budget adoption. Accountability and Efficiency Services also closed one whistleblower report and satisfied one impartial hearing officer (IHO) assignment request.

Additionally, the Accountability and Efficiency Services team participated.in the 2022 Data Day, hosted by Data You Can Use. This is an event that brings data users from across sectors — government, non-profits, academia, philanthropy, and many others — to talk about the use of data to drive decision-making processes.

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' staff members focused on our student-engagement program.

Four MPS high-school students were interviewed for internships in administrative services, assistant librarian services, culinary arts, and transportation. CCS successfully placed two students within administrative services and transportation.

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 Implication Statement

Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency

* * * * *

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

The Board Clerk presented 18 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:

- October 28, 2022, at 8:30 a.m., 9:45 a.m., 11:00 a.m., 1:00 p.m., and 2:15 p.m.
- November 2, 2022, at 9:00 a.m. and 10:30 a.m.
- November 4, 2022, at 9:00 a.m.
- November 9, 2022, at 10:00 a.m., 11:00 a.m., 12:30 p.m., and 1:30 p.m.
- November 10, 2022, at 9:00 a.m.
- November 11, 2022, at 9:00 a.m.
- November 14, 2022, at 8:00 a.m., 9:00 a.m., 10:00 a.m., and 11:00 a.m.

Also provided under separate cover were the monthly expulsion summaries.

Director O'Halloran recused herself from consideration of this item.

Director Siemsen moved to accept the reports of the Independent Hearing Officers from October 28, 2022, and November 2, 4, 9, 10,11, and 14, 2022.

The motion passed, the vote being as follows:

Ayes — Directors Herndon, Leonard, Siemsen, Taylor, and President Peterson — 5.
Noes — Director Carr — 1.
Recused — Director O'Halloran — 1.

* * * * *

REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel, Item Two, Action on Recommended Administrative Appointments, Promotions, Reassignments and Re-classifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days, has been set aside, as it had been forwarded to the Board without recommendation; and
- Report of the Committee on Legislation, Rules and Policies, Item 13, Action on a Request to Approve Revisions to Administrative Policy 8.08, Entrance Age, which had been set aside at the request of Administration.

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

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

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Herndon 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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Brenda Jones	Building Service Helper I	$18.02/hr.	10/10/2022
2	Nicole Rodriguez	Building Service Helper I	$15.90/hr.	10/10/2022
2	Denise Wilson-Hutchins	Building Service Helper I	$15.90/hr.	10/03/2022
2	Janisha Davis	Children's Health Assistant	$20,214.00	10/03//2022
2	QueenEster Thomas	Children's Health Assistant	$20,214.00	10/03//2022
2	Tinamaria Adams	Food Service Assistant	$16.38/hr.	10/05/2022
2	Ashley Blanch	Food Service Assistant	$15.90/hr.	10/03/2022
2	Yenetta Caldwell	Food Service Assistant	$17.81/hr.	10/10/2022
2	Brenda Dates	Food Service Assistant	$15.90/hr.	10/17/2022
2	Shamia Eddmonds	Food Service Assistant	$16.85/hr.	10/10/2022
2	Sheneeah Jenkins	Food Service Assistant	$15.90/hr.	10/10/2022
2	JoAnn Johnson	Food Service Assistant	$15.90/hr.	10/12/2022
2	Synthia Lee	Food Service Assistant	$16.85/hr.	10/17/2022
2	Jacquelyn Lockhart	Food Service Assistant	$17.33/hr.	10/19/2022
2	Charletta Moore	Food Service Assistant	$15.90/hr.	10/17/2022
5	Christine Schalk	Food Service Assistant	$15.90/hr.	10/10/2022
2	Leche Tucker	Food Service Assistant	$16.38/hr.	09/27/2022
2	Tamellia Williams	Food Service Assistant	$15.90/hr.	09/27/2022
4	Andre Jacobs	IT Service Technician	$57,984.00	10/11/2022
5	Ryan Vander Heyden	IT Service Technician	$54,788.00	10/03/2022
4	Karen Betts	Paraprofessional	$19,758.00	10/14/2022
2	Traniqua Colon	Paraprofessional	$19,758.00	10/10/2022
5	Kameron Deibel	Paraprofessional	$19,758.00	10/17/2022
2	Chanel Gauthier-Franklin	Paraprofessional	$22,418.00	10/03/2022
5	Sydney Goepfert	Paraprofessional	$19,758.00	10/03/2022
2	Deanna Green	Paraprofessional	$19,758.00	10/03/2022
4	Lorena Lopez	Paraprofessional	$19,758.00	10/18/2022
2	Alexis Lubenske	Paraprofessional	$19,758.00	10/03/2022
4	Melisa Mendoza	Paraprofessional	$21,699.00	10/17/2022
5	Marisa Mytys	Paraprofessional	$19,758.00	10/17/2022
2	Rodney Nelson	Paraprofessional	$19,758.00	10/03/2022
4	Jeyshla Perez Ramos	Paraprofessional	$19,758.00	10/10/2022
2	Alicia Putman	Paraprofessional	$19,758.00	10/17/2022
2	Dorian Stewart	Paraprofessional	$19,758.00	10/17/2022
2	Lashonda Travis	Paraprofessional	$23,876.00	10/06/2022
2	Jennifer Vega	Paraprofessional	$19,758.00	10/17/2022

Code	Name	Position	Salary	Date
2	Kenyetta Williams	Paraprofessional	$19,758.00	10/03/2022
5	Maxwell Bohlmann	Paraprofessional — Hourly	$18.04/hr.	10/06/2022
2	Jacqueline Anderson	School Nursing Associate	$42,071.00	10/17/2022
2	Elisa Reaves	School Safety Assistant	$27,108.00	09/27/2022
4	Alexis Dominguez	Secretary I — 10-month	$26,329.00	10/03/2022
5	Nicole Oake	Secretary I — 10-month	$32,338.00	10/03/2022
2	LeeAnn Hall	Secretary I — 12-month	$33,068.00	10/17/2022
5	Laurie Kestell	Secretary I — 12-month	$38,314.00	10/10/2022
2	Sarafina Knox	Secretary I — 12-month	$35,693.00	10/03/2022
2	Nicole Elmore	School Kitchen Manager Trainee	$17.70/hr.	10/03/2022
7	Berenice Aguayo	Social Work Aide II	$19,272.00	10/17/2022
7	Melanie Santiago Espada	Social Work Aide II	$19,802.00	10/19/2022
5	Evan Robinson	Youth Apprentice	$15.00/hr.	09/19/2022
Promotions				
2	DaShaun Brister	Boiler Attendant	$47,775.00	10/17/2022
2	Maurice Madison	Paraprofessional	$21,699.00	10/03/2022
2	Chatni Shaw	Paraprofessional	$20,970.00	10/17/2022
2	Nishell Wooten	Paraprofessional	$23,876.00	10/17/2022
4	Jose Silva	School Engineer I	$34,463.00	10/03/2022
4	Angel Mercado	School Engineer II	$27,799.00	10/03/2022
2	Marcia Reese	School Kitchen Manager Trainee	$19.61/hr.	10/03/2022
Rehires				
2	LaTanya Kimmons	Children's Health Assistant	$22,662.00	10/03/2022
2	Lafuchsia King	Food Service Assistant	$15.90/hr.	10/17/2022
5	Lindsey Hurwitz	Interpreter	$44,349.00	10/17/2022
2	Durell Kern	Paraprofessional	$20,970.00	10/17/2022
2	Regina Stingley	Paraprofessional	$23,876.00	10/03/2022
2	Shinique Jackson	Secretary I — 11-month	$31,165.00	10/03/2022
2	Tonesha Brown	School Kitchen Manager Trainee	$19.13/hr.	10/11/2022
2	Maria Zuniga	Secretary II	$44,092.00	10/05/2022
4	Irma Maldonado	Social Work Aide II	$23,512.00	10/17/2022

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					
5, nr	Kulak, Kristina M	Gen Elem & K8 — All Grades	01/MA	$80,431.00	10/11/2022
4, r	Leon, Maria Belen	Multicateg. Comp. SEN	01/BA	$46,979.00	10/3/2022
4, r	Torres, Elsa I	Regular (five-year-old) Kindergarten	01/MA	$72,876.00	10/10/2022
2, r	Winters, Cory K	Bilingual Education	01/BA	$46,979.00	10/3/2022
Teacher, Trauma-informed Coach, Early-start					
2, r	Mayo, Tiffanie E	General Operations	01/2FB	$70,887.00	10/25/2022
SSW, Trauma-informed Coach, Early-start					
2, r	Bailey, Alisa M	General Operations	01/2FM	$68,402.00	10/25/2022
5, nr	Lehr, Paige B	General Operations	01/2FM	$64,447.00	10/17/2022
2, r	Morrow, Britney Trajeer	General Operations	01/2A	$75,966.00	10/25/2022
School Support Teacher, Early-start					
2, r	Woods, Yvette M	School Support Teacher	01/MA	$87,984.00	10/17/2022
Permit Teachers					
4, r	Arechiga, Karina G	Music	XX/4W2	$46,144.00	10/3/2022
4, r	Lopez, Jessica	Multicateg. Comp. SEN	XX/4W2	$46,144.00	10/10/2022
5, nr	Treml, Rachel	Art	XX/4W2	$46,144.00	10/10/2022

Codes	Name	Appointment	Level	Salary	Date
Permit Teachers, Early-start					
5, r	Ali, Hanan	Science	XX/4W2	$46,144.00	10/17/2022
2, r	Darkwa, lsmeal	Gen Elem & K8 — All Grades	XX/4W2	$46,144.00	10/17/2022
2, r	Robinson, Qudesha Simone	Bilingual Education	XX/4W2	$46,144.00	10/3/2022

		Count				
Code		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0
2	African American	5	2	0	0	7
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	4	0	0	0	4
5	White	3	1	0	0	4
6	Other	0	0	0	0	0
7	Two or more ethnic codes	0	0	0	0	0
	Male	2	0	0	0	2
	Female	10	3	0	0	13

r Resident
nr Non-resident

Levels

B/BA Bachelor's (Teachers)
C/MA Master's (Teachers)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, August 2022		
Letitia Walters	James Groppi School	August 23, 2022
Illness Leave, October 2022		
Tania Miennert	R. King High School IB	October 5, 2022
Karen Biava	Garland School	October 19, 2022
Personal Leave, December 2022		
Johanna Hernandez	Allen-Field School	December 5, 2022
Personal Leave, March 2023		
Madeline Beeders	Roosevelt Middle School	March 17, 2023

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Assignment	Date
Certificated Resignations						
Personal	5.0	2	Tammy Anderson Taylor	Teacher	Central Svcs	10/03/2022
Other Dist	21.1	5	Dawn Braatz	Teacher	MSL	10/24/2022
Personal	3.1	5	Christine Cowan	Rec Sup II	Central Svcs	12/31/2022
Retire	30.1	5	James Furniss	Curr Spec	Central Svcs	12/16/2022
Other Dist	1.9	4	Laurel Gallman	Teacher	Curtin	10/18/2022
Personal	6.1	4	Kelsey Garcia	Teacher	MSL	10/28/2022
Retire	34.1	5	Kris Imobersteg	Supervisor	Central Svcs	11/30/2022
Personal	0.1	3	Jonathan Kim	Teacher	MSL	09/26/2022
Other Dist	0.1	5	Alexis Lentz	Teacher	Dr. King Elem	10/21/2022
Personal	2.1	5	Katherine Matisse	Teacher	Holmes	10/20/2022
Personal	0.1	5	Maxwell McElligott	Teacher	Burbank	10/14/2022
Personal	4.1	5	Nicole Michalak	Teacher	81st Street	11/04/2022
Personal	1.0	5	Travis Mills	Teacher	Central Svcs	10/19/2022
Retire	33.1	5	Jayne Mohr	Teacher	Browning	12/02/2022
Personal	2.2	2	Eleanor Moss	Teacher	Rufus King MS	11/03/2022
Retire	19.8	5	Michael Mueller	Teacher	Humboldt Park	01/02/2023
Personal	3.2	4	Jason Orozco	Specialist I	Central Svcs	11/03/2022

Reason	Yrs Svc	Code	Name	Position	Assignment	Date
Retire	34.3	5	Monica Pallo	Teacher	Greenfield	11/25/2022
Personal	0.1	1	Todd Payne	Teacher	MACL	10/19/2022
Retire	29.8	5	Todd Rabideau	Teacher	Marshall	10/20/2022
Personal	1.2	5	Alexa Ratkowski	Teacher	Metcalfe	10/14/2022
Other Dist	3.1	5	Christine Reigner	Teacher	Parkview	10/23/2022
Personal	5.1	2	Lakaya Rogers	Teacher	Thurston Woods	10/25/2022
Personal	16.0	5	Sarah Shinkle	Teacher	Fratney	10/17/2022
Personal	0.2	5	Catherine Van Bibber	Teacher	Wedgewood Park	10/19/2022
Personal	9.0	5	Anthony Wojcicki	Teacher	Burdick	10/29/2022
Classified Retirements						
Retire	32.8	2	Sonia Dixon	Secretary I	FMS	10/12/2022
Retire	33.5	2	Lecrystal Griffin	Para	Brown Street	10/10/2022

Codes:

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

Summary

Other District 4
Other Work 0
Personal 16
Retirement..... 8 (6 Classified & 2 Certificated)

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for October 2022 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 on the balance of the Reports of the Standing Committees.

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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

The Superintendent 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
2, r	Angilique Jones	Coordinator III, BLMA	Office of the Chief of Staff	03	08A	$106,351
5, r	Michael Turner	Assistant Principal, Fem wood	Office of the Chief of School Administration	03	l0C	$93,146
5, r	Shannon Arms	Specialist III, Sustainability Projects	Office of the Chief of Operations	03	l0A	$88,465
2, r	Stephen Davis	Media Relations Manager	Office of the Chief of Communications & School Performance	03	l0A	$82,636
5nr	Zachary Beeksma	Assistant Principal I, Doerfler	Office of the Chief of School Administration	03	l0C	$82,000

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, nr	Theodore Wegner	Employment Relations Specialist I	Office of the Chief of Human Resources	03	08A	$75,990
4, r	Cynthia Moore	Talent Management Specialist I	Office of the Chief of Human Resources	03	08A	$75,295
3, nr	Ronald Maheia	Talent Management Specialist I	Office of the Chief of Human Resources	03	08A	$73,777
2, r	Freddie Campbell	Kitchen Associate II, Chef	Office of the Chief of Finance	03	04A	$71,701
2, r	Tanya Johnson	Planning Assistant II, Organization & Development	Office of the Chief of Academics	03	02A	$69,224
5, r	Denise Long	Planning Assistant II, Communications & Outreach	Office of the Chief of Communications & School Performance	03	02A	$49,905
5, nr	David Sumner	Training Assistant I, School Nutrition	Office of the Chief of Finance	03	0lA	$49,150

Recommended Reclassifications

The Superintendent recommends that the following individuals be reclassified as follows.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, r	Monica Quirk	Coordinator II, Design & Marketing	Office of the Chief of Communications & School Performance	03	07A	$89,825
5, nr	Luther Albinger	Coordinator III, Procurement	Office of the Chief of Finance	03	08A	$104,543

Recommended Salary Adjustments

The Office of Board Governance recommends that the following individuals receive adjustments to their salaries as indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
4, r	Alberto Adame	Performance Auditor II	Office of Board Governance	03	06A	$80,000
3, r	Yusaid Moua	Performance Auditor II	Office of Board Governance	03	06A	$80,000

Recommended LTE Contracts Exceeding 60 Days

The Administration recommends that the Board approve the following 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
4, r	Dr. Evelyn Resto	Effectiveness Implementation Coach (EEIC)	Office of the Chief of Academics	$40.00	10/01/22-12/31/22
5, r	Barbara Hickling	Effectiveness Implementation Coach (EEIC)	Office of the Chief of Academics	$40.00	09/22/22-12/31/22
5, nr	Robert Strehlow	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
2, r	Gloria Palmer	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
2, r	Angela Mack	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
2, r	Nathaniel Gillon	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
2, r	Patti Debow	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
5, r	Lisa Robbins	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Julle Nussberger	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
2, r	Yevette Moore	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
2, r	Rozalla Harris	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
2nr	Claydia Miller	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
2, r	Debra Wallace	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
2, r	Catherine Robinson	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
5, r	Shirley Lewis	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
2, r	Cheryl Hayes	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-06/17/23
5, r	Clara Tracey	Art & Orchestra Instruction	Office of the Chief of School Administration	$30.00	09/01/22-12/31/22
2, r	Awilda Acevedo	Transportation Associate	Office of the Chief of School Administration	$30.00	09/15/22-12/15/22
2, r	LeQuita Terrell	Planning Assistant II	Office of the Chief of Academics	$30.00	11/01/22-05/01/23

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		

Committee's Recommendation

Your Committee is forwarding this item to the Board without recommendation.

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, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 7.
Noes — None.

* * * * *

(Item 3) Action on Resolution 2223-009 by Directors Siemsen and Peterson Regarding Collaborative/Shared Leadership

Background

At its regular meeting on October 27, 2022, the Board referred Resolution 2223R-009 by Directors Siemsen and Peterson to the Committee on Accountability, Finance, and Personnel.

WHEREAS, The Board is committed to developing and expanding a positive culture of collaborative/shared decision making so that all staff work together for common goals; and

WHEREAS, The second priority of the District's five priorities is "Improve District and School Cultures"; and

WHEREAS, The Board understands that having a positive school culture is essential in meeting our goal of attracting and retaining high-quality administrators, teachers and other staff; and

WHEREAS, Leaders need to be intentional about building community at both school and central service levels so that we can collectively strive to meet our District's goals; and

WHEREAS, To help school and central service leaders become more adept at collaborative/shared decision making, the District should establish a set of practices and standards for shared-leadership; now therefore, be it

RESOLVED, That the District adopt a set of practices and standards for shared leadership that would include, but not be limited to, the following leader responsibilities/expectations:

1. intentional creation of a positive culture and climate;
2. creation of an environment that has tolerance for risk and failure;
3. acknowledgment of the strengths of the staff and reliance on them to help solve problems and to lead initiatives;
4. ensuring that there are systems in place for ongoing and timely communication and encouragement of intentional collaboration between staff members; and
5. building of a community in which people pull together to identify problems, to create solutions, to make decisions collectively, and to share accountability, with the understanding that this a responsibility of people at every level of the organization; and be it

FURTHER RESOLVED, That school leaders (principals, assistant principals, and teacher leaders) participate in professional development on the practices and standards of shared leadership at least twice a year; and be it

FURTHER RESOLVED, That non-school administrator leaders participate in professional development on the practices and standards of shared leadership at least twice a year, and be it

FURTHER RESOLVED, That these practices and standards become part of the five-year Strategic Plan, and be it

FURTHER RESOLVED, That the Administration report back to the Board on this resolution no later than the February 2023 board cycle with:

1. proposed revisions to the above set of practices and standards;
2. a schedule for professional development for school and departmental leaders starting in March of 2023; and
3. a plan to introduce this initiative at school and departmental levels.

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

None

Implementation and Assessment Plan

Upon the Board's approval, the resolution will be implemented.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2223R-009.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 4) Action on a Request to Approve Vacation Compensation for Eligible Employees

Background

Due to the lingering effects of the COVID-19 pandemic, 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 that 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 Implication 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 by February as outlined in this item will be an estimated $1.2 million, depending on how many employees participate. The cost will be analyzed again to determine if funding is available to provide another vacation-compensation opportunity in June.

Implementation and Assessment Plan

The minimum vacation-pay request is one day (eight 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 his/her 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 eight hours to be paid at his/her 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 as June, if funding permits, 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 on the balance of the Reports of the Standing Committees.

* * * * *

(Item 5) Action on Monthly Facilities Matters: FMS Award of Professional Services, Contract Modification, and Material Purchases

Professional Services Contracts

RFP #21-002 Design Services for Playground Improvements, Division 1, at Emigh Playfield

Selected firm: Ayres Associates, Inc.

Contract Period: November 18, 2022-October 27, 2023

Budget Code: STS 00 RFI RC ECNC $140,000.00

RFP #21-002 Design Services for Playground Improvements, Division 2 , at Wick Playfield

Selected firm: Ayres Associates, Inc.

Contract Period: November 18, 2022-October 27, 2023

Budget Code: STS 00 RFI RC ECNC $190,000.00

RFP #8168 AiM Standard for Data Connectors & Development Upgrades at DFMS

Selected firm: AssetWorks, per the National Cooperative Purchasing Alliance contract number 2022-1436493614, in accordance with the unit pricing on the quote dated September 9, 2022.

Contract Period: November 18, 2022- October 31, 2023

Budget Code: MBM OA 8M3 FM ECNC $82,872.00

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 for Hogan Environmental Cleaning, LLC, Integrity Environmental Services, Inc.; KPH Environmental Corporation; and Safe Abatement For Everyone, Inc., by an additional $1,000,000 per year, for a total expenditure authority not to exceed $2,000,000 for each 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, annually not to exceed for each year of the contract $2,000,000

Material Purchase

New Chiller Plant

Golda Meir Upper Years

Prime Contractor
Temperature Equipment Corp.
17725 Volbrecht Road
Lansing, IL 60438

Low Bidder, Base Bid of.....$548,000.00

Funds are available for the new chiller plant project, account code OPR 0A8 M2 FM ECNC (Project No. 7276).

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

- Ayres Associates, Inc., for Design Services for Playground Improvements. Division 1, at Emigh Playfield;
  Code: STS 00 RFI RC ECNC $140,000.00
- Ayres Associates, Inc., for Design Services for Playground Improvements, Division 2, at Wick Playfield;
  Code: STS 00 RFI RC ECNC $190,000.00
- AssetWorks for AiM Standard Data Connectors & Development Upgrades at DFMS;
  Code: MBM OA 8M3 FM ECNC.....$82,872.00

Contract Modification

- Increase in the contract with Hogan Environmental Cleaning, LLC; Integrity Environmental Services, Inc.; KPH Environmental Corporation; and Safe Abatement for Everyone, Inc., of an additional $1,000,000.00 per year for Asbestos-abatement and Disposal Services at various MPS

sites;
Code: Various, not to exceed for each year of the contracts $2,000,000.00

Material Purchases

- Temperature Equipment Corp. for a new chiller plant at Gold Meir Upper Years;
  Code: OPR 0A8 M2 FM ECNC..... $548,000.00

Implementation and Assessment Plan

Upon the Board's approval, the professional services contracts, contract modification, and material purchases, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the professional services contracts, contract modification and material purchases, as attached to the minutes of your Committee's meeting, be approved.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 6) Action on a Request to Approve Technical Amendments to the First Amendment to the Lease Agreement with the UW-Madison Pre-college Enrichment Opportunity Program of Learning Excellence (PEOPLE)

Background

In accordance with the Wisconsin Idea, the University of Wisconsin-Madison is committed to inclusive excellence. The Pre-college Enrichment Opportunity Program for Learning Excellence (PEOPLE), housed in the Division of Diversity Equity and Educational Achievement (DDEEA), is committed to work in partnership with students, parents, public school districts, alumni, and corporate and private donors throughout Wisconsin to expand the pool of students from its target population who qualify for top-ranked universities and UW system institutions.

PEOPLE is a pre-college pipeline program designed for UW-Madison-targeted minority groups and low-income students, most of whom are the first in their families to potentially attend college. Their journey prepares them academically and socially to apply, to be successfully admitted, and to enroll at the UW system institutions. Students who enroll at UW-Madison may be eligible for four-year tuition scholarships. PEOPLE accepts highly-motivated students into a rigorous program to build and to master academic knowledge, to build cognitive skills and strategies, to build self-management skills, and to explore college through experiential learning. The PEOPLE program provides a college-prep experience that is experiential and allows students to explore career interests and build the social skills needed to make a successful college transition on a world-class campus.

In exchange for space at Rufus King International Middle School, 121 East Hadley St., PEOPLE plans to serve approximately 400 MPS students through tutoring, academic enhancements, and summer experiences designed to prepare students for post-secondary success at no cost to students or families of MPS. Students will enroll in the program the second semester of their eighth-grade year. Those who enroll in their eighth-grade year must attend one of the 17 identified PEOPLE partnership high schools. Additionally, the PEOPLE program has eight after-school college-prep spaces that PEOPLE's students must attend to receive tutoring, ACT prep, and social-skill building at no cost to the District.

In September 2018, the Board entered into a lease agreement with PEOPLE for space at Rufus King International Middle School, located at 121 East Hadley Street. The Administration requested approval of the proposed first amendment to the lease agreement with PEOPLE that will extend the lease term from August 1, 2020, through July 31, 2024, with a lease rate of $1 per year in order to provide space for PEOPLE to further advance its work with Milwaukee Public Schools in providing to students pre-college preparatory services that promote growth and create additional opportunities for future success.

The Board approved the first amendment at its regular meeting on June 25, 2020; however, at that time, we were unable to fully execute the document due to the contingencies of the COVID-19 pandemic. Since that time, there have been staff changes within the UW system, and some individuals on the original

draft are no longer authorized signers. The First Amendment, as attached to the minutes of your Committee's meeting, is being brought back with technical updates to reflect the names of the current individuals who have signatory authorization. The term language has also been updated.

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 $4.00.

Implementation and Assessment Plan

Upon the Board's approval, the First Amendment to the Lease Agreement between Milwaukee Public Schools and the University of Wisconsin-Madison Pre-college Enrichment Opportunity Program of Learning Excellence (PEOPLE) will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the First Amendment to the Lease Agreement with the University of Wisconsin-Madison Pre-college Enrichment Opportunity Program of Learning Excellence (PEOPLE), as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 7) 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 Purchase from Scholastic Inc., LP, Curriculum-support Materials

The Administration is requesting authorization to make a purchase from Scholastic Inc, LP, of curriculum-support materials. As MPS focuses on standards-aligned traits to integrate explicit instruction in writing, the Modes in Focus materials for grades K-5 will address the writing needs of the different modes of writing. Modes in Focus is designed to support educators and students with ready-to-use lessons, mentor texts, teaching tools, and more. Each grade-level kit includes six mentor texts supported by its own teaching guide tailored to the needs, abilities, and interests of the students.

This purchase is made under the Interlocal Purchasing System (TIPS) Cooperative Contract 200903. The total cost of goods purchased from Scholastic will not exceed $258,657.00.

Budget Code: ENG-0-I-8G3-CI-EXTB (Office of Innovation — Contracted Services).....$258,657.00

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	0	0

RFB 5806 Authorization to Issue a Purchase Order to Anatomage, Inc., for 3D Anatomy Tables

The Administration is requesting authorization to issue a purchase order to Anatomage, Inc., for six 3D anatomy tables for students in six high schools that have active NAF Academies of Health Sciences or large offerings of human anatomy and physiology sections (Hamilton, Marshall, Pulaski, Reagan, Riverside and

South Division). The primary purpose of the 3D anatomy tables is to provide human anatomy and physiology classes with hands-on, minds-on tools that allow students to collaborate on and to engage in limitless virtual dissections, physiology simulations, and pathology examinations.

The contractor was chosen pursuant to RFB 5806, which closed on September 13, 2022.

The total cost will not exceed $575,500.00.

Budget Code: SCN-0-S-9Q3-TC-ETHD (Technology Hardware).....$575,500.00

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 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			
Academia De Lenguaje Y Bellas Artes (ALBA)	Charities Aid Foundation America	$27.70	General School Supplies
Allen-Field School	Elvia Hernandez-Larese	$205.00	General School Supplies
Clara Barton School	Retha Mccoy	$100.00	General School Supplies
Bay View High School	Bay View Neighborhood Association*	$1,055.00	School-beautification Supplies
Browning School	Judith Anderson	$3,000.00	PBIS
William Cullen Bryant School	Educator's Credit Union	$1,500.00	Book Club Incentives
Clement Avenue School	Kidsgardening.Org, Inc.	$500.00	Little Seeds Pollinator Pals
Elm Creative Arts School	Therese Kroll & M. Glasper	$800.00	General School Supplies
Emerson School	FIS Foundation	$2,000.00	General School Supplies
Fairview School	Charities Aid Foundation America	$500.00	General School Supplies
Green Bay Elementary	Box Tops	$0.40	General School Supplies
German Immersion School	Charities Aid Foundation America	$103.82	General School Supplies
Greenfield School	Charities Aid Foundation America	$100.00	General School Supplies
Hamilton High School	Mary Fowlkes	$100.00	General School Supplies
Hamilton High School	Milwaukee Public Schools Foundation	$750.00	General School Supplies
Albert E. Kagel School	Lion Karen Jurek, the New Berlin Lions Club	$462.00	First Grade Class Materials and Field Trips
MacDowell Montessori	King Solutions, Inc.	$27.95	General School Supplies
Milwaukee School of Languages	King Solutions, Inc.	$29.25	General School Supplies
Obama School of Career and Technical Education	Kwik Trip, Inc.	$1.92	General School Supplies
Siefert School	Sandra Molenda	$540.00	Field Trips
Story School	Charities Aid Foundation America	$500.00	General School Supplies
Story School	Iglesia Ni Christo Church of Christ Northern Midwest	$2,000.00	Safeplace
Strategic Partnerships and Customer Service	Antje Kroner Milsch	$100.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Adam Barboff	$20.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Trombetta, Patti Lampien	$185.00	MPS School Supply Drive

Location	Donor	Amount	Gift or Purpose
Strategic Partnerships and Customer Service	James Millard	$100.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Julie Attermeien	$50.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	United Adworkers	$120.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Juliette Hayes	$150.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	William Barnewitz	$150.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Jacqueline Muth	$200.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Zilber Ltd	$825.00	MPS School Supply Drive
Trowbridge School	Martin Schreiber	$300.00	Field Trips
Total Monetary Donations		*$16,503.04*	
Non-monetary Donations			
Albert E. Kagel School	DonorsChoose	$362.92	STEM Activities
Doerfler School	DonorsChoose	$194.82	It's Small Group Time
Doerfler School	DonorsChoose	$231.53	Mistakes Are Okay
Doerfler School	DonorsChoose	$345.36	Color My World
Benjamin Franklin School	DonorsChoose	$439.73	Cancel Chalkboards
Pulaski High School	DonorsChoose	$587.59	The Great Writing Project
Dr.B.Carson Academy of Science	DonorsChoose	$214.42	Just the Basics
Fernwood School	Pete's Fruit Market	$225.00	Fruits and Veggies
Fifty-third Street School	Walmart	$95.00	Gift Cards for Supplies
Gwen T. Jackson School	DonorsChoose	$930.23	Diversity and Cultural Books
Vincent High School	DonorsChoose	$163.88	Journaling
Vincent High School	DonorsChoose	$169.50	General School Supplies
Hayes Bilingual School	DonorsChoose	$131.50	The Future Is Now!
Hayes Bilingual School	DonorsChoose	$280.75	General School Supplies
Hayes Bilingual School	DonorsChoose	$402.99	General School Supplies
Hayes Bilingual School	DonorsChoose	$506.71	Off to a Good Start
Lafollette School	Francine Monroe*	$5.95	Clothing Items for Students
Lafollette School	Walmart, Michelle (Manager)	$95.00	Gift Card
Goodrich School	DonorsChoose	$272.66	Attendance Matters
Goodrich School	DonorsChoose	$275.61	Collecting and Composting
MacDowell Montessori	DonorsChoose	$700.81	Spicing Up Snack Time
Manitoba School	DonorsChoose	$239.79	Pen, Please
Milwaukee High School of the Arts	DonorsChoose	$221.80	Class Notebooks
Morgandale School	Blick Art	$2,500.00	Art Supplies for Students
Neeskara School	DonorsChoose	$453.49	Basic Writing/Drawing Supplies
Ninety-fifth Street School	DonorsChoose	$226.31	General Classroom Supplies
Ninety-fifth Street School	DonorsChoose	$269.12	General Classroom Supplies
Ninety-fifth Street School	DonorsChoose	$302.64	General Classroom Supplies
Ronald Reagan High School	Cris Parr*	$1,280.00	Vinyl Records for Radio Reagan
Spanish Immersion School	Thermo Fisher Scientific Milwaukee	$200.00	General Classroom Supplies
Thurston Woods	Hunger Taskforce	$500.00	Food- Raisins and Dried Cranberries
Trowbridge School	DonorsChoose	$155.01	General Classroom Supplies
Trowbridge School	DonorsChoose	$351.52	General Classroom Supplies
Vieau School	DonorsChoose	$268.47	Write On, Right On
Zablocki School	Scholastic Books	$500.00	Books for Classroom Library
Total Non-monetary Donations		*$14,100.11*	

Location	Donor	Amount	Gift or Purpose
Total Value of Donations		$30,603.15	
**Donations from MPS Alumni*		*$2,340.95*	

Fiscal Impact Statement

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

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 on the balance of the Reports of the Standing Committees.

* * * * *

(Item 8) Action on the Award of Professional Services Contracts

——— Authorization to Issue a Contract with Robert Half International, Inc., to Provide Finance and Human Resources Personnel

The Administration is requesting authorization to enter into a contract with Robert Half International, Inc., to provide budget, finance, procurement, and human resources personnel for positions including, but not limited to, comptroller and budget analysts. These positions are currently open, and these services will assist with continuity of services during the interview-and-hiring process.

The contractor was chosen pursuant to the cooperative agreement with Harris County Department of Education ("HCDE/CP"), Contract #21/063SG.

The contract will run from November 28, 2022, through November 27, 2025, and will not exceed $500,000.

Budget Code: SD1-0-S-9X3-FX-ECTS.....$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	No	0	0	TBD	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 is the following professional services contract:

- Robert Half International, Inc., to provide personnel services for the Offices of Finance and Human Resources; Code SD1-0-S-9X3-FX-ECTS.....$500,000.00.

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 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 on the balance of the Reports of the Standing Committees.

* * * * *

(Item 9) Action on the Award of Exception-to-bid Requests

——— 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 its literary-focused digital platform, which the District has used since 2008. The Learning A-Z platform makes it easy to target the skills, strategies, and points of emphasis associated with curricular and state standards. The district-wide licenses include the Raz-Plus, Science A-Z, Vocabulary A-Z, and RAZ-Plus Espanol add-ons.

With the online correlation tools, teachers can quickly find resources correlated to Wisconsin Standards for English Language Arts, Wisconsin Standards for Science, HMH into Readings®, and language-proficiency standards. Complementary program-orientation webinars are included — four sessions are available to be scheduled each year.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The subscription will run from July 15, 2023, through July 15, 2024, and will not exceed $947,045.00.

Budget Code: GEN-0-0-INV-DW-ENTB $947,045

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	TBD	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 is the following exception-to-bid request:

- Learning A-Z, LLC, for Subscription to Literary-focused Digital Platform;
  Code GEN-0-0-INV-DW-ENTB $947,045.00

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 request as set forth in the attachments to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 10) Report with Possible Action on the 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

The following report is a follow-up to the information brought in October 2022 to the Committee on Accountability, Finance, and Personnel. The report outlines further information on staffing, student engagement, and plans for moving forward.

Update on Nutrition Services

Kitchen Staffing

Total Positions.....653
Current Positions Filled.....441
Current Positions Vacant.....212
Benefit-level Positions.....482
Non-benefit-level Positions.....171

Vacant Positions

Food Service Assistants.....171
School Kitchen Manager I.....27
School Kitchen Manager II.....10
School Kitchen Manager Ill.....4
Benefit-level Positions.....106
Non-benefit-level Positions.....106

Student Engagement

We met with the Youth Empowered in the Struggle (YES) group and listened to students' concerns regarding school meals. We explained to students why we had to switch to pre-packed meals and shared with students what we are doing to transition kitchens back to being production kitchens. We updated students on staffing and supply-chain issues.

Moving Forward

We have hired a chef to participate in developing and improving menus and to train kitchen staff on culinary skills. The chef will incorporate students' feedback when developing and improving menus and recipes.

Approximately 15 food service manager trainees are currently going through our training program.

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

N/A

* * * * *

REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Peterson presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Action on Resolution 2223R-011 by Director Gokalgandhi on Gender Inclusion

Background

At its meeting on October 27, 2022, the Board referred Resolution 2223R-011by Director Gokalgandhi to the Committee on Legislation, Rules, and Policies:

WHEREAS, Board Governance Policy 1.01, Vision and Mission, states that "[s]chools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all"; and

WHEREAS, Administrative Policy 1.04, Nondiscrimination, states that "No person may be denied admission to or participation in the benefits of any public school in the Milwaukee Public Schools…because of the person's sex, gender, gender identity, gender expression, [or] gender nonconformity"; and

WHEREAS, In 2020, the U.S. Supreme Court's decision in Bostock v. Clayton County concluded that discrimination based on sexual orientation and discrimination based on gender identity inherently involve treating individuals differently because of their sex; and

WHEREAS, On June 22, 2021, the federal Department of Education issued a formal Interpretation to make clear that "the Department interprets Title IX's prohibition on sex discrimination to encompass discrimination based on sexual orientation and gender identity"; and

WHEREAS, The City of Milwaukee's Legislative Reference Bureau stated in a memo dated January 2, 2019, that "[a] 2015 National School Climate Survey showed that nearly two-thirds of transgender students avoid school bathrooms because of feeling unsafe or uncomfortable"; and

WHEREAS, In the same study, over half of transgender students reported that they were required to use the bathroom of their legal sex rather than the one they felt most comfortable using — an illegal requirement under Title IX; and

WHEREAS, Many cities, including Milwaukee, Minneapolis, Orlando, and Jersey City, have pursued legislative action to establish gender-inclusive restroom policies in buildings; now, therefore, be it

RESOLVED, That the Board direct the Administration, in collaboration with Office of Board Governance, to review gender-inclusive policies and best practices; and, be it

FURTHER RESOLVED, That the work include

- recommendations for an administrative policy regarding gender-inclusive restrooms and other facilities, such as locker rooms;
- recommendations for the procedures by which the District solicits, collects, and reports pronouns on district documents; and
- recommendations for district-wide training, including, but not limited to, LGBTQ+ and gender-inclusion awareness; and be it

FURTHER RESOLVED, That this review consider input from various community stakeholders; and be it

FURTHER RESOLVED, That this review and possible recommendations be brought back to the Board no later than the March 2023 board cycle.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.17, Student Rights, Responsibilities, and Discipline

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Resolution 2223R-011 will be implemented upon the Board's approval.

Committee's Recommendation

Your Committee recommends the Board adopt Resolution 2223R-011.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 2) Action on a Request to Approve Revisions to Administrative Policy 6.11, Tobacco Products Use on Board Property

Background

The Administration recommends the revisions, as attached to the minutes of your Committee's meeting, to Administrative Policy 6.11, Tobacco Products Use on Board Property, to include additional actions and descriptions of tobacco products and to expand the definition of locations and events that are considered either district property or district-sponsored, respectively.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.11, Tobacco Products Use on Board Property

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 6.11 Tobacco Products Use on Board Property, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 3) Action on a Request to Approve Revisions to Administrative Policy 9.08 Advertising in the Schools

Background

The Administration recommends the revision, as attached to the minutes of your Committee's meeting, to Administrative Policy 9.08, Advertising in the Schools, to include descriptions of the types of unallowable items and gifts from or given with input from the tobacco industry, expansion of the definition of tobacco products, and locations and events that are considered district property or district-sponsored, respectively, and to identify unallowable promotion from the tobacco industry. The policy also clarifies individuals who may not accept on behalf of the district educational materials, gifts, or promotional items from or created by the tobacco industry.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.08, Advertising in the Schools

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 9.08, Advertising in the Schools, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 4) Action on a Request to Approve Revisions to Administrative Policy 7.06, Health Education

Background

The Administration recommends revisions, as attached to the minutes of your Committee's meeting, to Administrative Policy 7.06, Health Education, to prohibit acceptance of educational materials created by or with input from the tobacco industry.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.06, Health 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 Administrative Policy 7.06 Health Education.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 5) Action on a Request to Reaffirm Administrative Policy 7.01, Teaching and Learning Goals

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District. Policies, rules, and procedures are reviewed on an ongoing basis.

The Administration has reviewed Administrative Policy 7.01, Teaching and Learning Goals, and has determined that the Policy is still appropriate to the mission of the District and does not need modification at this time. It is recommended, therefore, that the Board reaffirm this policy.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon the Board's approval, Administrative Policy 7.01, Teaching and Learning Goals, will remain as written.

Committee's Recommendation

Your Committee recommends that the Board reaffirm Administrative Policy 7.01, Teaching and Learning Goals, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 6) Action on a Request to Reaffirm Administrative Policy 7.02, Instructional Priority Objectives

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District. Policies, rules, and procedures are reviewed in an ongoing basis.

The Administration has reviewed Administrative Policy 7.02, Instructional Priority Objectives, and has determined that the Policy is still appropriate to the mission of the District and does not need modifications at this time. It is recommended therefore, that the Board reaffirm this policy.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.02, Instructional Priority Objectives

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon the Board's approval, Administrative Policy 7.02, Instructional Priority Objectives, will remain as written.

Committee's Recommendation

Your Committee recommends that the Board reaffirm Administrative Policy 7.02, Instructional Priority Objectives, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 7) Action on a Request to Approve Revisions to Administrative Policy 7.03, School Year/School Calendar

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District.

The Administration recommends revisions to Administrative Policy 7.03, School Year/School Calendar, to align with the updated Wisconsin Statutes. Revisions include specifying the number of instructional hours planned for each grade band, the addition of instructional days in the event of unexpected school closure, requirements for charter and non-instrumentality charter schools, and requirements for alternative schools' reporting. The revisions also note the updated partners who will review and give feedback to the proposed school calendar prior to its annual approval.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication 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 Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 7.03, School Year/School Calendar, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 8) Action on a Request to Approve Revisions to Administrative Policy 7.04, School Day

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District.

The Administration recommends revisions to Administrative Policy 7.04, School Day, to clarify that all high schools provide a closed-campus lunch and to clarify how the hours of instruction are computed, based on the updated Wisconsin Statutes.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.04, School Day

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 7.04, School Day, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 9) Action on a Request to Approve Revisions to Administrative Policy 8.24, Students of Legal Age

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District.

The Administration recommends a revision to Administrative Policy 8.24, Students of Legal Age, to update the language for eighteen-year-olds regarding school meals and instructional materials as determined by the students' economic circumstances, and to clarify when out-of-school behavior may be addressed by school officials. The language also reaffirms that all schools are closed-lunch campuses and when a student may leave school grounds.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.24, Students of Legal Age

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 8.24, Students of Legal Age, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 10) Action on a Request to Approve Revisions to Administrative Policy 8.25, Married/Pregnant Students

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District.

The Administration recommends revisions to Administrative Policy 8.25, Married-Pregnant Students, to remove gender-biased language and to update the supports offered in school.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.25, Married/Pregnant Students

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 8.25, Married/Pregnant Students, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 11) Action on a Request to Approve Revisions to Administrative Policy 9.05, School Childcare Facilities

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District.

The Administration recommends a revision to Administrative Policy 9.05, School Childcare Facilities, to align with Administrative Policy 3.09, Purchasing and Bidding Requirements.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.05, School Childcare Facilities

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 9.05, School Childcare Facilities, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 12) Action on a Request to Approve Revisions to Administrative Policy 8.21, Secret Societies

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the District.

The Administration recommends a revision to Administrative Policy 8.21, Secret Societies, to delete a statement regarding suspension and expulsion. This policy update is in alignment with the Administrative Policy 8.28, Student Discipline, and the Milwaukee Board of School Directors' Code of School/Classroom Conduct, regarding offenses that warrant a suspension or expulsion.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.21, Secret Societies

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 8.21, Secret Societies, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 13) Action on a Request to Approve Revisions to Administrative Policy 8.08, Entrance Age

Background

The Administration recommends the following revision to Administrative Policy 8.08, Entrance Age, to change the statement to reflect that a child must be five years of age by September 1 of the year in which the child enters five-year-old kindergarten for the first time.

Administrative Policy 8.08
Entrance Age

(1) Children more than four and not more than 20 years of age whose parents or legal guardians are residents of the City of Milwaukee may attend the public schools, subject to the provisions of this policy.

(2) All children ages three to 21 who have special educational needs shall be admitted to the Milwaukee Public Schools upon the request of a parent.

(3) Special exceptions may be made to these age limitations to conform to certain requirements of law and to admit children to primary school prior to the time at which they reach the prescribed age, provided they meet certain criteria established by the Administration.

Five-year-old Kindergarten

Children entering kindergarten for the first time must meet the age requirements established by law. A child entering kindergarten must be ~~four~~ five years old on or before September 1 of the year in which the child enters. The enrollment of all such eligible children should be completed during the first 10 school days of the school year. Children may be admitted after this date under extenuating circumstances if authorized by the Director of the Division of Student Services.

Three- and Four-year-old Kindergarten

In addition to the regular kindergarten program, the Board may establish three- and four-year-old kindergarten programs at selected locations. The establishment of any such program shall be in keeping with budgetary limitations and the needs of the community.

(1) A child entering the three-year-old kindergarten program must be three years of age on or before September 1.

(2) A child entering the four-year-old kindergarten program must be four years of age on or before September 1.

(3) A birth certificate must be shown at the time of application/registration on order to verify the child's birth date. Parents will be notified by mail of their child's acceptance into the program.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.08, Entrance Age

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 8.08, Entrance Age, as attached to the minutes of your Committee's meeting.

Subsequent to the Committee's meeting, the Administration submitted the following updated revisions to Administrative Policy 8.08:

Administrative Policy 8.08
Entrance Age

(1) Children more than four and not more than 20 years of age whose parents or legal guardians are residents of the City of Milwaukee may attend the public schools, subject to the provisions of this policy.

(2) All children ages three to 21 who have special educational needs shall be admitted to the Milwaukee Public Schools upon the request of a parent.

(3) Special exceptions may be made to these age limitations to conform to certain requirements of law and to admit children to primary school prior to the time at which they reach the prescribed age, provided they meet certain criteria established by the Administration. A child may be admitted after September 1 of the year in which the child enters under extenuating circumstances, if authorized by the Director of the Department of Student Services.

Five-year-old Kindergarten

Children entering kindergarten for the first time must meet the age requirements established by law. A child entering kindergarten must be ~~four~~ five years old on or before September 1 of the year in which the child enters. The enrollment of all such eligible children should be completed during the first 10 school days of the school year. ~~Children may be admitted after this date under extenuating circumstances if authorized by the Director of the Division of Student Services.~~

Three- and Four-year-old Kindergarten

In addition to the regular kindergarten program, the Board may establish three- and four-year-old kindergarten programs at selected locations. The establishment of any such program shall be in keeping with budgetary limitations and the needs of the community.

(1) A child entering the three-year-old kindergarten program must be three years of age on or before September 1.

(2) A child entering the four-year-old kindergarten program must be four years of age on or before September 1.

(3) A birth certificate must be shown at the time of application/registration on order to verify the child's birth date. Parents will be notified by mail of their child's acceptance into the program.

Director Taylor moved approval of the Administration's updated revisions to Administrative Policy 8.08, Entrance Age.

The motion passed, the vote being as follows:

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

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REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Garcia 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) Report with Possible Action Regarding Discipline Disproportionality & Progress

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 September 2020, the Board directed the Administration to report progress and updates on discipline disproportionality on a monthly basis.

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 to support students and engage with alternatives to suspension when appropriate. The Administration uses these data to strategize the best use of the resources at hand, servicing all schools with Tier 1 supports and focusing on those demonstrating a need for additional supports.

Monthly Discipline Disproportionality Report

The following report is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2022-23 school year. The monthly reporting associated with disproportionality for the 2022-23 school year will focus on the following proactive approaches:

- providing proactive supports and interventions
- strengthening student, staff, and community collaboration
- reconceptualizing the role of school leaders within discipline
- developing staff's integration of *Courageous Conversations about Race.*

Providing Proactive Supports and Interventions

All Discipline Champions received guidance and best practices on culture and climate throughout the year. The focus in October was proactive strategies. Best practices around using start statements (used when redirecting students to find opportunities to vocalize the behavior or procedure you want to see from students, instead of focusing on the behavior you do not want to see), examples of pre-correction, and how to use the "I do, we do, you do" model of teaching procedures were shared across the district.

A meeting of school leaders and the Discipline Response Team was held with the "Momentum Schools," which have been identified for additional support. School leaders reviewed school data for learning-environment behavioral referrals, identifying staff members and students in need of additional support. School leaders are identifying areas of support within restorative discipline, classroom strategies, school systems, facilitation of team meetings, individual student support (mentoring and interventions), and processing of referrals.

The Violence Prevention Program (VPP) provided professional development at SST institute on classroom management and supporting teachers on classroom climate. VPP also coordinated a cohort of staff members going through Compassion Resilience professional development and support.

PBIS caches met with Building Intervention Teams (BITs) and PBIS Teams at schools to facilitate monthly meetings as well as provide feedback on monthly minutes. PBIS coaches collaborated with school teams, using PLP classroom-behavior data to identify students in need of Tier 2 behavioral interventions.

Black and Latino Male Achievement (BLMA) continued mentoring sessions at high schools and BLMA Buddies at elementary schools to facilitate discussions on the BLMA 12 Guiding Principles:

- academic success;
- brotherhood;
- community;
- cultural dignity;
- fatherhood;
- financial literacy;
- historical understanding;
- leadership development;
- love;
- self-care;
- socio-political awareness; and
- understanding "manhood."

The use of specific strategies for classroom-managed behaviors are documented within Infinite Campus. Total documented strategies across all schools through October 20, 2022, are included in the table below.

Strategy	Total
Brain breaks	106
Behavior contract	75
Rewind/Broken record	94
Buddy classroom	333
Community service	12

Strategy	Total
Collecting property	209
Engagement opportunities	97
Go Guardian	59
Independent work	42
Mindfulness	69

Strategy	Total
Moving their seats	386
One-on-one conversation	5,412
Proximity control	807
Praise 5:1	30
Parental contact	3,251
Planned ignoring	695
Redirection	3,089
Recovery area (within room)	190
Referral to BIT	55

Strategy	Total
Restorative conversation	230
Restorative Circle	41
Secret Signal	15
Consultation with support staff	1,313
Self-monitoring	39
Tangible acknowledgement System	153
Reflection sheet	100
VABB	3

All schools have Building Intervention Teams (BITs) whose members ensure that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of Tier 2 and Tier 3 interventions provided year to date for the 2022-23 school year.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	856
Individualized CICO	159
Social Academic Instructional Group (SAIG)	362
Behavioral Assessment/ Intervention Plan (BAIP)	30
FBA/BIP	88
Educational Wraparound and RENEW	33

Strengthening Student, Staff, and Community Collaboration

Student Discipline Committees have been formed at all traditional middle and high schools, with at least one meeting having been held in September 2022. A sampling of students' conversations in October included topics of classroom instructional practices, school pride, and relationships between staff and students.

On October 25, 2022, the Fall Student Leadership Summit was held with student representatives from Student Discipline Committees across the district. A total of 180 students attended the summit to engage in conversations with district leaders on a variety of topics.

Breakout sessions included topics of school spirit, applying to college, student voice empowerment, feeling safe in school, community building, code of conduct, restorative practices, equity, extracurricular activities and clubs, mental health supports, defining their educational experiences, and leading inclusivity in school. Students completed a survey at the completion of the summit, looking at next steps for schools and the district. Survey results indicate that 76% of students said their breakout sessions engaged their interest, 87% indicated their breakouts provided opportunities for student voice, 86% indicated the sessions acknowledged student voice, and 73% indicated their breakouts provided clear next steps for students.

The Restorative Practices team continued collaboration with school PBIS Tier 1 teams, Building Intervention Teams, and Community School's Leadership Team, Learning Team. The district Restorative Practices team is aligning efforts and prioritizing support within the Community School Partnership Schools.

The Department of Black and Latino Male Achievement (BLMA) is hosting Parent University Sessions as well as partnering with Marquette's Center for Urban Research, Teaching, and Outreach (CURTO) to explore a dual-enrollment program with juniors and seniors interested in receiving college credits or high-school credits in ethnic studies.

The PBIS Team provided after-school professional development for teachers in "PBIS in the Classroom — Moving Beyond Expectations." Schools' SSTs attended professional development from the PBIS Team in proactive supports, specifically relationship building, expectations, and engagement strategies.

The Violence Prevention Program (VPP) presented mindfulness at Foro Latino, as well as participating in a cross-departmental Comprehensive School Mental Health Academy. Individuals from VPP and Specialized Services offered professional development in the Crisis Prevention Institute (CPI), Pyramid Model, Unlocking the Secrets of Behavior, and Navigating the Escalation Cycle.

Topics for Community Conversations have been identified and advertised throughout the district and community:

- November 9, 2022, will focus on elevating student voice;
- January 11, 2023, will focus on attendance and the Culture, Climate and Alternatives to Suspension Toolkit;

- March 15, 2023, will focus on multi-tiered systems of support, including PBIS, restorative practices, trauma sensitive schools, and mental health supports;
- May 17, 2023, will focus on pre-college and summer activities for students.

All members of the MPS and Milwaukee community are encouraged to to participate in these important discussions.

Reconceptualizing the Role of School Leaders within Discipline

All school leaders attended professional development on the Culture, Climate and Alternatives to Suspension Toolkit in October. The focus for the month was proactive supports. Specifically, the strategies of using start statements and teaching procedures through pre-correction were discussed. School leaders shared this best practice tool with staff members at the school.

The Restorative Practices team is developing a restorative leadership professional development that will incorporate elements of nonviolent communication and other elements of restorative leadership for building level administrators.

School leaders are submitting a monthly reflection on school data and their next steps as building leaders. School leaders have identified the following as next steps to support positive climate.

- community building
- discuss as staff
- practice procedures with students
- practice strategies with staff
- provide professional development
- share best practices
- update schools' procedures.

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from October 1, 2022, through October 25, 2022, as recorded in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Arson				6				6
Assault	3			9		1		13
Battery	5	2		27		1		35
Bomb Threats	1			1		1		3
Bullying	1	0	2	10	0	0	0	13
Chronic Disruption or Violation of School Rules	18	1	1	155		7	2	184
Disorderly Conduct	67	1	1	336		8	5	418
Endangerment of Physical Safety/Mental Well-being	21	2		184		2	1	210
False Fire Alarms	2			2			1	5
Fighting	48	3	5	396		10	4	466
Gambling				7				7
Gang Activity				2				2
Inappropriate Dress				2				2
Inappropriate Personal Property	4	1	1	22			2	30
Inappropriate use of electronic communication devices	1			26				27
Intent to Distribute Drugs/Alcohol/Meds				1				1
Leaving the Classroom Without Permission	1			2			1	4
Other Substances/Materials	6		6	31		2		45
Personal Threat	6			34		1	2	43
Possession of Drug Paraphernalia				12		1		13
Possession/Ownership/Use of Drugs	6		1	39		2	1	49
Possession/Ownership/Use of Gun	1			4				5
Possession/Ownership/Use of Weapon Other than Gun	9			19		3		31
Possession/Use of Fireworks				2				2
Robbery				1				1
Sexual Assault				11				11

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Sexual Harassment	2		1	3		1		7
Skipping Class				1				1
Substantial Environmental Disruption	5			20	1			26
Theft				6				6
Trespassing				3				3
Use of Tobacco, Including Chewing	9		1	30			1	41
Vandalism	8		1	4		3		16
Verbal Abuse/Profanity/Harassment	5			27		1		33
Grand Total	229	10	20	1,435	1	44	20	1,759

Total Suspension Events by Grade Level

K4-K5	10	5th Grade	74	10th Grade	250
1st Grade	3	6th Grade	173	11th Grade	147
2nd Grade	13	7th Grade	187	12th Grade	70
3rd Grade	40	8th Grade	234		
4th Grade	49	9th Grade	509		

Alternatives to Suspension

The following alternatives to suspension were used by administrators through October 25, 2022.

	Total		Total		Total
Conference	112	Mediation	85	Repairing Harm Circle	23
Counseling	971	Referral to BIT	13	Restorative Conference	39
Detention	85	Referral to Support Staff	25		

Student Demographics

	MPS Population	YTD Suspension Events
Hispanic	28%	13%
American Indian	1%	1%
Asian	8%	1%
Black	50%	82%
Pacific Islander	<1%	—
White	9%	2%
Multi-ethnic	4%	1%

Develop Staff Integration of Courageous Conversations about Race

In October, sessions of Courageous Conversations about Race Exploration were held with elementary teachers and school secretaries. The District Equity Leadership Team (DELT) met to identify areas of the district to reflect upon and to discuss through the Courageous Conversations about Race protocols and framework.

Black and Latino Male Achievement is continuing its professional development series around Dr. Gholdy Muhammad's Cultivating Genius within the Principal Leadership Institute monthly, as well as district-led professional development on her framework.

The Wisconsin Disproportionality Network held its Fall Equity Series on October 27, 2022, with a variety of national and local speakers.

Next Steps

In November, there will be additional sessions of Courageous Conversations about Race held for regular education and special education teachers.

The first quarterly Community Conversation will be held on November 9, 2022, from 5:30 to 6:30 for members of the MPS and Milwaukee community to engage in conversations.

Additional follow-up meetings will be held within individual Momentum Schools to co-create next steps for individualized support in each school, based on need and areas of concern.

Best practices from the Culture, Climate and Alternatives to Suspension Toolkit to will be presented to all school leaders at the Principal Leadership Institute. The November highlights will be classroom

strategies, including increasing opportunities to respond within instructional practices and validating and affirming students while redirecting behaviors.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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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) Report with Possible Action on M³ College Connections 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

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's 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 meet bi-weekly to review the progress of students, to problem solve logistical issues, and to adjust the programs' or individual pathways' designs.

M³ College Connections

M³ is a collaborative partnership among the three largest public education institutions in Milwaukee that seeks to transform the future of Milwaukee through education. M³ College Connections has three pathways of study:

- General: Started spring semester of the 2018-19 school year
- Nursing: Started fall semester of 2019-20 school year
- Education: Started spring semester of 2020-21 school year

M³ College Connections is in the fifth year of implementation.

Demographics

	Students of Color	Black	Hispanic	White	Asian	EL Students	Former EL Students	Students with Disabilities
Total*	84.8%	50.1%	21.3%	15.2%	11.2%	2.5%	9.3%	3.6%
District	90.8%	50.4%	27.9%	9.1%	8.3%	14%		19.6%
2022-23**	84.8%	52.7%	20.5%	15.2%	10.7%	1.8%	1.8%	4.5%

*Total from 2018-19 through 2022-23 — subject to change due to incoming students in the second semester

**Subject to change due to incoming students in the second semester

Grade Distribution, from 2018-2019 through 2021-22

A	B	C	D	P	U	I
39.1%	26.0%	13.9%	5.6%	11.1%	4.0%	0.3%

A, B, & C..... 79%
A, B, C, & P..... 90.1%
D, U, & I..... 9.9%

Outcomes

The total number of MPS students participating from 2018-19 through 2022-23 is 475.

More than 4,800 college credits have been earned since the inception of the program.

Student participants' post-secondary enrollment rate exceeds the district, state, and national rates.

Two students from the first nursing cohort completed their LPN associates degrees while in high school.

Collaborative and Continuous Improvement

MPS has added a new staff member for additional students' support. UWM has also added a new staff member for high-school students' support. MATC has increased its high-school students' support

There has been intentional outreach to under-served populations — Black and Latino males, students with disabilities, and English-language learners.

Summer coursework and additional course options have been added.

There is increasing success within pathways.

The education pathway has been redesigned to begin with internship.

UWM offers scholarships for M^3 College Connections' 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

Fiscal Impact Statement

N/A

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(Item 2) Action on Resolution 2223R-010 by Director Taylor to Name the Learning Exchange Program for Ceasar Stinson

Background

On its regular meeting on October 27, 2022, the Board referred Resolution 2223R-010 by Director Taylor to the Committee on Student Achievement and School Innovation.

WHEREAS, Milwaukee Public Schools "is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship"; and

WHEREAS, Wisconsin Statute s. 121.84(1)(c" states "A school board may permit a foreign exchange student to attend school in the school district without payment of tuition"; and

WHEREAS, Language in the MPS 2021-2022 Legislative Agenda indicates that "MPS strives to accomplish the same basic objectives — to enhance student achievement, to increase educational opportunities for all children and to attract and retain the most qualified teachers"; and

WHEREAS, Ceasar Stinson was a Legislative Policy Specialist for Milwaukee Public Schools and advocate for international exchange opportunities for students and educators; and

WHEREAS, Ceasar Stinson, a Milwaukee Public Schools alumnus, graduated from the University of Wisconsin-Madison's law school, served as a lobbyist, and held various other positions throughout his 17 years with the District; and

WHEREAS, Ceasar Stinson worked with elected officials and other public education advocates at the local, national, and international levels; and

WHEREAS; On January 25, 2020, MPS and the entire community was devastated by the loss of Mr. Stinson, a man who made significant contributions to the quality of life of the Milwaukee community; and

WHEREAS, Ceasar worked with board members, the Administration, and students and families, to further the MPS student-exchange program and to recruit talented teachers from the United Kingdom and other countries; and

WHEREAS, Ceasar will be remembered as an intelligent and strong team member; an involved individual who loved his community; a mentor who was passionate about helping young people achieve their educational aspirations — not just stateside, but internationally; and a loving father to his daughter Cearra; now, therefore, be it

RESOLVED, That in sincere appreciation of Ceasar Stinson's years of dedicated service to the Milwaukee Public Schools, the Milwaukee Board of School Directors hereby renames the MPS International Enrollment Program and international educator-recruitment effort the Ceasar Stinson Learning Exchange Program; and be it

FURTHER RESOLVED, That this name change be reflected in any policies, procedures, district webpages, and relevant documents; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors, and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to the family of Ceasar Stinson in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

The Administration is recommending adoption of the resolution, with the final Resolved to be amended as follows:

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors, and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to the family of Ceasar Stinson in tribute to his record of dedicated public service to the ~~citizens~~ residents of Milwaukee and to the children of the Milwaukee Public Schools.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.12, Admission of Exchange Students

Fiscal Impact Statement

None

Implementation and Assessment Plan

Upon the Board's approval, the resolution will be implemented.

Committee's Recommendation

You Committee recommends adoption of the Resolution, as amended by the Administration.

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 3) Action on Resolution 2021R-002 by Former Director Miller Regarding Advancing the Goal of Equity in MPS

Background

At its regular meeting on May 28, 2020, the Board referred Resolution 2021R-002 by then Director Miller to the Committee on Student Achievement and School Innovation.

WHEREAS, In 2014-15, the Office for Civil Rights (OCR) conducted a biennial data-collection review, which found what OCR believed to be a disproportionality of African American students in referrals, suspensions, and other disciplinary actions; and

WHEREAS, Upon investigation, the OCR confirmed this disproportionality, which led to the MPS Resolution 05-14-5003, in which the district assured the OCR that it would take action to comply with the Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d (Title VI), and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination based on race, color, or national origin by a recipient of federal financial assistance; and

WHEREAS, In August of 2017, the Milwaukee Board of School Directors adopted Administrative Policy 1.06, Equity in MPS, which states, in part:

(a) The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all district and school-site decision makers, faculty, and support staff accountable for building a district-wide culture of equity.

(b) The Board acknowledges the need to address the impact of inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community; and

WHEREAS, In the 2019-2020 school year, the Milwaukee Public Schools successfully convened two student conferences — one at the beginning of the school year, and a follow-up at the end of the school year — to engage students in discussion and evaluation of Resolution 05-14-5003 and of the district's disciplinary policies; now, therefore, be it

RESOLVED, That in the spirit of that work and to advance the goals of MPS Administrative Policy 1.06, Equity in MPS, the Milwaukee Board of School Directors directs the following:

1. the Administration shall create a tool, using the Equity Guidebook, which the school engagement council at each school in MPS will use to conduct an annual equity evaluation;
2. each MPS high school shall create an equity team, made up of 50% students, to carry out the equity evaluation;
3. every fall, the district shall convene a student equity conference in order to train students on the equity teams in equity policy and practices; and
4. every spring, the shall convene a follow-up high-school student conference to report on implementation of equity policies at each high school; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools shall commit itself to fully engage students, staff, and parents in this process at each school; and be it

FURTHER RESOLVED, That each year, the Administration shall convene a district-wide equity conference at which it shall bring together school communities to report on the district's efforts and progress in ensuring equity in MPS.

The resolution emphasizes providing opportunities for student voice through engagement in various school-based and district-wide activities and events that foster equity, 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, 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. Efforts underway to advance the goal of equity in MPS include Student Leadership Summits, Superintendent's Student Advisory Council (SSAC), 30/60/90-day Plans, Ambitious Instruction-Accelerating Learning, in-person and virtual staff professional development opportunities, parent/guardian learning opportunities, deepening systemic change, expansion of academic programs and enrichment opportunities through internal and external collaborations, and personal efficacy for all.

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

NA

Implementation and Assessment Plan

Upon the Board's approval, the Administration will implement Resolution 2021R-002 by former Director Miller regarding advancing the goal of equity in MPS.

Committee's Recommendation

Your Committee recommends that:

1. the Board adopt the resolution;
2. a preliminary draft of the required evaluation to be brought to the Board by March 2023; and
3. the final evaluation to be brought to the Board by June 2023

Approved with the roll call vote on the balance of the Reports of the Standing Committees.

* * * * *

(Item 4) Update with Possible Action on the Results of the Wisconsin Student Assessment System from Spring 2022

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

Annually, students 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 ACT Aspire, while students in grade 11 are assessed on the ACT. This presentation will review the results from spring 2022 and the comparison to the spring 2021 results.

Update

Highlights

MPS improved scores in all subjects and in all tests (Wisconsin Forward Exam, ACT Aspire, ACT) from spring 2021 to 2022!

Forward English Language Arts (ELA), Grades 3-8

No Test.....5.1%
Below Basic.....53.7%
Basic.....26.7%
Proficient.....12.8%
Advanced.....1.8%

- Increase of 7.3% from Spring 2021
- 94.9% test participation

Schools that Improved from 2018-19 to 2021-22 in Forward ELA

- Auer, Central Region
- Bay View Montessori, East Region
- Bethune, Central Region
- Carver, East Region
- Cass Street, East Region
- Clarke Street, Central Region
- Craig Montessori, Northwest Region
- Eighty-first Street, Northwest Region
- Elm, East Region
- Emerson, Northwest Region
- Engleburg, Northwest Region
- Fratney, East Region
- Grantosa, Northwest Region

- Highland, Contracted
- Hi-Mount, Central Region
- I.D.E.A.L, East Region
- Keefe, Central Region
- Kluge, Northwest Region
- Lancaster, Northwest Region
- MacDowell Montessori, High School Region
- Maryland Montessori, East Region
- Milw. French Immersion, Central Region
- Roosevelt, Citywide Region
- Sherman, Central Region
- Story, Central Region
- Stuart, Northwest Region
- Zablocki, Southwest Region

Forward Math, Grades 3-8

No Test 5.1%
Below Basic.....61.6%
Basic 23.0%
Proficient 9.3%
Advanced.....1.0%

- Increase of 6.2% from 2021
- 94.9% test participation

Schools that Improved from 2018-19 to 2021-22 in Forward Math

- Barbee, Central Region
- Browning, Northwest Region
- Engleburg, Northwest Region
- Fratney, East Region
- Goodrich, Northwest Region
- Grantosa, Northwest Region
- Kilbourn, Northwest Region
- Lancaster, Northwest Region
- MacDowell Montessori, High school Region
- Roosevelt, Citywide Region
- Stuart, Northwest Region
- Zablocki, Southwest Region

Forward Science, Grades 4 & 8

No Test 5.4%
Below Basic.....44.1%
Basic 30.9%
Proficient 14.4%
Advanced.....5.2%

Forward Social Studies, Grades 4, 8, & 10

No Test 11.2%
Below Basic..... 41.2%
Basic 21.4%
Proficient 18.9%
Advanced..... 7.3%

ACT Aspire English Language Arts (ELA), Grades 9 and 10

No Test 41.4%
Below Basic.....29.1%
Basic 17.3%
Proficient 10.0%
Advanced.....2.3%

- An increase of 9.8% from 2021
- 58.6% test participation
- ELA requires the completion of three subtests for a score to be determined.

ACT Aspire Math, Students in Grades 9 and 10

No Test 28.7%
Below Basic.....51.6%
Basic 12.0%
Proficient 6.1%
Advanced.....1.6%

- An increase of 6.4% from 2021
- 71.3% test participation

ACT English Language Arts (ELA), Grade 11

No Test 24.3%
Below Basic.....38.7%
Basic 20.5%
Proficient 14.5%
Advanced.....2.0%

- An increase of 4% from 2020-21
- 75.7% test participation
- ELA requires the completion of three subtests for a score to be determined

ACT Math, Grade 11

No Test.....24.2%
Below Basic.....55.3%
Basic.....12.6%
Proficient.....6.6%
Advanced.....1.3%

- An increase of 2.8% since 2020-21
- 75.8% test participation

ACT Science, Grade 11

No Test.....24.6%
Below Basic.....48.2%
Basic.....19.5%
Proficient.....6.4%
Advanced.....1.3%

- An increase 1.6% from 2020-21
- 75.4% test participation

Next Steps

- Continue to implement Ambitious Instruction: Accelerating Learning
- Monitor progress with local assessments
- Celebrate our movement toward minimizing unfinished learning!

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

NA

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(Item 5) Report with Possible Action on the Results from the National Assessment of Educational Progress (NAEP)

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 National Assessment of Educational Progress (NAEP), participation in which is required by any school or district that receives Title I funding, is administered across the country every other year. As a result of the COVID-19 pandemic, however, the NAEP assessment was not administered in 2021, although it was administered in 2022.

Milwaukee Public Schools goes beyond this requirement by being part of the Trial Urban District Assessment (TUDA), which provides the District the ability to benchmark with other districts in the Council of Great City Schools, national public schools, and large-city schools in the country.

The presentation attached to the minutes of your Committee's meeting reviews our results from 2009 to the present, compared with those of the many other jurisdictions.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

NA

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(Item 6) 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, conversant in other languages, and capitalize on the cultural and linguistic backgrounds of all English-learner students (Els).

Another important component of the Board's action is encouraging the participation of parents, staff, and other community stakeholders. 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.

Bilingual Multicultural Education

Demographics, 2022-23

- 13,305 Students
- 21 Schools
- 38.3% English-language Learners
- 22.8% Special education
- 81.0% Economically-disadvantaged*

*Schools continue to collect and to review alternate-income surveys.

American Indian	0.4%
Asian	4.6%
Black	23.0%
Hispanic	65.5%
Hawaiian/Pacific Islander	0.1%
White	4.3%
Multi-ethnic	2.1%

Department of Bilingual Multicultural Education

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 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.

Updates

- Bilingual programming
- Seal of Biliteracy
- Professional development to schools
- Parental engagement and marketing
- District Multicultural Multilingual Advisory Council (DMMAC)

Program Updates

Bilingual

Accomplishments

Guided teacher work groups (K5-5th grades) in the development of Week-at-a-Glance documents for Trimester 1 Science BUFs (Biliteracy Unit Framework) — for the Biliteracy Year-at-a-Glance.

Completed the Bilingual Dual-language Foundational Skills Scope and Sequence (K5-2nd grades).

Collaboratively developed and modeled instructional plans for primary teachers at Riley Dual-language (DL) Montessori.

Next Steps

Complete an inventory of reading skills and standards based on the newly-adopted reading materials in order to inform updates to biliteracy units and the Biliteracy Year-at-a-Glance.

Provide professional development on Bilingual Dual-language Foundational Skills Scope and Sequence (K5-2nd grades).

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) and English-language Development (ELD)

Accomplishments

Implemented the ELD action plan, 2021-24.

Offered professional development and coaching to schools that educate English-learners (EL).

Provided summer services to newcomer refugees.

Next Steps

Implementation of the ELD action plan will continue district wide:
English learner identification
Instructional strategies
Reclassification to former EL.
Determine/document eligibility and develop a plan of services for summer 2023.

World Languages and Immersion

Accomplishments

Path to Proficiency in world languages and immersion second-language acquisition.

Explicit instruction based on the world languages curriculum map and learner-centered can-do statements.

Formative practices through the Intercultural Communicative Competence and authentic resources. (Products/practices/perspective).

I Engagement through at least 90% authentic communication using the target language.

Seal of Biliteracy

Accomplishments

2019-20: 18 graduates
2020-21: 58 graduates
2021-22: 66 graduates

Next Steps

Continue to motivate high schools to participate in the Seal of Bi literacy recognition to reach a goal of graduating 100 students with this honor

DMMAC Update

2022-23 Kick-off Meeting

- Introduced parents to the MPS language portfolio (ESL, bilingual, world language and immersion programming).
- Beyond DMMAC Workshops — Individual schools hosting language-specific meetings to help families understand the language program available at their schools.
- Brief exploration of benefits/perks of enrolling and completing language programming.

Mango Workshop

- Self-paced language platform that allows MPS employees, families, and students to learn and strengthen languages on their own time.

DMMAC Coming Up

- 11/15 Parent Coordinator presentation
- 11/16 Meeting topic: The benefits and perks of benefits/perks of enrolling and completing language programming.
- Free college enrollment in Germany
- College credits
- Seal of Biliteracy

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 7) 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

This is the first of three updates for the 2022-23 school year on the development and implementation of the personal finance course required for graduation. At its regular meeting in 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 Class of 2026, with additional schools to be added in subsequent semesters/years.

The following schools offered the personal finance course in spring 2022: Bay View, Bradley Tech, Marshall, MacDowell, Milwaukee High School of the Arts, Project Stay, Vincent Accelerated Academy, and Wisconsin Conservatory of Lifelong Learning.

The following schools began offering the personal finance course in fall 2022: Alliance, Audubon, JMAC, King IB, Milwaukee County Youth Education Center, Milwaukee School of Languages, and Pulaski.

In spring 2023, the final seven high schools will begin to offer the course.

Personal Finance Update

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 Academy
WCLL

Cohort 3 (2027), 2022 Fall

Alliance
Audubon
JMAC
King IB
MKE Co Youth Ed Center
MSOL
Pulaski

Cohort 4 (2028), 2023 Spring

Golda Meir
North Division
Obama
Reagan
South Division
Vincent
Washington

Professional Development Update

- Almost 50 staff attended the Forward Learning Institute of Financial and Economic Literacy in June 2022
- More than 100 staff members attended the Summer Institute in August 2022
- Average of 29 hours of Next Gen Personal Finance professional development provided to personal finance teachers
- Increase over last year's 17 hours
- Ten teachers took more than 30 hours
- Every school has at least one teacher trained to teach personal finance. Six schools have two or more teachers trained.
- Eight teachers applied for and received scholarships to attend the National JumpStart Conference in November

Events & Engagement Strategies

- Educators Credit Union’s Reality Check Day, September
- Economics Wisconsin’s stock market game, October-December
- Junior Achievement’s field trip, November
- JumpStart’s Conference in Atlanta, GA, November
- Student-led newsletter, December
- Students on Advisory Council, December
- Moving Racial Discrimination Unit, Spring 2023
- Financial Literacy Fridays during Financial Literacy Month, April 2023
- Parental workshops in schools, Spring 2023

What's Next?

- Expand and improve partnerships
- Provide continued professional development
- Provide parental financial-literacy workshops
- Expand financial-literacy programming to middle schools
- Organize Financial Literacy Event for Financial Literacy Month

Our Partners

- CLIMB USA
- Economics Wisconsin
- Educators Credit Union
- EVERFI
- Junior Achievement
- Next Gen Personal Finance
- Riverworks Development Corp.
- Secure Futures, formerly Make A Difference-Wisconsin

- University Economic Development Association (UEDA)

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.37, Graduation Requirements

Fiscal Impact Statement

N/A

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(Item 8) 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

The 2021-22 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 the following 23 schools, which serve 6,662 students in diverse settings to meet their varied needs:

- Auer Avenue
- Barbee Montessori
- Bethune Academy
- Burbank
- Clarke
- Clemens
- Fifty-third Street School
- Franklin
- Grant Gordon Learning Center
- Hawley Road
- Hopkins Lloyd
- Gwen T. Jackson
- Keefe Avenue
- LaFollette
- Marvin E. Pratt
- Metcalfe
- Milwaukee French Immersion
- Neeskara
- Sherman
- Frances Starms Discovery Learning Center
- Frances Starms Early Childhood Center
- Story
- Westside Academy.

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

Demographics

- 6,662 students
- 22 schools
- 6.6% English-language learners
- 19.2% students with disabilities
- 92.2% economically-disadvantaged*

*Alternate income forms are still being collected and processed.

American Indian	0.3%
Asian	6.7%
Black/African American	79.5%
Hispanic	6.2%
Hawaiian/Pacific Islander	0.1%
White	3.2%
Multi-ethnic	4.0%

State Report Card

2020-21 Wisconsin State Report Card's Overall Scores and School Ratings

Pratt Elementary	89.3	Significantly Exceeds Expectations
Starms Discovery	66.6	Meets Expectations
Milwaukee French Immersion	65.9	Meets Expectations
Clemens Elementary	64.8	Meets Expectations
LaFollette Elementary	63.3	Meets Expectations
Neeskara Elementary	62.8	Meets Expectations
Franklin Elementary	62.7	Meets Expectations
Bethune Academy	62.5	Meets Expectations
Fifty-third Street Elementary	62.3	Meets Expectations
Clarke Street Elementary	61.2	Meets Expectations
Metcalfe Elementary	61.2	Meets Expectations
Story Elementary	58.4	Meets Expectations
Westside Academy	58.2	Meets Expectations
Burbank Elementary	54.8	Meets Few Expectations
Auer Avenue School	53.8	Meets Few Expectations
Hawley Environmental School	53.3	Meets Few Expectations
Barbee	52.4	Meets Few Expectations
Keefe	52.3	Meets Few Expectations
Sherman	47.1	Fails to Meet Expectations
Jackson	26.0	Fails to Meet Expectations
Hopkins	21.2	Fails to Meet Expectations

Spotlight on Milwaukee French Immersion School

Milwaukee French Immersion School is committed to making language-immersion education accessible to all students.

We ensure each student reaches his or her full potential by:

- embracing the unique backgrounds and cultural identities of our students and staff;
- exposing our students to the Francophone world through rich language and cultural experiences;
- providing a rigorous academic curriculum with supports for students' needs while building upon students' strengths;
- expanding our curriculum to include lessons/units that impart the historical and current impact of oppression and the realities of racial inequities; and
- closing the racial achievement and opportunity gaps among students.

Local learning and global thinking since 1978.

Nous sommes fiers de parler francais et de connaître le monde francophone. Nous sommes respectueux, responsables, et en sécurité. Nous sommes differents, uniques, et plus forts ensemble.

Nous sommes MFIS.

Demographics

- 449 students in K4 to grade 8
- 4.5% English-language learners
- 7.8% students with disabilities
- 63.7% economically-disadvantaged*

*Alternate-income forms are still being collected and processed.

American Indian	0.2%
Asian	3.6%
Black/African American	61.1%
Hispanic	6.5%
Hawaiian/Pacific Islander	0.4%
White	18.0%
Multi-ethnic	10.2%

Early Literacy — IDAPEL

IDAPEL is a series of French-language formative measures designed to assess the early literacy skills of students learning to read in French in grades K through 5.

Kindergarten, Fall 2022

Facilité à Reconnaître le Premier Son

At or Above Benchmark	56%	(n = 36)	Number of Students	64
Below Benchmark	13%	(n= 8)	Average	16
Well Below Benchmark	31%	(n = 20)	Standard Deviation	13.8
			Score Range	0 to 45

First Grade, Fall 2022

Facilité à Dénommer des Lettres

At or Above Benchmark	28%	(n= 24)	Number of Students	85
Below Benchmark	21%	(n = 18)	Average	17.6
Well Below Benchmark	51%	(n= 43)	Standard Deviation	12.3
			Score Range	0 to 52

Facilité à Segmenter les Phonémes PT

At or Above Benchmark	52%	(n = 44)	Number of Students	84
Below Benchmark	19%	(n= 16)	Average	25.4
Well Below Benchmark	29%	(n= 24)	Standard Deviation	17.4
			Score Range	0 to 61

STAR Reading

	2021-22 Fall	2021-22 Winter	2021-22 Spring	2022-23 Fall
Significantly Below Target	28.8%	23.7%	24.7%	29.7%
Well Below Target	13.2%	14.1%	11.9%	13.1%
Below Target	29.2%	30.3%	26.4%	24.8%
On Target	10.8%	11.2%	12.8%	12.6%
Significantly Above Target	18.0%	20.7%	24.3%	19.8%

STAR Math

	2021-22 Fall	2021-22 Winter	2021-22 Spring	2022-23 Fall
Significantly Below Target	18.8%	22.6%	29.7%	15.8%
Well Below Target	21.8%	16.4%	14.8%	20.1%
Below Target	43.0%	42.9%	40.4%	44.3%
On Target	0	0	0	0
Significantly Above Target	16.4%	18.1%	15.1%	19.8%

Language Immersion at MFIS

- Label France School
- French language through instruction and interaction across all subjects
- Students in K4-1st grade receive 90% of instruction in French.
- English-literacy instruction begins in 2nd grade.
- Music and art are taught in French.

Points of Pride

- African dance program
- French-speaking interns
- DELF exam for French proficiency
- Grand Concours oral French-speaking contest
- Positive Behavior Intervention and Support (PBIS)
- 8lack & Latino Male Achievement
- Milwaukee French Immersion Foundation
- United Nations Association of the United States of America, Greater Milwaukee Chapter

Moving Forward

- Culturally-responsive classrooms
- Read, read, read
- Early childhood literacy
- Language acquisition
- Strengthening family connections and engagement

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

The Board received the report of its delegate to the District Advisory Council.

* * * * *

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

This report will be included in the President's report in December.

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RESOLUTIONS

Resolution 2223R-012

Directors Peterson and Leonard

WHEREAS, The Wisconsin Standards for Social Studies (SS.PS2.b.h) state that students in grades 9-12 should "[d]emonstrate the skills necessary to participate in the election process (i.e., registering to vote, identifying and evaluating candidates and issues, and casting a ballot)"; and

WHEREAS, The Wisconsin Standards for Social Studies (SS.PS3.a.h) state that students in grades 9-12 should, "create and evaluate solutions to increase voter participation"; and

WHEREAS, Milwaukee Public Schools should ensure that all students have access to an education that teaches and promotes the importance of civic engagement and voter registration; and

WHEREAS, The Milwaukee Board of School Directors recognizes that student voter registration is an important element of preparation for adult life; and

WHEREAS, MPS should encourage students to pursue and maintain civic engagement through voter-education programs and by encouraging their peers and families to become civically engaged through participation in all federal, state, and local elections; and

WHEREAS, The Board believes that all students should be registered to vote before they graduate from school and be equipped to make informed decisions about voting; now, therefore, be it

RESOLVED, That the Administration, in accordance with state law and the Wisconsin Standards for Social Studies, develop a specific plan and timeline to increase voter registration and actual voting by eligible high-school students; and be it

FURTHER RESOLVED, That the plan and timeline be developed collaboratively, with participating groups to include, but not be limited to, the League of Women Voters, Souls to the Polls, the Milwaukee Teachers' Education Association, and appropriate MPS groups/departments such as Parent Coordinators, Student Services, Transportation, Guidance/Counseling, Social Work, College and Career Readiness, and the Social Studies team; and be it

FURTHER RESOLVED, That the planning process consider the inclusion of the following provisions:

1) that any request by a student to be provided voter-registration information be forwarded to the appropriate school official, granting the student access to necessary information;
2) opportunities for all qualified staff to become Voter Champions within their school communities to support eligible students to register to vote before they graduate;
3) a formal recognition within the district that annually, on the fourth Tuesday of the month of September, Student Voter Registration Day will be recognized within Milwaukee Public Schools;
(4) that the District provides eligible students with year-round opportunities to engage in voter-registration activities and to carry out year-round initiatives related to these efforts;
(5) the District develop two-month timelines in advance of spring and fall election days to ensure that all students who are 18 by the election day have time and support to obtain necessary documents and, if necessary, transportation to DMV offices so that qualifying students may obtain identification that will allow them to vote; and
(6) any other provisions that surface during conversations with the participating groups and MPS departments; and be it

FURTHER RESOLVED, That district-implemented voter-registration education initiatives and efforts shall be non-partisan and without pressure or influence on any individual or group of individuals to register to vote for any particular political party, to vote for any particular candidate, or to solicit campaign contributions; and be it

FURTHER RESOLVED, That the Administration report back to the full Board during its February board cycle so that the plan can be implemented before the general election in April 2023; and be it

FURTHER RESOLVED, That after the April 2023 election, the Board and the Administration consider ways to improve the process for subsequent election cycles.

Referred to the Committee on Student Achievement and School Innovation.

* * * * *

Having disposed of the balance of the items on its agenda, the Board returned to the following two items, which had been postponed from earlier in its meeting.

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 3) Action on a Request for a Closed Session Relative to a Report with Possible Action Regarding a District Safety Drill as Required by Wisconsin Statutes, §118.07(4)(cp), and Other Associated Requirements

Background

State Statutes, §118.07(4)(cp), requires all public and private schools in Wisconsin to conduct safety drills prior to January 1 of each year. The drills are intended to provide training for a building's occupants should an emergency situation occur that would require a response based on the district and schools' safety plans.

On November 2, 2022 safety drills were conducted at Milwaukee Public Schools. The drills consisted of a standard response to an emergency situation. The drills were completed appropriately, rendering discussions at the school level about what needs improvement. Principals then prepared written evaluations for the Board to review within 30 days of the drill. The Board is then to provide a certification of the drills, which will be forwarded to the Wisconsin Department of Justice's Office of School Safety by January 1, 2023.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

N/A

Recommendation

The Administration recommends the Board retire to closed session pursuant to Wisconsin Statutes, §19.85(1)(d), which allows a governmental body to hold a closed session to consider strategy for crime detection or prevention, in order to consider this item.

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

(Item 1) Action on a Request to Retire to Closed Session Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

Pursuant to Wis. Stat., §19.85(1)(g), the Board may retire to closed session to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.18, Legal Representation

Recommendation

That the Board determine how it wishes to proceed with this item.

In regard to the above items, respectively, Director Carr moved to retire to closed session:

1. pursuant to Wisconsin Statutes, §19.85(1)(d), which allows a governmental body to hold a closed session to consider strategy for crime detection or prevention; and
2. pursuant to Wisconsin Statutes, §19.85(1)(g), which allows a governmental body to hold a closed session to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The motion passed, the vote being as follows:

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

The Board retired to closed session at 6:24 p.m.

The Board adjourned from closed session at 7:43 p.m..

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 22, 2022

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

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Absent — None.

APPROVAL OF MINUTES

The minutes of the Board's special and regular meetings of October and November 2022 were approved as printed.

* * * * *

MOMENT OF SILENCE

Before proceeding to the items on the agenda, President Peterson asked for a moment of silence to commemorate the passing of the following members of the MPS Community:

- Robin Baker, a retired building service helper from Bradley Tech High School;
- Chavez Collins a student at Marshall High School;
- Charmaine E. DeNoyer, a retired teacher from Bay View High School;
- Julia Dean, a retired assistant principal from Mitchell School;
- Janice Ferguson retired secretary from the Department of Curriculum & Instruction;
- Kayden Foster, a student at Rufus King High School;
- Richard Huerta, a retired boiler attendant from Wedgewood Park School;
- Johnson Hunter, a retired teacher from South Division High School;
- Tyrielle Jefferson, a student at Stuart Elementary School;
- Jean Johnson, a retired paraprofessional from Northwest Secondary School;
- Lissie Johnson, a retired general education assistant from Lloyd Barbee Montessori School;
- Mary Kremer, a retired teacher Riverwest Elementary School
- Zion Keith, a student at Congress School;
- Kaliyah King-Magee, a student at Allen Field Elementary School;
- Aquavion (Ah-Kway-Vee-On) Love, a student at Rufus King High School;
- Eunice Moore, a retired general education assistant from Lancaster Elementary School;
- Robert Schleck, a retired principal from Burdick School;
- Leon Seefeldt, a retired material handler from the District mailroom; and
- Ashton Tatum-Ward, a student at Kluge School.

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; and
- strengthening communication and collaboration.

Activities from late November through mid-December are also included in the following report.

Superintendent's Report, December 2022

5th Annual Day of Code

How do traffic signals know when to change? How do computer games respond to a player's commands? The answers lie in sophisticated computer language known as code. Without complex code to provide instructions that make it operate, even the simplest computerized technology is just a pile of parts. On December 1, 2022, MPS students showed off their coding skills and brought the process to life through a livestreamed Day of Code.

Leading up to Computer Science Education Week, December 5-9, 2022, student ambassadors from Hamilton High School, Gwen T. Jackson School, Milwaukee High School of the Arts, and Milwaukee School of Languages offered presentations and demonstrations for students and staff in MPS. Computer Science Education Week is promoted by Code.org, a nonprofit organization dedicated to expanding computer-science education.

Returning for a third year as emcee for the event was Nadiyah Johnson, a graduate of Rufus King High School and founder of the Milky Way Tech Hub and Jet Constellations. The computer-science industry is proactively engaging with girls and people of color to explore coding as a career path, and Ms. Johnson is one of those leading the way.

MPS, which has a wide range of technology and computer-science classes available to students, anticipates an increase in the number of schools participating in the Day of Code as students learn more about computer science and coding.

Verizon Innovation Learning Lab

Coding is only one part of digital technology. As MPS continues to grow our STEM, coding, computer-science, and overall technology curriculum, we continue to work with partners, vendors, and stakeholders to deliver the best possible resources to students.

MPS is dedicated to providing the best possible education to our students and to preparing them for the digital workforce. Working with Verizon, Heart of America, and the J. Orin Edson Entrepreneurship and Innovation Institute, on December 15, 2022, MPS opened its second Verizon Innovation Learning Lab. Longfellow School now joins Oliver Wendell Holmes School with this access to emerging state-of-the-art technology.

Labs and technology such as that supplied by Verizon will help us to advance our students' in-depth understanding of technology and to close the digital gap that exists among our students. We are looking forward to a continued partnership with Verizon as we work to provide advanced technology options to our students across the district.

Battle of the Drumlines

On Saturday, December 10, 2022, MacDowell Montessori School, Milwaukee Parkside School for the Arts, Riverside University High School, Reagan High School, and Rufus King High School performed in the Battle of the Drumlines. MacDowell Montessori School and Milwaukee Parkside School for the Arts were exhibition schools that received valuable feedback from the judges in preparation for future entry into the competition.

The competition was intense among the three remaining schools, Riverside University High School, Reagan High School, and Rufus King High School. All schools received recognition and participation trophies, but only one got to take the grand prize of the traveling trophy: Riverside made a fierce showing in the competition, but had to concede the win to Rufus King High School, which narrowly beat Reagan High School by 0.75 point.

The stands were filled with hundreds of spectators who cheered for the drumlines, moved to the beat of the drums, and showed their support through cheers, chants, and stomps. People enjoy this competition for the showcasing of schools, while others come for the drums and for the students.

This competition is an intricate part of our music program and demonstrates the hard work put forth by our music department over the years, the need for music, and the impact that music can have on the success of a student. Music and the ability to play an instrument are lifelong skills, as was demonstrated by alumni who returned and performed in this year's event.

Kindergarten Enrollment Fair Coming February 4, 2023

We believe that it is never too early to begin recruiting families to enroll their children in MPS. Families that have children who turning three-, four-, or five-years-old by September 1, 2023, can get ready to enroll beginning February 4, 2023, at this year's Kindergarten Enrollment Fair, to be held at North Division High School, 1011 West Center Street.

The fair helps families explore schools, learn about available programs, identify best options, and ask questions, helping to 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.

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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

On November 21, 2022 the Department of Administration announced that the State of Wisconsin has an unprecedented surplus of $6.6 billion. In addition, the State is holding another $1.7 billion in the fiscal-stabilization, or "rainy day," funds. With a total of $8.3 billion and fears of recession abating, the State is positioned to finally address any number of policies that have chronically underfunded students in Wisconsin.

Given the new surplus level and the chance that revenue estimates will again come in higher when the Legislative Fiscal Bureau updates its forecast in January, resources are available to support students with disabilities with a 90% reimbursement level that would match that which students currently receive in private schools, and a per-pupil inflationary catch-up adjustment over the biennium of at least $1,400. Over the four-year period, $1,400 is likely a conservative figure, and additional data collected over the next month will assist with a more precise calculation.

School-levy tax credit information, provided under separate and summarized below, has also been published by the State Department of Revenue. Milwaukee will see a school-levy credit that will reduce property taxes associated with MPS by $51.6 million.

Estimated 2022 school-levy tax credit to be distributed on July 24, 2023 .....$51,626,027.22

Estimate of Major State Aids Allocated to Your District

Taxing Jurisdiction	Estimated Aids Tax-year 2021	Tax-year 2022
County of Milwaukee	$26,078,101	$25,872,712
City of Milwaukee	$256,510,209	$256,245,921
Milwaukee (403619)	$753,752,343	$743,048,670
Milwaukee (000900)	$30,242,706	$30,413,456
Total Estimated Major State Aids	$1,066,583,359	$1,055,580,759

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

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 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 November through mid-December.

Report to the Milwaukee Board of School Directors, December 2022

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 the fiscal stewardship of Milwaukee Public Schools.

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

Accountability and Efficiency Services

Between November 5, 2022, and December 10, 2022, Accountability and Efficiency Services fulfilled three requests for information/research, one constituent's inquiry, and two special projects. Accountability and Efficiency Services also closed one whistleblower report and completed one request for data analysis.

Accountability and Efficiency Services also reviewed the Retiree Healthcare and Life Insurance Programs' actuarial valuation as of July 1, 2021, also know as the Other Post-employment Benefits (OPEB) valuation. This valuation, comprising its current underlying assumptions and the District's funding policy, projects the plan to be fully funded by 2037. For the fiscal year ending June 30, 2022, the plan's fiduciary net position, as a percentage of total OPEB liability, was 31.85%. By comparison, for the fiscal year ending June 30, 2020, the plan's fiduciary net position, as a percentage of total OPEB liability, was 19.4%.

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' staff members focused on our HUB and student-engagement programs.

CCS participated in a supplier-diversity connections module. The monthly session is designed to provide small diverse firms insights into contracting with public entities.

Additionally, seven MPS high-school students were interviewed for internships in administrative services, carpentry, and environmental studies. CCS successfully placed four students within these same industries.

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 22 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

- November 28, 2022, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 2:00 p.m., and 3:00 p.m.
- November 29, 2022, at 1:00 p.m., 2:00 p.m., and 3:00 p.m.
- November 30, 2022, at 9:00 a.m., 10:30 a.m., 11:30 a.m., and 1:30 p.m.
- December 2, 2022, at 10:00 a.m. and 11:00 a.m.
- December 5, 2022, at 11:30 a.m. and 12:30 p.m.
- December 8, 2022, at 8:00 a.m., 12:00 p.m., and 1:00 p.m.
- December 16, 2022, at 9:00 a.m., 10:00 a.m., and 1:00 p.m.

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

Director Herndon moved to accept the reports of the Independent Hearing Officers of November 28, 29, and 30, 2022, and of December 2, 5, 8, and 16, 2022.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.

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 Three, Action to Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days, has been set aside as it has been forwarded to the Board without a recommendation.

Item Five, Action on a Request to Approve the Proposed 2023-2024 School Calendars, has been set aside as it has been forwarded to the Board without recommendation.

Item 15, Action on Resolution 2223R-006 by Director Carr, was forwarded to the Board with out recommendation.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report and Possible Action on the Actuarial Valuation of the District's Obligation for Other Post-employment Benefits (OPEB) as of July 1, 2021

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 Governmental Accounting Standards Board (GASB) is the body that sets the accounting standards for state and local governments.

GASB Statement No. 74, Financial Reporting for Post-employment Benefit Plans Other Than Pensions, which was issued in June 2015, amended GASB Statement No. 43. It became effective for plans' financial statements for fiscal years beginning after June 15, 2016.

GASB Statement No. 75, Accounting and Financial Reporting for Post-employment Benefits Other Than Pensions, was issued in June 2015 and amended GASB Statement No. 45. It became effective for governmental financial statements of employers for fiscal years beginning after June 15, 2017.

The purpose of this reporting requirement is to establish standards for the measurement, recognition, and display of expenditures for other post-employment benefits (OPEB), related liabilities, and other information in the financial reports of state and local government employers. By definition, other post-employment benefits include medical, dental, vision, life insurance, disability, long-term care, and other benefits that are provided separately from a defined benefit pension plan.

In addition, on January 4, 2006, Assembly Bill 167 was enacted into law, relating to the investment by school districts of funds held in trust to provide post-employment benefits.

The MPS OPEB Trust Fund has an ending fund balance at June 30, 2022, of $271.0 million, a decrease of $10.9 million from the previous year June 30, 2021. During FY22, the trust received $77.6 million in sponsor contributions and paid out $48.7 million in post-employment benefits. Funds placed in the OPEB trust fund provide resources for future use against the District's OPEB liability for employees' post-retirement benefits. The funds can only be used by the District to pay retirees' medical, prescription, and life-

insurance costs and are not able to be used by the District for any other purpose. The District's OPEB liability at June 30, 2022, is $850.8 million, a decrease of $62.7 million from June 30, 2021.

The MPS OPEB Trust Fund Investments are managed by PFM Asset Management LLC, and the custodian is BMO Harris Bank NA. The trust fund's investment return was −12.97% for FY 22 and 23.25% for FY21.

Attached to the minutes of your Committee's meeting are the GASB 74 and 75 Actuarial Valuation Results and the Valuation Report.

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

Fiscal Impact Statement

The item does not authorize expenditures but is for the purpose of providing information to the Board.

Implementation and Assessment Plan

The OPEB valuation report as of July 1, 2021, will be used for the District's FY22 financial statements.

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(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Romeo Andrews	Building Service Helper I	$18.02/hr.	10/31/2022
2	Jonathan Canady	Building Service Helper I	$15.90/hr.	10/31/2022
2	Sabrina Hunt	Building Service Helper I	$16.96/hr.	11/07/2022
2	Enic O'Hara	Building Service Helper I	$15.90/hr.	11/14/2022
6	Steven Riser	Building Service Helper I	$15.90/hr.	11/14/2022
4	Jose Saldana	Building Service Helper I	$16.96/hr.	11/14/2022
4	Maria Saldana	Building Service Helper I	$16.96/hr.	11/14/2022
5	Maressa Walker	Building Service Helper I	$16.43/hr.	11/14/2022
2	Gerald Williams	Building Service Helper I	$15.90/hr.	10/24/2022
2	John Wise	Building Service Helper I	$15.90/hr.	11/14/2022
2	Reginald Williams	Building Service Helper II	$49,858.00	11/21/2022
2	Diane Farmer	Children's Health Assistant	$22,050.00	10/31/2022
2	Jvonna Ferguson	Children's Health Assistant	$20,827.00	11/08/2022
2	Elizabeth Scott	Children's Health Assistant	$22,662.00	10/26/2022
2	Shay Weaver	Engine Mechanic	$53,641.00	10/31/2022
2	Kenya Alexander	Food Service Assistant	$15.90/hr.	11/14/2022
4	Maria Benitez	Food Service Assistant	$17.33/hr.	11/14/2022
4	Jenny Cabezas	Food Service Assistant	$15.90/hr.	11/14/2022
2	Jessica Deloney	Food Service Assistant	$15.90/hr.	10/25/2022
4	Claudia Frias	Food Service Assistant	$15.90/hr.	11/18/2022
4	Maira Gonzalez Lopez	Food Service Assistant	$15.90/hr.	11/14/2022
2	Edward Harper	Food Service Assistant	$15.90/hr.	11/16/2022
2	Leenail Lewis	Food Service Assistant	$15.90/hr.	11/16/2022
2	Chiquita Maney	Food Service Assistant	$17.33/hr.	11/15/2022
4	Jessica Muniz	Food Service Assistant	$15.90/hr.	11/21/2022
2	Avis Thomas	Food Service Assistant	$17.33/hr.	11/14/2022
2	Shanae Williams	Food Service Assistant	$15.90/hr.	11/14/2022

Code	Name	Position	Salary	Date
2	Laxenia Harvey	Human Resources Assistant	$40,328.00	11/14/2022
4	Elizabeth Amigon	Paraprofessional	$19,758.00	11/16/2022
5	Robert Beaumont	Paraprofessional	$20,241.00	11/07/2022
2	Tierra Buford	Paraprofessional	$19,758.00	11/01/2022
4	Helen Calderon Ruiz	Paraprofessional	$19,758.00	10/25/2022
5	Marisa Cummings	Paraprofessional	$19,758.00	11/14/2022
2	Ronshea Franklin	Paraprofessional	$22,418.00	10/27/2022
4	India Gavin	Paraprofessional	$19,758.00	11/18/2022
5	Jill Geisthardt	Paraprofessional	$19,758.00	11/07/2022
5	Melissa Heuer	Paraprofessional	$23,147.00	11/01/2022
5	Melissa Kontowski	Paraprofessional	$23,147.00	10/31/2022
4	Gabriela Manriquez	Paraprofessional	$19,758.00	10/11/2022
2	Nakia McGee	Paraprofessional	$19,758.00	11/10/2022
2	Danisha Murrell-Buie	Paraprofessional	$19,758.00	10/31/2022
4	Fernando Orozco	Paraprofessional	$19,758.00	11/04/2022
2	Tiffany Robinson	Paraprofessional	$19,758.00	10/31/2022
2	Aqeel Scott	Paraprofessional	$19,758.00	10/25/2022
2	Roy Scott	Paraprofessional	$19,758.00	11/09/2022
5	Katherine Simmons	Paraprofessional	$19,758.00	11/03/2022
2	Angelete Thorpe	Paraprofessional	$19,758.00	11/07/2022
4	Maria Vazquez	Paraprofessional	$22,418.00	11/07/2022
5	Christina Weimer	Paraprofessional	$19,758.00	10/31/2022
4	Rebecca Weith	Paraprofessional	$23,876.00	11/21/2022
5	Thomas Finley	Pipe Insulator	$40.68/hr.	11/15/2022
2	Orrin Robinson	Pipe Insulator	$38.68/hr.	10/31/2022
2	Asia Goodwin	School Safety Assistant	$24,624.00	10/27/2022
2	Adai Hammond	School Safety Assistant	$24,624.00	10/27/2022
2	Erionna Jones	School Safety Assistant	$25,238.00	10/27/2022
2	Arleonna Jordan	School Safety Assistant	$25,238.00	10/27/2022
2	Mister McCurtis	School Safety Assistant	$24,624.00	10/27/2022
2	Shakyrius Vance	School Safety Assistant	$24,624.00	10/27/2022
2	Tasharra Wilson	School Safety Assistant	$24,624.00	10/27/2022
2	Beranna Zollicoffer	School Safety Assistant	$24,624.00	10/27/2022
5	Jennifer Clark	Secretary I — 10-month	$30,335.00	11/09/2022
4	Roselia Navarro	Secretary I — 10-month	$26,329.00	10/25/2022
4	Julissa Vazquez-Rivera	Secretary I — 10-month	$26,329.00	10/25/2022
2	Charmian Williams	Secretary I — 10-month	$29,333.00	11/10/2022
2	Ebony Green	Secretary I — 11-month	$30,064.00	11/16/2022
2	Travion Moody	Secretary I — 11-month	$31,165.00	10/31/2022
2	Della Smith	Secretary I — 11-month	$28,962.00	11/03/2022
2	Tanielle Taylor	Secretary I — 11-month	$28,962.00	10/25/2022
2	Sharae Harrison	Secretary I — 12-month	$37,003.00	11/21/2022
2	Lisa Smith-Watts	Secretary I — 12-month	$35,693.00	11/17/2022
2	Shonniqua Dixon	Secretary II	$41,116.00	11/07/2022
2	Tiree Hills	School Kitchen Manager Trainee	$17.22/hr.	11/15/2022

Promotions

5	Pamela Hart	Accounting Assistant III	$52,071.00	11/02/2022
2	Dewey Qualls	Building Service Helper II	$39,541.00	10/31/2022
2	Brittany Kincaid	Human Resources Assistant	$42,807.00	11/07/2022
5	Karla Engel	Paraprofessional — Parent Involvement	$31,835.00	11/14/2022
4	Maya Jungbauer	School Bookkeeper — 10-month	$38,208.00	10/31/2022
4	Angelica Roman	School Bookkeeper — 10-month	$43,616.00	10/31/2022
2	Stephanie Bach	School Bookkeeper — 12-month	$40,664.00	11/14/2022
2	Tony Gamble	School Safety Assistant	$25,238.00	10/27/2022
2	Tamellia Williams	Secretary I — 10-month	$25,238.00	10/27/2022
2	Annga Brown	School Engineer I	$55,628.00	10/31/2022
2	Reginald Cooksey	School Engineer II	$64,667.00	10/31/2022
2	Aron Moten	School Engineer III	$67,494.00	10/31/2022
2	Emily Biggs	School Kitchen Manager II	$31,661.00	10/03/2022
2	Jaquetta Battle	School Kitchen Manager Trainee	$18.18/hr.	10/31/2022

Code	Name	Position	Salary	Date
2	Diandra Brown	Secretary II	$39,628.00	11/21/2022
2	Angela Ellis	Secretary II	$45,580.00	10/28/2022
2	Rhonda Powell	Telephone Operator	$47,486.00	10/25/2022
Rehires				
2	Tiffany Mcclain	Food Service Assistant	$15.90/hr.	11/14/2022
4	Heber Velazquez	Food Service Assistant	$15.90/hr.	11/14/2022
2	Tamlah Williams	Food Service Assistant	$15.90/hr.	11/07/2022
4	Juan Cruz Rodriguez	Paraprofessional	$22,418.00	11/07/2022
5	Lisa Fricker	Paraprofessional	$19,758.00	11/07/2022
5	McKenna Gilmore	Paraprofessional	$19,758.00	10/25/2022
2	Monique Matthews	Paraprofessional	$21,699.00	11/15/2022
4	Jessica Pagan Pena	Paraprofessional	$20,970.00	11/21/2022
2	Fred Sanders	School Safety Assistant	$29,920.00	10/27/2022
2	Asia Stewart	School Safety Assistant	$26,165.00	10/27/2022
2	Precious Williams	School Safety Assistant	$25,238.00	10/27/2022
4	Gloria Cervantes	Secretary I — 10-month	$28,332.00	11/10/2022

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					
2, r	Davis, Katrina	Gen'l Ed & K8 — All Grades	01/BA	$62,517.00	10/31/2022
5, r	Heckman, Abigail E	Regular (Five-year-old) Kindergarten	01/MA	$57,769.00	10/31/2022
l, r	Negron-Cosme, Kerleen M	Kindergarten (Four-year-old)	01/BA	$52,158.00	11/7/2022
4, nr	Rubio Alvarez, Arelys	Early Childhood Spec Ed	01/BA	$74,603.00	11/21/2022
5, r	Wolfe, Tammy M	Early Childhood Spec Ed	01/MA	$86,095.00	10/24/2022
Teachers, Early Start					
4, nr	Daza, Carlos	Mathematics	01/BA	$74,603.00	11/14/2022
2, nr	Latham, Jerome Henry	Spec Ed Multi-categorical	01/BA	$46,979.00	10/17/2022
5, nr	Muck, Kelly A	Spec Ed Multi-categorical	01/MA	$57,769.00	11/17/2022
2, r	Nwosu, Obianuju Cassandra	Science	01/BA	$52,158.00	11/21/2022
2, r	Okoye, Joseph	Science	01/MA	$72,876.00	11/7/2022
2, r	Olanrewaju-Dopemu, Olubusola	English	01/BA	$50,432.00	11/14/2022
4, r	Plascencia, Cenobio	Mathematics	1/BA	$71,150.00	11/21/2022
5, nr	Summers, David R	AMP Art	01/MA	$84,207.00	10/31/2022
Teaching Specialist, Science					
2, r	Robinson, Angela M	Science	lD/MA	$95,033.00	11/7/2022
Math Leaders, Early Start					
2, r	King, Lakesha N	Mathematics	lD/BA	$74,167.00	11/7/2022
5, r	Madden, Claire A	Mathematics	lD/BA	$72,174.00	11/7/2022
2, r	McElroy, Lichelle Renee	Mathematics	lD/MA	$92,853.00	11/7/2022
Permit Teachers					
6, nr	Bachi, Samira	English as Second Language	XX/4W2	$46,144.00	11/14/2022
4, nr	Garcia Rodriguez, Maria Cristina	Early Childhood Spec Ed	XX/4W2	$46,144.00	10/17/2022
3, r	Lofy, Elisea	Gen'l Ed & K8 — All Grades	XX/4W2	$46,144.00	10/31/2022
2, r	Ochidi, Grace	General Operations	XX/4W2	$46,144.00	11/14/2022
4, r	Perez Rodriguez, Darlene	English as Second Language	XX/4W2	$46,144.00	10/17/2022
5, r	Pessoa, Andrea Faye Hamann	Gen'l Ed & K8 — All Grades	XX/4W2	$46,144.00	10/25/2022
5, nr	Stengel, Jacqueline	AMP Art	XX/4W2	$46,144.00	10/31/2022
2, r	Teat, Tashenia K	Gen'l Ed & K8 — All Grades	XX/4W2	$46,144.00	10/26/2022
2, r	Ward, Kenya	Multicateg. Comp. SEN	XX/4W2	$46,144.00	11/14/2022

Codes	Name	Appointment	Level	Salary	Date
Permit Teachers, Early Start					
4, nr	Fernandez Tamez, Ingrid K	Social Studies	XX/4W2	$46,144.00	11/8/2022
2, r	Hughes, Cheresse N	Multicateg. Comp. SEN	XX/4W2	$46,144.00	10/24/2022
School Counselor, Early Start					
2, r	Guice, Saima	Guidance	XX/4W2	$46,144.00	11/7/2022

Codes		Teachers	SSWs	Psychs	Other	Total
1	Native American	1	0	0	0	1
2	African American	12	1	0	0	13
3	Asian/Oriental/Pacific Islander	1	0	0	0	1
4	Hispanic	6	0	0	0	6
5	White	7	0	0	0	7
6	Other	1	0	0	0	1
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	5	0	0	0	5
	Female	23	1	0	0	24
nr	Non-Residents					
r	Residents					

Leaves of Absence

	Present Assignment	Effective Date
Illness Leave, August 2020		
Kim Schroeder	Out of Assignment	August 26, 2020
Illness Leave, October 2022		
Ida Butler	Grantosa Drive School	October 3, 2022
Mary Lederer	Out Of Assignment	October 29, 2022
Illness Leave. November 2022		
Kendall Clayvon	Comm & School performance	November 8, 2022
Mark Schmidt	Kilbourn School	November 14, 2022
Jennifer Kastilahn	Acad. De Leng-Bellas Artes	November 14, 2022
Katherine Klein	Riverwest Elementary	November 16, 2022
Victoria Landherr	Carson Academy of Science	November 16, 2022
Rebecca Martinez	Hayes Bilingual School	November 19, 2022
Norma Hedrick	Curtin School	November 21, 2022
Personal Leave, December 2022		
Hannah Kinney	Goodrich School	December 5, 2022
Valerie Stadler	Milwaukee School of Languages	December 8, 2022
Elsa Torres	Milwaukee Spanish Immersion	December 12, 2022
Personal Leave, January 2023		
Savannah Bodjanac	Victory School	January 3, 2023
Maggie Ferguson	Burbank School	January 3, 2023
Yat Wai Chong	Hamilton Highschool	January 23, 2023
Illness Leave, April 2023		
Lin An	Riverside High School	April 27, 2023
Personal Leave, January 2023		
Erin Harkin	Hayes Bilingual School	May 8, 2023

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Personal	28.0	2	Awilda Aranda	Teacher	Spanish Imm	11/17/2022
Other Dist	3.2	5	Ryan Broderick	Sup Assoc	Recreation	12/02/2022
Retire	28.6	2	Anita Carter	Teacher	Thurston Woods	12/22/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Work	7.0	2	Tatenda Chimboza	Psych	Central Svcs	12/01/2022
Personal	0.2	5	Krysta Darby	SST	Carson	10/29/2022
Personal	0.1	5	Jane Dickler	Teacher	Thurston Woods	10/27/2022
Personal	2.3	5	Kalyn Gackowski	Teacher	Bay View HS	11/16/2022
Other Dist	0.2	2	Simone Gainous Sharpe	Teacher	Clarke	11/25/2022
Other Dist	8.8	5	Brianna Kawleski	Teacher	Lincoln Ave	11/11/2022
Personal	0.3	1	Bruce Keller	Teacher	Washington HS	10/27/2022
Personal	2.2	5	Gillian Keller	Teacher	MSL	12/04/2022
Personal	16.2	5	Jennifer Koss	Teacher	Vincent	11/15/2022
Personal	2.9	5	Christopher Leopold	Teacher	Project STAY	11/01/2022
Retire	32.1	5	Karen Mussa	Teacher	River Trail	11/09/2022
Other Dist	8.7	5	Katherine Nelson	Teacher	Hawley	12/02/2022
Retire	30.2	5	Susan O'Brien	Teacher Ldr	Central Svcs	12/30/2022
Other Dist	0.2	5	Emily Olson	Teacher	Bruce	11/25/2022
Personal	7.8	5	Laura Ramos	Teacher	Siefert	01/02/2023
Personal	6.0	2	Theresa Robinson	Teacher	Dr. King Elem	11/07/2022
Personal	0.2	4	Claire Schaecher	Teacher	Wedgewood Park	11/25/2022
Personal	7.2	4	Samantha Schmid	Teacher	Parkside	10/31/2022
Personal	0.1	2	Sherrye Smith	Teacher	Roosevelt	11/25/2022
Retire	21.8	4	Silvia Stanislawski	Teacher	Longfellow	12/23/2022
Retire	23.2	5	Jon Vanstechelman	SSW	Hampton	11/30/2022
Retire	28.9	3	Maly Yang	SSW	Central Svcs	11/01/2022
Other Dist	1.2	5	Lily Zeitler	Teacher	Douglas	11/11/2022
Classified Retirements						
Retire	19.6	2	Valerie Hamilton	CHA	Riverside	11/18/2022
Retire	19.7	5	David Helm	Para	Curtin	11/02/2022
Retire	24.2	5	Carol Janke	FSA	Grantosa	11/13/2022
Retire	20.1	5	Kevin McGrorty	Electrician	Elec Shop	11/05/2022
Retire	13.9	2	Marcus Switzer	Para	Hamilton	10/30/2022
Retire	20.2	5	Paul Thorpe	Mechanic	Itinerant	11/26/2022
Retire	10.8	2	James Tyler	Boiler Att	MACL	11/07/2022
Retire	10.2	2	Norman Wilson	Insulator	Insulation Shop	11/19/2022

Codes:

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

Other District..... 6
Other Work..... 1
Personal..... 13
Retirement..... 14 (9 Classified & 5 Certificated)

Affirmative Action Monthly Personnel Transaction Report

The Affirmative Action monthly personnel transaction report for November 2022 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY23 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, 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 Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

Recommended Appointments

The Superintendent recommended 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
2, r	Paulette Chambers	Chief of Staff	Office of the Superintendent	03	18A	$168,618
2, r	Tiffany Tardy	Director I, MPS Foundation	Office of the Superintendent	03	14A	$132,000
2, nr	Tashanda Edelen	Manager I, Health Services	Office of the Chief of Academics	03	11A	$97,359
5, r	Amber Thornton	Special Ed Supervisor I, Itinerant	Office of the Chief of Academics	03	09C	$88,969
5, nr	Lisa Michael	Associate III, Nutrition Services	Office of the Chief of Finance	03	05A	$86,164
5, r	Angela Espino	Assistant Principal, Rufus King High School	Office of the Chief of School Administration	03	12C	$78,188
5, nr	Melissa Santa Cruz	Assistant Principal III, Bay View High School	Office of the Chief of School Administration	03	12C	$76,655
5, r	Megan Johnston	Special Ed Supervisor I, Itinerant	Office of the Chief of Academics	03	09C	$73,109
2, r	Michele Wilborn	Analyst III, Financial Planning & Budget Services	Office of the Chief of Finance	03	07A	$71,247
5, nr	Christina Dresang	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	$70,813
5, r	Alicia McBrien	Associate III, Nutrition Services	Office of the Chief of Finance	03	05A	$61,082
5, nr	Michael Rooney	Associate III, Nutrition Services	Office of the Chief of Finance	03	05A	$59,885
2, nr	Ashley McGee	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	$56,865
2, r	Craig Harden	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	$56,865

Recommended LTE Contracts Exceeding 60 Days

The Superintendent recommended that the Board approve the following 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	Beth Schefelker	Strong Start Math Leadership Project	Office of the Chief of Academics	$50.00	12/01/22-05/31/23
5, r	Michelle Douglas Meyer	Strong Start Math Leadership Project	Office of the Chief of Academics	$50.00	12/01/22-05/31/23

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, r	John Sanchez	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	11/01/22-12/31/22
5, r	Christina Flood	Education Pathway	Office of the Chief of Academics	$40.00	11/01/22-04/01/23
2, r	Marie McClain	Milwaukee Virtual Program	Office of the Chief of School Administration	$40.00	10/01/22-04/01/23
5, r	Annie Kubes	Recreation Special Projects	Office of the Chief of Operations	$40.00	12/01/22-05/01/23
5, r	Debra Alpert-Frolkis	Special Education Teacher MVP	Office of the Chief of Academics	$30.00	10/24/22-04/24/23
5, r	Lisa Kromraj	Special Education Teacher MVP	Office of the Chief of Academics	$30.00	10/24/22-04/24/23
5, r	Deborah Zagoiski-Biermann	Special Education Teacher MVP	Office of the Chief of Academics	$30.00	10/24/22-04/24/23
2, r	Dana Hutchins-Watson	Induction & Support	Office of the Chief of Academics	$30.00	01/01/23-06/01/23
5, nr	Laura Naughton	Induction & Support	Office of the Chief of Academics	$30.00	01/01/23-06/01/23
5, r	Michael Key	Induction & Support	Office of the Chief of Academics	$30.00	01/01/23-06/01/23
5, r	Katherine Loesl	Induction & Support	Office of the Chief of Academics	$30.00	01/01/23-06/01/23
5, r	Jodene Stefanovich	Induction & Support	Office of the Chief of Academics	$30.00	01/01/23-06/01/23
5, r	Mary Beth Selbach	Induction & Support	Office of the Chief of Academics	$30.00	01/01/23-06/01/23
2, nr	Sasha Pansons Waters	53206 Initiative Coordinator	Office of the Chief of School Administration	$30.00	11/01/22-05/01/23
2, r	Carol Asbeck	School Support Teacher	Office of the Chief of School Administration	$30.00	11/01/22-05/01/23
5, nr	Aude Sauvignon	Reading Interventionist	Office of the Chief of School Administration	$30.00	11/03/22-03/31/23
2, r	Dr. Andrew Calhoun	Agriculture Education Liason	Office of the Chief of School Administration	$25.00	11/01/22-05/01/23
2, r	Amie Ferrante	Dance Instruction Support	Office of the Chief of School Administration	$20.00	11/01/22-12/23/22
2, r	Amie Ferrante	Dance Instruction Support	Office of the Chief of School Administration	$20.00	12/24/22-06/24/23

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		

Committee's Recommendation

Your Committee is advancing this item to the Board without recommendation

Subsequent to your Committee's meeting, the Administration revised the list of recommended administrative appointments as follows.

1. adjusted salary as indicated below:

Codes	Name	Appointment	Assignment	Salary Sched	Range	Amount
2, nr	Tashanda Edelen	Manager I, Health Services	Office of the Chief of Academics	03	11A	~~$97,359~~ $99,306

2. added the following appointments:

Codes	Name	Appointment	Assignment	Salary Sched	Range	Amount
5, r	Meghan Dunlap	Assistant Principal I, MACL	Office of the Chief of School Administration	03	10C	$84,790
5, nr	Luke Johnson	Assistant Principal I, Elm	Office of the Chief of School Administration	03	10C	$70,169
2, r	Shundal Tillman, Jr.	Planning Assistant II	Office of the Chief of Academics	03	02A	$68,250

Director Carr moved approval of the Administration's recommendation, with the exception of the Chief of Staff position. The motion failed for lack of a second.

Director Gokalgandhi moved approved of the Administration's recommendation as outlined in the revised attachment to this item. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — Director Carr – 1.

* * * * *

(Item 4) Action on a Request to Approve Conservation Easements 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 $1,032,000.00 in partnership funding grants for green infrastructure projects at the following five school sites:

- Academy of Accelerated Learning, 7801 W. Wilbur Avenue;
- Fratney, 3255 N. Fratney Street;
- Bay View Montessori, Upper Campus, 619 E. Dover Street;
- North Division, 1121 W. Center Street; and
- Allen Field, 730 W. Lapham Blvd.

The funding agreements stipulate that, upon completion of these green infrastructure projects, an 11-year limited-term conservation easement shall be executed for each site in order to ensure that the new green space will be 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'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 easements, as provided in the attachments to the minutes of your Committee's meeting, 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, as provided in the attachments to the minutes of your Committee's meeting, 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 5) Action on a Request to Approve the Proposed 2023-24 School Calendars

Background

Attached to the minutes of your Committee's meeting, and summarized below, are the proposed 2023-24 school calendars.

2023-24 Traditional Calendar

2023

Aug 28 .....Organizational Day: Staff report, but students do not report
Aug 29-31.....Professional Development Days: Most staff report, but students do not report
Sept 1.....Professional Development Day: Most staff report, but students do not report
Sept 4.....Labor Day: Staff and students do not report
Sept 5.....First Day of School for Students
Oct 20 .....Parent-Teacher Conference Day: Staff and students do not report
Oct 23 .....October Break: Staff and students do not report
Nov 10 .....Record Day (K-8): Most staff report, but students do not report
Nov 22-24.....Thanksgiving Break: Staff and students do not report
Dec 21 .....Professional Development Day (K-8) Most staff report, but students do not report
Dec 22-29 .....Winter Break: Staff and students do not report

2024

Jan 1.....New Year's Day: Staff and students do not report
Jan 2.....Classes Resume
Jan 15.....MLK, Jr. Day: Staff and students do not report
Feb 16.....Record Day (K-8): Most staff report, but students do not report
Feb 19.....Mid-semester Break Staff and students do not report
March 22 .....Parent-Teacher Conference Day: Staff and students do not report
March 25-29 .....Spring Break: Staff and students do not report
April 1 .....Spring Break: Staff and students do not report
April 2 .....Classes Resume
May 27.....Memorial Day: Staff and students do not report
June 7.....Record Day: Most staff report, but students do not report
June 12.....Last Day of School for Students
June 13.....Professional Development Day: Most staff report, but students do not report

2023-24 Early Start Calendar

2023

Aug 7 ..... Organizational Day: Most staff report, but students do not report
Aug 8-11 ..... Professional Development Days: Most staff report, but students do not report
Aug 14 ..... First Day of School for Students
Sept 4 ..... Labor Day: Staff and students do not report
Oct 20 ..... Parent-Teacher Conference Day: Staff and students do not report
Oct 23 ..... October Break: Staff and students do not report
Nov 10 ..... Record Day (K-8) and Professional Development Day (H.S.): Most staff report, but students do not report
Nov 22-24 ..... Thanksgiving Break: Staff and students do not report
Dec 21 ..... Record Day (H.S.) and Professional Development Day (K-8): Most staff report, but students do not report
Dec 22-29 ..... Winter Break: Staff and students do not report

2024

Jan 1 ..... New Year's Day: Staff and students do not report
Jan 2 ..... Classes Resume
Jan 15 ..... MLK, Jr. Day: Staff and students do not report
Feb 16 ..... Record Day (K-8) and Professional Development Day (H.S.): Most staff report, but students do not report
Feb 19 ..... Mid-semester Break: Staff and students do not report
March 22 ..... Parent-Teacher Conference Day: Staff and students do not report
March 25-29 ..... Spring Break: Staff and students do not report
April 1 ..... Spring Break: Staff and students do not report
April 2 ..... Classes Resume
May 21 ..... Last Day of School for Students
May 22 ..... Record Day: Most staff report, but students do not report
May 23 ..... Professional Development Day: Most staff report, but students do not report
May 27 ..... Memorial Day: Staff and students do not report

Note: ACT testing dates are to be determined.

The Early Start calendar will apply to the same high schools, traditional middle schools, and former year-round schools as in the 2022-23 school year. The Traditional Start calendar will apply to the same elementary schools as in the 2022-23 school year.

Calendar dates may change due to inclement weather, etc. Individual schools may have additional non-attendance days which do not appear on these calendars. Also, methods and dates for distributing report cards may vary from school to school.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication 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 2023-24 school calendars.

Committee's Recommendation

Your Committee has advanced this item to the Board without recommendation

Subsequent to your Committee's meeting, the Administration revised the proposed calendars as follows:

2023-24 Traditional Calendar

2023

Aug 28 .....Organizational Day: Staff report, but students do not report
Aug 29-31.....Professional Development Days: Most staff report, but students do not report
Sept 1.....~~Professional Development Day: Most staff report, but students do not report~~
September Break: Staff and students do not report
Sept 4.....Labor Day: Staff and students do not report
Sept 5.....First Day of School for Students
Sept 29.....Professional Development Day: Most staff report, but students do not report
Oct 20 .....Parent-Teacher Conference Day: Staff and students do not report
Oct 23 .....October Break: Staff and students do not report
Nov 10 .....Record Day ~~(K-8)~~: Most staff report, but students do not report
Nov 22-24.....Thanksgiving Break: Staff and students do not report
Dec 21 .....Professional Development Day ~~(K-8)~~ Most staff report, but students do not report
Dec 22-29 .....Winter Break: Staff and students do not report

2024

Jan 1.....New Year's Day: Staff and students do not report
Jan 2.....Classes Resume
Jan 15.....MLK, Jr. Day: Staff and students do not report
Feb 16.....Record Day ~~(K-8)~~: Most staff report, but students do not report
Feb 19.....Mid-semester Break Staff and students do not report
March 22 .....Parent-Teacher Conference Day: Staff and students do not report
March 25-29 .....Spring Break: Staff and students do not report
April 1 .....~~Spring Break: Staff and students do not report~~
Classes Resume
~~April 2 .....Classes Resume~~
May 27.....Memorial Day: Staff and students do not report
June 7.....Record Day: Most staff report, but students do not report
June 12.....Last Day of School for Students
June 13.....Professional Development Day: Most staff report, but students do not report

2023-24 Early Start Calendar

2023

~~Aug 7 .....Organizational Day: Most staff report, but students do not report~~
Aug 8 .....Organizational Day: Most staff report, but students do not report
Aug ~~8~~ 9-11.....Professional Development Days: Most staff report, but students do not report
Aug 14.....First Day of School for Students
Sept 1.....September Break: Staff and students do not report
Sept 4.....Labor Day: Staff and students do not report
Oct 20 .....Parent-Teacher Conference Day: Staff and students do not report
Oct 23 .....October Break: Staff and students do not report
Nov 10 .....Record Day (K-8) and Professional Development Day (H.S.): Most staff report, but students do not report
Nov 22-24.....Thanksgiving Break: Staff and students do not report
Dec 21 .....Record Day (H.S.) and Professional Development Day (K-8): Most staff report, but students do not report
Dec 22-29 .....Winter Break: Staff and students do not report

2024

Jan 1.....New Year's Day: Staff and students do not report
Jan 2.....Classes Resume
Jan 15.....MLK, Jr. Day: Staff and students do not report
Feb 16.....Record Day (K-8) and Professional Development Day (H.S.): Most staff report, but students do not report
Feb 19.....Mid-semester Break: Staff and students do not report
March 22 .....Parent-Teacher Conference Day: Staff and students do not report
March 25-29 .....Spring Break: Staff and students do not report
April 1 .....~~Spring Break: Staff and students do not report~~
Classes Resume
~~April 2 .....Classes Resume~~
May 21.....Last Day of School for Students
May 22.....Record Day: Most staff report, but students do not report
May 23.....Professional Development Day: Most staff report, but students do not report
May 27.....Memorial Day: Staff and students do not report

Director Taylor moved approval of the item, as outlined in the revised attachment. The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

* * * * *

(Item 6) Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School, Rufus King High School, and Casimir Pulaski High School for the 2023-24 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.

Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, and Casimir Pulaski High School have requested early start dates for the 2023-24 school year. By approving your Committee'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, 2023) for the 2023-24 school year for these schools. The request will cite the fact that the post-September 1, 2023, 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 2022-23 school year, and it was granted by the DPI.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication 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, and Casimir Pulaski High 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, 2023, deadline for an early start date for the 2023-24 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, and Casimir Pulaski High School.

Committee's Recommendation

Your Committee recommends that the Board direct the Administration to submit the request to the Wisconsin Department of Public Instruction prior to the January 1, 2023, deadline for an early start date for the 2023-24 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, and Casimir Pulaski High School.

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

* * * * *

(Item 7) Action on a Request to Establish the Milwaukee Public Schools Retirement Plan Committee

Background

In response to the Milwaukee Public Schools Supplemental Pension Plans Audit 2021-041, April 2021, as well as guidance from legal counsel, the Administration is recommending that the Board approve the establishment of the Retirement Plan Committee and its members 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"), as 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

Board Rule 2.02, Committee Meetings

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will work with Retirement Plan Committee members to schedule quarterly meetings starting in 2023 as indicated in the attachments.

Committee's Recommendation

Your Committee recommends the Board approve plan amendments 1-3, as attached to the minutes of your Committee's meeting, and the establishment of the Retirement Plan Committee and its members, as outlined in attachments 4 and 5 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 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

RFB 5811 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 contract 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 four times per year (winter, spring, summer, and fall).

The quarterly Recreation Guide is Milwaukee Recreation's primary marketing tool. It remains the best and most effective way for the Department to convey detailed information about the full range of programs and services offered. While the majority of Milwaukee Recreation's customers now register online, most customers still prefer to page through a printed 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.

The contractor was chosen pursuant to RFB 5811, which closed on October 24, 2022. The blanket purchase order will run from January 1, 2023, through December 31, 2023. The total cost of the purchases over the one-year term will not exceed $302,672.00.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract) $302,672

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
16	5	2	No	0	NA	NA	NA	300	10

——— 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 3-12. Nearpod helps educators make any lesson interactive, whether in the classroom or virtual. A teacher can create interactive presentations that can contain quizzes, polls, videos, collaborative boards, and more. This product will include premium features for all teachers and 49,000 students in grades 3-12. It also includes district features like larger class sizes, unlimited storage, LMS integration, custom professional development and training options, and a dedicated District Success Manager and District Strategy Consultant for onboarding and implementation. MPS will receive premium plus access to Nearpod for one year, from January 1, 2023, through December 31, 2023.

There are 669 active teacher Nearpod users in Milwaukee Public Schools. These teachers are spread across at least 52 different schools. Library media specialists have already received training in Nearpod and are in a position to support the teachers in the schools which they serve. MPS educators have launched 12,930 unique Nearpod lessons since September 1, 2020, alone. Just over half of the lessons launched are teacher-created lessons, while the rest use existing lessons from the Nearpod Lesson Library. There are more than 8,500 Wisconsin state standards-aligned lessons that already include all of the Nearpod interactive features. There are Nearpod science lessons directly aligned with the District's new science adoption, making science educators an initial focus for rollout of Nearpod.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Contract 200105.

This subscription will run from January 1, 2023, through December 31, 2023, and will not exceed $349,152.00.

Budget Code: ITS-0-0-7G2-CI-ECTSCOVD.....$349,152.00

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 a Purchase Order to Scholastic, Inc., for RISE and RISE Up Intervention Kits and Professional Development

The Administration is requesting authorization to issue a purchase order to Scholastic, Inc., for RISE and RISE Up intervention kits and professional development. These kits are used to provide targeted, small-group instruction in reading comprehension, word study and phonics, and guided writing. RISE and RISE Up intervention kits for kindergarten through 8th-grade reading interventionists will provide continuity within our district. This intervention program is also compatible with the District's focus on guided reading, and it aligns well with the Next Step Forward in Guided Reading book that all K5-8th-grade classroom teachers received as a Tier 1 resource.

Thirty sets of RISE/RISE Up intervention kits will be purchased at a cost of $6,850 per set. Professional development will be held on January 18 and February 13 and will cost a total of $5,998.00. Shipping and handling will be applied at 9%.

This purchase is made using The Interlocal Purchasing System (TIPS) Cooperative Contract 200903.

The blanket purchase order will run from January 1, 2023, through December 31, 2025, and will not exceed $229,175.50.

Budget Code: SDV-0-S-8H3-CI-ESUP.....$229,175.50

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours per 12-month contract)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	5%	NA	NA	NA	400	10

——— Authorization to Issue a Blanket Purchase Order to Amazon Business for Online Marketplace

The Administration is requesting authorization to issue a 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 the State of Utah's Contract #MA3457 for Online Marketplace.

The blanket purchase order will run from January 1, 2023, through December 31, 2025, and will not exceed $700,000.00

Budget Code: Various.....$700,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours per 12-month contract)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	5%	NA	NA	NA	400	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.

C030523 von Briesen & Roper, S.C.

Original Contract Amount.....$100,000.00
RCC 9/13/2022.....200,000.00
Ending amount $300,000.00

On April 22, 2022, the Milwaukee Board of School Directors and von Briesen & Roper, S.C., entered into professional services contract number C030523, with a term of April 22, 2022, through April 21, 2023, for legal services related to employment matters. On September 13, 2022, additional funds of $200,000 were added.

C030645 Safeway Transportation Services Corporation

Original Contract Amount.....$8,622,385.20
RCC 9/13/2022.....1,293,357.00
Ending amount $9,915,742.20

On July 1, 2022, the Milwaukee Board of School Directors and Safeway Transportation Services Corporation entered into professional services contract number C030645, with a term of July 1, 2022, through June 30, 2025, for transportation of orthopedically-impaired students and specialty programs. On October 11, 2022, additional funds of $1,293,357 were added due to expanded transportation services.

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on budget transfers, the report on contracts 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	Great American Life Insurance Company	$2,795.08	General School Supplies
Bay View High School	Gerald Hollander	$100.00	Gay/Straight Support
Bay View High School	Milwaukee Jazz Festival Incorporated	$2,500.00	Music and Band Support
Bay View Montessori School	Parent of Ever Daniels	$5.00	Classroom Donation
Bay View Montessori School	Parent of Mia Mathy	$5.00	Classroom Donation
Bay View Montessori School	Parent of Juan Perez	$5.00	Classroom Donation
Bay View Montessori School	Parent of Brooklyn Edwards	$5.00	Classroom Donation
Bay View Montessori School	Anonymous	$5.00	Classroom Donation
Bay View Montessori School	Parent of Owen Mueller	$15.00	Classroom Donation
Bay View Montessori School	Anonymous	$15.00	Classroom Donation
Bay View Montessori School	Anonymous	$15.00	Classroom Donation
Bay View Montessori School	Anonymous	$15.00	Classroom Donation
Bay View Montessori School	Adriana Delgadillo	$15.00	Classroom Donation
Bay View Montessori School	Anonymous	$25.00	Classroom Donation
Bay View Montessori School	Erin Rose Woods	$25.00	Classroom Donation
Bay View Montessori School	Anonymous	$25.00	Classroom Donation
Bay View Montessori School	Anonymous	$25.00	Classroom Donation
Bay View Montessori School	Conrad Ayla	$50.00	Classroom Donation
Bay View Montessori School	Anonymous	$50.00	Classroom Donation
Bay View Montessori School	Margaret Leyes	$75.00	Classroom Donation
Bay View Montessori School	Ryan Scofield	$75.00	Classroom Donation
Bay View Montessori School	Bay View Montessori PTO	$200.00	New Classroom Teacher Donation
Bay View Montessori School	Bay View Montessori PTO	$200.00	New Classroom Teacher Donation

Location	Donor	Amount	Gift or Purpose
Bay View Montessori School	Bay View Montessori PTO	$400.00	New Classroom Teacher Donation
Cass Street School	Lisa Marie Menefee	$1,000.00	PTO
Clemens School	Anonymous	$12.00	5th-grade Field Trip Fee
French Immersion School	Parent of Edrick Kabore	$5.00	Support African Dance Program
French Immersion School	Gretchen Bloss	$35.00	African Dance
Hamilton High School	CAF America, C/O Cybergrants LLC	$500.00	General School Supplies
Hawthorne School	FYM Foundation	$2,000.00	Support for Staff
James Fenimore Cooper School	Laura Brzenk-Grandbois	$50.00	General School Supplies
King High School	Rebecca Christman	$50.00	Cross County Uniform
King High School	Glory Tutaj	$150.00	Band Club
King High School	Luke Laga	$250.00	Band Club
King High School	Renee Joos	$250.00	Band Club
King High School	United Way of Greater Milwaukee & Waukesha County	$434.00	General School Supplies
King High School	Samuel L Schaefer	$440.00	Baseball Club
King High School	Allison Malone*	$750.00	Student Zen Room.
King High School	Steven Marshall	$1,400.00	Chamberlin Scholarship Fund
King High School	Richard Goff	$40.00	Cross County Uniform
King High School	Michelle Anderson	$40.00	Cross County Uniform
King High School	Tory Kress	$40.00	Cross County Uniform
King High School	Erin Odonnell	$50.00	Cross County Uniform
King High School	Laurie Stilin	$50.00	Cross County Uniform
King High School	Julie Mlagan	$50.00	Cross County Uniform
King High School	Catherine Tanner	$50.00	Cross County Uniform
King High School	Nathan Elliott	$50.00	Cross County Uniform
King High School	Tamanjong Fusi	$50.00	Band Music Supplies
King High School	Anonymous	$70.00	Cross County Uniform
King High School	Susan Hurliman	$75.00	Cross County Uniform
King High School	Ronald Ditthardt	$100.00	Band Music Supplies
King High School	Daniel Didier	$150.00	Cross County Uniform
King High School	Sarah Siegel	$200.00	Cross County Uniform
King High School	Kathleen Dreyer	$200.00	RKHS Autism Students
King High School	Jessica Farah	$250.00	Cross County Uniform
King High School	Thomas Lasalle	$250.00	Cross County Uniform
King High School	William Stoll	$250.00	Cross County Uniform
King High School	Jason Perry	$1,200.00	Cross County Uniform
Meir School	Tina Gleason	$80.00	Culinary Club
Meir School	New Berlin Lions Club	$180.00	State Fair Lions Corn Roast
Mitchell School	MJB Sweet Dreams, LLC	$384.00	General School Supplies
Strategic Partnerships and Customer Service	VJS Development Group	$235.00	MPS School Supply Drive
Vieau School	Optimist Club of Mke	$1,085.36	Washington DC Trip
Vincent High School	Milwaukee County Farm Bureau	$2,500.00	General School Supplies
Washington High School	Ron Glaser Family	$3,585.00	Memorial Fund for Basketball Team
Wedgewood Park School	Northwestern Mutual Foundation	$1,000.00	Northwestern Mutual Leadership Retreat
	Total Monetary Donations	*26,185.44*	
Non-monetary Donations			
Academy/Accelerated Learning	DonorsChoose	$526.28	General School Supplies
Albert E. Kagel School	DonorsChoose	$292.66	Let's Play Outside!
Albert E. Kagel School	DonorsChoose	$349.07	We Love Playing Soccer!
Albert E. Kagel School	DonorsChoose	$454.26	General School Supplies
Albert E. Kagel School	DonorsChoose	$488.85	General School Supplies

Location	Donor	Amount	Gift or Purpose
Albert E. Kagel School	DonorsChoose	$502.44	General School Supplies
Albert E. Kagel School	DonorsChoose	$512.02	General School Supplies
Albert E. Kagel School	DonorsChoose	$602.35	General School Supplies
Story School	DonorsChoose	$178.08	Expressing Ourselves
Doerfler School	DonorsChoose	$207.06	Magic Journal!
Doerfler School	DonorsChoose	$270.14	What's All That STEAM!!
Doerfler School	DonorsChoose	$302.92	Maximize Math Minutes
Doerfler School	DonorsChoose	$476.20	Get to the Point!
Bay View High School	DonorsChoose	$485.73	I Need a Kidney...Table :)
Bay View High School	DonorsChoose	$532.14	General School Supplies
Bay View Montessori School	Helen Morscher*	$250.00	Office Supplies and Shelving Unit
Bay View Montessori School	Margaret Curtiss	$2,543.00	Children's Books
Browning School	DonorsChoose	$423.25	Constantly Creating
Burdick School	DonorsChoose	$616.23	General School Supplies
Kilbourn School	DonorsChoose	$334.43	General School Supplies
Pulaski High School	DonorsChoose	$272.15	Books That Mirror My Students
Pulaski High School	DonorsChoose	$272.49	Manga Love + Basic Supplies
Clara Barton School	DonorsChoose	$861.84	Bear Readers!
Clemens School	Lisa Boortz	$1,635.97	Clothing Donation
Dr. Benjamin Carson Academy of Science	DonorsChoose	$133.41	Stuck on You
Dr. Benjamin Carson Academy of Science	DonorsChoose	$137.96	Amazing Math
Dr. Benjamin Carson Academy of Science	DonorsChoose	$147.71	We've Got Rhythm
Dr. Benjamin Carson Academy of Science	DonorsChoose	$164.44	Sewing The Seeds Of Love
Dr. Benjamin Carson Academy of Science	DonorsChoose	$393.99	Beautiful Science Supplies
Carver Academy	DonorsChoose	$707.93	General School Supplies
Emerson School	Anonymous	$3.50	School Wide PBIS Event
Emerson School	Chad Perkins	$6.58	Bags of Candy Corn for Fall Harvest Fest
Emerson School	Leah Soik	$28.56	School Wide PBIS Event
Emerson School	4Imprint	$500.00	250 Water Bottles with Logo Printed
Emerson School	Milwaukee Film	$959.00	Buses Paid for Field Trip
Engleburg School	DonorsChoose	$417.58	General School Supplies
Fernwood School	DonorsChoose	$315.14	Cooking Class with K5s
Forest Home Avenue School	DonorsChoose	$145.87	Educational Kits & Games
Forest Home Avenue School	DonorsChoose	$224.25	Writing Wizards
Forest Home Avenue School	DonorsChoose	$264.54	PBIS Prizes to Start the Year!
Forest Home Avenue School	DonorsChoose	$276.78	Get the Basics
Forest Home Avenue School	DonorsChoose	$324.07	Math Station Organizers
Forest Home Avenue School	DonorsChoose	$354.68	The Gift of Peace and Quiet!
Forest Home Avenue School	DonorsChoose	$495.27	General School Supplies
Frances Brock Starms Early Childhood Center	DonorsChoose	$605.33	Classroom Supply Essentials
Frances Brock Starms Early Childhood Center	DonorsChoose	$1,402.05	General School Supplies
Gaenslen School	DonorsChoose	$241.96	General School Supplies
French Immersion School	Anoynomous	$50.00	PBIS Prizes
Meir School	DonorsChoose	$206.39	MS Soccer

Location	Donor	Amount	Gift or Purpose
Meir School	DonorsChoose	$355.80	Bright Students, Bright Lights
Goodrich School	Marianne O'Connor	$152.00	Bus for Field Trip
Goodrich School	Lynden Sculpture Garden	$456.00	Buses Paid for Field Trips
Grantosa Drive School	DonorsChoose	$153.71	Being Independent
Greenfield School	DonorsChoose	$383.45	General School Supplies
Greenfield School	DonorsChoose	$421.34	Having Fun With Math!
Vincent High School	DonorsChoose	$422.66	Back to Biology!
Hayes Bilingual School	Generac Power Systems, Frank Gallo*	$598.00	Portable Generator
Thoreau School	DonorsChoose	$230.49	Magazines needed!
Thoreau School	DonorsChoose	$481.30	Financial Literacy Materials
Thoreau School	DonorsChoose	$484.28	General School Supplies
Thoreau School	DonorsChoose	$732.43	General School Supplies
Hi-Mount School	DonorsChoose	$581.75	General School Supplies
James Fenimore Cooper School	DonorsChoose	$334.50	General School Supplies
Fratney Street School	DonorsChoose	$294.81	Math Journals and Materials
Fratney Street School	DonorsChoose	$453.45	General School Supplies
Lancaster School	DonorsChoose	$335.61	Keep It Clean
Lloyd Barbee Montessori	DonorsChoose	$382.34	Little Chefs
Goodrich School	DonorsChoose	$140.42	Thank You For Reading
Goodrich School	DonorsChoose	$158.61	Laundry Supplies Needed!
Goodrich School	DonorsChoose	$165.06	Self Regulation Tools
Goodrich School	DonorsChoose	$169.36	Sensory Input and Calming Down
Goodrich School	DonorsChoose	$259.04	Flexible Seating!
Goodrich School	DonorsChoose	$334.07	Classroom Makeover
Goodrich School	DonorsChoose	$371.29	General School Supplies
Goodrich School	DonorsChoose	$408.86	Snacks, Pencils and Clean Up!
Goodrich School	DonorsChoose	$419.81	General School Supplies
MacDowell Montessori	DonorsChoose	$155.42	Supplies for a New Year
MacDowell Montessori	DonorsChoose	$156.50	Starfall Rocks
MacDowell Montessori	DonorsChoose	$315.06	Back to School Basics!
MacDowell Montessori	DonorsChoose	$631.03	General School Supplies
Manitoba School	Stephen Kolodi, American Legion	$75.00	Winter Items for Students
Manitoba School	VFW 537	$200.00	Student Supplies Donation
Manitoba School	DonorsChoose	$225.33	Successful Supplies
Manitoba School	DonorsChoose	$400.11	New School Year
Bethune Academy	DonorsChoose	$396.41	Books my kids WANT to read!
French Immersion School	DonorsChoose	$379.11	Cruisin Around The Classroom
German Immersion School	DonorsChoose	$431.55	Headphones for K5
Milwaukee High School of the Arts	DonorsChoose	$401.36	Let's Get Flexible, Flexible!
Milwaukee High School of the Arts	DonorsChoose	$493.21	General School Supplies
Milwaukee High School of the Arts	DonorsChoose	$510.66	General School Supplies
Milwaukee Parkside School	DonorsChoose	$831.11	Classroom Learning Essentials
Milwaukee School of Languages	DonorsChoose	$563.08	Creatively Repurposing Plastic
Milwaukee Sign Language School	DonorsChoose	$385.96	Back to Basics
Milwaukee Sign Language School	DonorsChoose	$421.60	Supplies for Success
Milwaukee Sign Language School	DonorsChoose	$565.03	Delighted by Dramatic Play
Milwaukee Sign Language School	DonorsChoose	$698.92	Make a Home in Middle School

Location	Donor	Amount	Gift or Purpose
Milwaukee Sign Language School	DonorsChoose	$699.01	Scaling Down Math Clutter
Spanish Immersion School	DonorsChoose	$589.45	General School Supplies
Hawthorne School	DonorsChoose	$400.32	Bins, Bins, and More Bins!
Ninety-fifth Street School	DonorsChoose	$134.93	September Fun!
Ninety-fifth Street School	DonorsChoose	$195.93	Stickers Galore!
Ninety-fifth Street School	DonorsChoose	$314.33	A Wish for Read Aloud Books
Ninety-fifth Street School	DonorsChoose	$360.68	We Have a Ball on Starfall!
Ninety-fifth Street School	DonorsChoose	$362.60	Gaa Gaa for Graphic Novels
Ninety-fifth Street School	DonorsChoose	$595.73	General School Supplies
Obama School of Career and Technical Education	DonorsChoose	$406.08	Daily Binder
Obama School of Career and Technical Education	DonorsChoose	$495.06	Never Bored With Busy Boxes
Obama School of Career and Technical Education	DonorsChoose	$814.79	General School Supplies
Holmes School	DonorsChoose	$414.05	Work Station Bins Needed!
Parkview School	DonorsChoose	$557.71	General School Supplies
Kluge School	DonorsChoose	$131.50	Teachers Helping Teachers
Kluge School	DonorsChoose	$699.90	General School Supplies
River Trail School	DonorsChoose	$527.53	Back to School Basics
Riverside High School	DonorsChoose	$171.26	Supplying Their Needs!
Riverside High School	DonorsChoose	$293.91	Flexible Seating
Riverside High School	DonorsChoose	$361.74	Exceeding Their Expectations!
Riverside High School	DonorsChoose	$478.98	Welcome Back Tigers!
Riverside High School	DonorsChoose	$553.44	Colorful Classroom Library
Riverside High School	DonorsChoose	$804.34	General School Supplies
Rogers Street Academy	DonorsChoose	$490.19	Independent Learning Stations
Rogers Street Academy	DonorsChoose	$521.79	Diverse Literature
Roosevelt Middle School	DonorsChoose	$621.58	General School Supplies
King High School	DonorsChoose	$519.85	General School Supplies
King High School	DonorsChoose	$1,409.14	General School Supplies
Strategic Partnerships and Customer Service	LOAF, Inc.	$2,950.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	AT&T Pioneers	$7,800.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Salvation Army	$34,998.00	MPS School Supply Drive
Strategic Partnerships and Customer Service	Poggers, Inc.	$80,024.35	MPS School Supply Drive
Strategic Partnerships and Customer Service	United Way of Greater Milwaukee and Waukesha County	$308,160.00	MPS School Supply Drive
Thurston Woods	DonorsChoose	$256.00	Back to Basics
Townsend School	DonorsChoose	$421.19	General School Supplies
Townsend School	DonorsChoose	$435.47	Moving From Pencil to Pen!
Townsend School	DonorsChoose	$542.88	General School Supplies
Townsend School	DonorsChoose	$765.30	General School Supplies
Trowbridge School	DonorsChoose	$150.78	Book Bins
Trowbridge School	DonorsChoose	$194.37	Water Bottles
Trowbridge School	DonorsChoose	$217.40	Speedy Library Labels
Trowbridge School	DonorsChoose	$241.89	General School Supplies
Trowbridge School	DonorsChoose	$253.56	Book Bins Showcase Literature
Trowbridge School	DonorsChoose	$269.02	A Waters Journey
Trowbridge School	DonorsChoose	$316.15	General School Supplies

Location	Donor	Amount	Gift or Purpose
Grant School	DonorsChoose	$160.06	Now I Get It!
Vieau School	DonorsChoose	$139.40	It All Adds Up
Vieau School	DonorsChoose	$167.86	Tubs of Fun!
Vieau School	DonorsChoose	$207.32	Educational Kits & Games
Vieau School	DonorsChoose	$227.18	Water Bottles
Vieau School	DonorsChoose	$240.54	Becoming WOW Writers!
Vieau School	DonorsChoose	$279.42	Let's Play House!
Vieau School	DonorsChoose	$290.90	Kindergarten Summer Art
Vieau School	DonorsChoose	$338.88	We Are the Champions!
Vieau School	DonorsChoose	$357.78	General School Supplies
Vieau School	DonorsChoose	$374.11	Classroom Storage
Vieau School	DonorsChoose	$451.40	Literacy and Representation
Vieau School	DonorsChoose	$552.92	Making Bilingual Students Grow
Vieau School	DonorsChoose	$574.18	Kitchen Area Organization
Walt Whitman School	DonorsChoose	$468.92	General School Supplies
William Cullen Bryant School	DonorsChoose	$137.76	Tools to Teach Self-Regulation
Zablocki School	Carlisle Interconnect Technologies	$250.00	General School Supplies
	Total Non-monetary Donations	*$496,954.25*	
Total Value of Donations		$523,139.69	
*Donations from MPS Alumni		$1,598.00	

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases as listed in the attachments to the minutes of your Committee's meeting; and
2. accept the donations as listed, with appropriate acknowledgment to be made on behalf of the Board.

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

* * * * *

(Item 9) Action on the Award of Professional Services Contracts

RFP 1001 Authorization to Extend the Contract with Gabriel Roeder Smith & Company for Pension Actuarial Services and Pension Actuarial Services Related to Other Post-employment Benefits (OPEB) Liability

The Administration is requesting authorization to extend the contract with Gabriel Roeder Smith & Company for actuarial consulting services for the District's two supplemental pension plans (the Milwaukee Board of School Directors' Supplemental Early Retirement Plan for Teachers, and the Milwaukee Board of School Directors' Early Retirement Supplement and Benefit Improvement Plan). The actuarial consulting services provided include the annual actuarial valuations, semi-annual forecasts of pension contributions and funding status, and related consulting services on an as-needed basis for each pension plan. Government Accounting Standards Board (GASB) Statement No. 67/68 requires governmental entities to disclose the financial reporting for pension plans administered through trusts.

These services are permissible charges to the pension trusts and thus will not be processed through IFAS. These fees will not exceed $68,500.

The Administration is requesting authorization to extend the contract with Gabriel Roeder Smith & Company for actuarial consulting services associated with projecting the District's Other Post-employment Benefits (OPEB) liability. Government Accounting Standards Board (GASB) Statement No. 74/75 requires governmental entities to quantify and to report their OPEB liabilities for health and life insurance benefits.

Contractor was chosen pursuant to RFP 1001. The original contract was authorized by the Board to run from March 1, 2019, through February 28, 2022. The contract provided for the option of two one-year extensions upon mutual consent of the parties, certain performance metrics incorporated into the contract being met, and the Board's approval. MPS is exercising the second, and final, option to extend the contract.

The final contract extension will run from March 1, 2023, through February 28, 2024. The total cost of the contract in this extension term will not exceed $77,500, of which $9,000 will be the responsibility of MPS, and the remaining $68,500 will be paid from the trust by BMO.

Budget Code: OBA-0-0-EMB-DW-ECTS (Contract Services — Other Business).....$9,000.00

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	NA	NA	NA	100	10

RFP 1034 Authorization to Extend a Blanket Contract with Goodwill Talentbridge, LLC, for Contingent Staffing Services

The Administration is requesting authorization to extend a blanket contract with Goodwill TalentBridge, LLC, ("Goodwill") for contingent staffing services. This contractor will be used to deliver contingent staffing services for non-executive personnel (classified positions). Positions include, but are not limited to, secretarial/clerical, food services, and children's health assistants to Milwaukee Public Schools.

As a result of the high volume of hiring, the District is required to extend 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 1034, which closed on November 9, 2020. The Board approved a contract with Goodwill with an initial term running from January 1, 2021, through December 31, 2021, with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. Goodwill has met the performance metrics codified in the contract; therefore, MPS is exercising the second, and final, one-year option to extend the contract. This contract renewal will run from January 1, 2023, through December 31, 2023.

The total cost of the contract in the final Term will not exceed $3,750,000.00.

Budget Code: Varies by location using 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
4,504	2,248	2,667	No	5%	5%	$222,683	NA	600	30

RFP 1086 Authorization to Contract with Holistik Connections, LLC, for Therapeutic Services

The Administration is requesting authorization to enter into a contract with Holistik Connections, LLC, for therapeutic classrooms. This Contractor will be used to deliver therapeutic services for students at the contractor's site. The contractor will service students who exhibit chronic behaviors that may have caused the students to experience limited success, even with access to the continuum of services offered in a traditional school setting. Through the structures provided in the contractor's program, it is expected that students will acquire the necessary skills to enable them to be successful in a traditional school setting. Services are developed and provided in a daily therapeutic and educational environment for students in grades 6 through 12 whose socio-emotional and behavioral-disability-related needs are impacting their academic performance.

Contractor was chosen pursuant to RFP 1086, which closed on September 8, 2022. The contract will run from January 1, 2023, through June 30, 2025.

The total cost of the contract will not exceed $373,975.00.

Budget Code: SEP-0-I-IF3-1S-ECTS (Exceptional Education and Supportive Services — Contracted Services).....$373,975.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
6	4	5	No	0	NA	NA	NA	400	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:

- Gabriel Roeder Smith & Company, for Pension Actuarial Services and Pension Actuarial Services Related to Other Post-employment Benefits (OPEB) Liability;
  OBA-0-0-EMB-DW-ECTS.....$9,000.00
- Goodwill Talentbridge, LLC, for Contingent Staffing Services;
  Budget code varies by location using services.....$3,750,000.00
- Holistik Connections, LLC, for Therapeutic Services;
  SEP-0-I-IF3-1S-ECTS.....$373,975.00

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 10) Action on the Award of Exception-to-bid Requests

——— Authorization to Contract with Marquette University for Building Resiliency in Classroom Education Services

The Administration is requesting authorization to enter into a contract with Marquette University for building resiliency in classroom education services. The contractor will be used to provide social-emotional learning and mental health services for students enrolled in five MPS schools in the 53206 ZIP code: Jackson Elementary, Andrew Douglas School, Franklin Elementary, Keefe Avenue Elementary, and LaFollette Elementary. This initiative will create full-time positions for three Peace Education Specialists, two therapists, and .five administrative position and will offer 15 professional development sessions at the schools.

The exception to bid has been granted because 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 January 1, 2023, through August 31, 2023, and will not exceed $509,914.

Budget Code: HDH-0-S-5U3-LS-ECTS (Leadership Services — Contracted Services) $509,914.00

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 Enter into a Contract with Pacific Educational Group for Courageous Conversations about Race

The Administration is requesting authorization to enter into a contract with Pacific Educational Group for professional development services regarding Courageous Conversations about Race. The contractor will be used to deliver a variety of professional development experiences to district staff members at all schools and across all departments and 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.

A District Equity Leadership Team (DELT) will continue to meet with district leadership monthly to monitor and to support district-wide implementation, to create goals and metrics, and to create a multi-year action plan. We are contracting with the Director of Pre-K12 District Partnerships to provide coaching for this cabinet over the course of six sessions.

For the 2022-23 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. For the first time, we will be contracting for the in-person My Brother's Keeper two-day seminar, specifically looking at meeting the needs of Black and Brown youth throughout the district.

A cohort of identified staff members from across the district will participate in their practitioners' 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 Wisconsin Disproportionality and Wisconsin Department of Public Instruction, which more than 400 MPS staff members and community members have attended. It is also 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 contract will run from January 1, 2023, through December 31, 2023, and will not exceed $166,550.00.

Budget Code: DTI-0-S-8K3-SN-ECTS $166,550.00

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	25%	25%	$41.637.50	NA	300	10

——— Authorization to Extend a Contract with Smart Interpreting Services, Inc., DBA Professional Interpreting Enterprise, for Interpretation Services

The Administration is requesting authorization to extend a contract with Smart Interpreting Services, Inc., DBA Professional Interpreting Enterprise, for interpretation services. The contractor will provide interpretation services for students and staff who are deaf and hard of hearing in MPS. The grade level of the students may be from pre-K3 to 12th 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 will not be limited to, individualized education plan (IEP) meetings, parent/teacher conferences, school performances, and graduation ceremonies.

The Americans with Disabilities Act (ADA) requires MPS to provide interpretation services to any individual whose primary mode of communication for any school activity or individual conference at which he/she is present is sign language. The State of Wisconsin's Department of Regulations and Licensing (DRL) requires interpreters to have DRL licenses 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 qualifies for an exception to bid because the 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 had a term of January 1, 2022, through December 31, 2022. The first contract extension will run from January 1, 2023, through December 31, 2023, and will not exceed $450,000.

Budget Code: HI2-0-I-EEN-DW-ECTS (Interpreting Services — Contract Services) $450,000.00

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	300	10

——— Authorization to Enter into a Contract with Walk on Water Consulting, Inc., for Peoplesoft Support and Upgrades

The Administration is requesting authorization to enter into a contract with Walk on Water Consulting, Inc., ("WOW") to support PeopleSoft, the District's human resource-management system. This contractor will be used to provide critical upgrades to the PeopleSoft application and related database, to deliver support for customizations to the PeopleSoft modules, and to assist, on an as-needed basis, with application support and troubleshooting.

WOW has been involved with the PeopleSoft application since its implementation at MPS in 1999. WOW will be used by the District during this extension as an escalated level of support for critical HR system needs and in addressing time-sensitive payroll issues.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from January 1, 2023, through December 31, 2025.

The total cost of the contract over a three-year period will not exceed $375,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services).....$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
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 requests:

- Marquette University, for Building Resiliency in Classroom Education Services;
  HDH-0-S-5U3-LS-ECTS.....$509,914.00
- Pacific Educational Group, for Courageous Conversations about Race;
  DTI-0-S-8K3-SN-ECTS.....$166,550.00
- Smart Interpreting Services, Inc., DBA Professional Interpreting Enterprise, for Interpretation Services;
  HI2-0-I-EEN-DW-ECTS $450,000.00
- Walk on Water Consulting, Inc., for PeopleSoft Support and Upgrades;
  TSV-0-0-TLN-DW-ECTS $375,000.00

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 requests as set forth in the attachment 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 Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with ENA Services, LLC, for Internet Access Service and Connectivity

Background

The Administration is requesting authorization to extend the contract with ENA Services, LLC, for internet access service and connectivity.

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's 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 must be made via a competitive procurement in which 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, Internet Access Service and Connectivity:

Total contract amount $247,200
Anticipated E-Rate reimbursement.....$222,480
MPS's anticipated share.....$24,720

The original contract provided for four one-year options to be exercised solely at the discretion of MPS. This will be the first one-year extension. This contract extension will run from July 1, 2023, through

June 30, 2024. 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.

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

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) $247,200

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.

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 FY23-24 budget process.

Committee's Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09(9)(e) and issue 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 12) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend a Contract with Charter Communications Operating, LLC, for Leased Metro Ethernet Services

Background

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's 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 must be made via a competitive procurement in which 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, Leased Metro Ethernet Services:

Total contract amount $1,458,715
Anticipated E-Rate reimbursement $1,277,028
MPS's anticipated share* $181,685

*$181,685 of total costs are ineligible under E-Rate. As such, the 90% E-rate share is based on total E-Rate-eligible costs of $1,277,028.

The original contract provided for four additional one-year extensions to be exercised solely at the discretion of MPS. This will be the first one-year extension. This contract extension will run from July 1, 2023, through June 30, 2024. It is anticipated that E-Rate will pay an estimate 90% of the amount deemed E-rate-eligible for leased metro ethernet services. The total cost of the contract in this extension year will not exceed $1,458,715.

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

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) $1,458,715

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.

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 FY23-24 budget process.

Committee's Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09(9)(e) and issue 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 13) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into Contracts with Follet Content Solutions, LLC, and Mackin Educational Resources for Library Books and Library Materials

Background

The Administration requests authorization to enter into blanket contracts with Follett Content Solutions, LLC, and Mackin Book Company, DBA Mackin Educational Resources, pursuant to an open competitive procurement, specifically Request for Proposal (RFP) 1081, which closed on October 24, 2022, to supply library books and library materials throughout MPS. Schools throughout the district will be able to place purchase orders as needed throughout the term of contracts.

Each contract will run from January 1, 2023, through December 31, 2025, with the option to extend up to two additional one-year terms upon mutual written consent. MPS will base its decision whether to extend on if performance metrics to be rated by MPS personnel are met. A minimum score of 90 points must be met for consideration of any future one-year extensions.

The total cost of each blanket contract shall not exceed $800,000.

The waiver of Administrative Policy 3.09(9)(e) is being sought as a result of the three-year maximum contract term's being surpassed if the two one-year option to extend is exercised.

Follett Content 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
830	53	476	No	10%	10%	$80,000	NA	400	10

Mackin Book Company, DBA Mackin Educational Resources

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
484	149	329	No	10%	10%	$80,000	NA	400	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

Budget Code: 000-0-0-000-BL-ECTS $1,600,000

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 waive Administrative Policy 3.09(9)(e) and issue 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 14) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts Recommendation, and Report with Possible Action Regarding Air Quality

Construction Contracts

ESSER III Audio/Visual Upgrade Projects, Bid Package 4, Division 1-6

Alcott Elementary School, Fairview Elementary School, Milwaukee Spanish Immersion-Upper Campus, Grant Gordon Learning Center, Siefert Elementary School, Groppi High School

Prime Contractor
ALLCON LLC
12704 West Arden Place
Butler, WI 53007

Low bidder, base bid of.....$63,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
34	10	4	Yes	0	0	NA	NA	0	0

Funds are available for the Audio/Visual project from account code ITS 0S 9P2 TC ENCQ (Project No. 7905). The project's contract start date is scheduled for December 23, 2022, and completion date is January 31, 2023.

Summary

Total construction contract dollars awarded.....$63,000.00
Total dollars HUB participation $0.00
% of HUB participation.....0%
% Minority employees within company.....29%
% Women employees within company 11.76%

Professional Services Contracts

RFP #8193 Space-utilization Study at Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide a space-utilization study at various MPS sites. The selected firm is Eppstein Uhen Architects, Inc.

Contract Period: December 23, 2022-December 22, 2023

Budget Code: FAR 00 RDC DW ECNC $297,570.00

——— Genesis10 for Staffing Services

Request authorization to enter into a contract with Genesis10, an approved vendor of the City of Milwaukee, per Bid #17704, for staffing services. Facilities and Maintenance Services is seeking to use these services to provide staffing services for various positions or for assistance in seeking applicants for vacant positions.

Contract Period: December 23, 2022-December 22, 2023

Budget Code: Various.....$100,000

Air-quality Report

At its special meeting on March 23, 2021, 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 to be given to classrooms and schools without window access to outside air. In February 2022, the Board changed the reporting period to quarterly.

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. The report will include updates on procuring consultants and the status of findings during the site investigations as part of their scope and steps toward procuring contractors to perform testing and balancing to identify any deficiencies in mechanical systems and then will 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.

Following is a report of project activities through November of 2022.

Project-design Status

Since the last project status update in August 2022, MPS, the Owner's Representative, and the Integrated Project Delivery (IPD) teams continued meeting regularly, on a weekly basis, to update the project's status and met 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. 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 conjunction with the ongoing team meetings, each of the IPD teams has continued drafting Schematic Design, 95% and 100% drawings, and plan sheets for each of the scope's phases.

In addition to general project oversight, MPS design-related activities in 2022 have focused primarily on abatement planning and design and on coordinating with the City of Milwaukee on the zoning and code-language impacts that will affect the outdoor classrooms' scopes and other projects that are targeted for City Plan Review and permitting submissions. The MPS Environmental Team continues to coordinate with the IPD teams to identify project-specific abatement needs, locations, and quantities. This process aims to ensure that the identified 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.

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' design process and 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.

Each of the teams approached the timing of the completion of various design phases; which include the bottle-filling stations; outdoor classrooms; capital projects for heating, ventilation, and air-conditioning (HVAC) upgrades; unit ventilators; temperature-control systems, window and security-screen replacements; and 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 continues after a review of bids have been received and adjustments have been made, with the City of Milwaukee currently reviewing plan-review submissions from the IPD teams in advance of obtaining permits and initiating construction of these spaces across the district.

Project-procurement Status

The procurement process for bottle-filling stations has been completed, with the final orders having been placed with Ferguson by MPS, The submission of the outdoor-classroom structure orders is also well underway, with the majority of required structures having been delivered to the IPD teams. Some early procurement packages for major HVAC equipment replacements have been issued, with the goal of reducing the impact that long lead-time items have on project completion.

The IPD teams continue to release bid packages and award work for the other scopes of materials, equipment, and work, and the teams are targeting completion of the issuance of the remaining packages for the ESSER II work. The team anticipates awarding the majority of the contracted work by the end of 2022.

Project-construction Update

MPS coordinated abatement-removal activities across the district in parallel with the carpet/flooring-replacement design, bidding, and installation and will continue in the immediate future and in the initial planning stages for abatement required for capital replacement projects. To date, 102,750 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 2.25 football fields, or 1.4 World Cup soccer fields in size. The abatement team has additionally removed approximately a mile and a half of pipe wrap in advance of HVAC valve and equipment replacements.

Construction activities are ongoing by all of the IPD teams. Current ongoing work involves the replacement of outdated water fountains with new water-bottle filling stations. That work continues to take place during the school year, with a goal of being as minimally intrusive as possible. To date, 213 bottle-fillings stations have been replaced with new units, with an additional 135 in progress and 158 to be installed. Flooring replacement activities have continued over the last several months, and to date 301,198 square feet of flooring has been replaced. This completed work is the equivalent to the area of approximately 6.3 football fields or 3.9 World Cup soccer fields.

IPDs' testing and balancing of school HVAC systems is currently ongoing at various school sites across the District, with the remainder to follow as soon as feasible. That work continues to be coordinated with school engineering and administrative staff. Additional construction activities anticipated to continue are localized flooring and piping-insulation abatement, the installation of window and security screens, and carpet and resilient flooring installation as we are able to coordinate with the schools. Preparation for the

outdoor-classroom-related site work began in September 2022 at sites that have the design and bidding activities completed.

For work that is anticipated to take place during the remainder of the school year and the upcoming Winter Break, MPS, CG, and the IPD teams will be meeting with schools on an individual basis to minimize disruption and inconvenience to school staff and students, identifying acceptable start dates for move management, removal of existing finishes, replacement of finishes and ancillary cleaning, and the date the students and staff can reoccupy spaces.

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:

Construction Contracts

- ALLCON, LLC, for ESSER III Audio/Visual Upgrade Projects, Bid Package 4,Division 1-6, at Alcott, Fairview, Milwaukee Spanish Immersion-Upper Campus, Grant Gordon, Siefert, and Groppi;
  Code: ITS 0S 9P2 TC ENCQ $63,000.00

Professional Services Contracts

- Eppstein Uhen Architects, Inc., for a Space-utilization Study at Various MPS Sites;
  Code: FAR 00 RDC DW ECNC $297,570.00
- Genesis10, for Staffing Services for Facilities and Maintenance Services;
  Code: Various.....$100,000.00

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 15) Report and Action on a School Safety Assessment

Background

At its regular meeting on August 25, 2022, the Board adopted Resolution 2223R-006:

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

FURTHER RESOLVED, That the Administration shall report the findings of the school security expert to the Board no later than the December 2022 board business meeting.

In response to the Board's action, proposals were received from several vendors. After review of the proposals and the vendors most used by members of the Council of Great City Schools, it was determined that Safe Havens International, Inc., provided the most robust, thorough proposal. School districts that Safe Havens International, Inc., has provided safety audits for include Broward County, Atlanta Public Schools, Orange County Public Schools, and Indiana.

The Administration is requesting authorization to issue a contract to Safe Havens International, Inc., to provide a school safety audit of the Milwaukee Public Schools. The audit will include unannounced walkthroughs of school buildings to audit buildings' security and to document any potential risks for intrusion from outsiders or other physical school safety concerns. Also included will be an analysis of building-level security and 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. An assessment of the content, frequency, participation, and quality of school safety trainings conducted by the schools and central services will also be done.

Safe Haven International's assessment will also include the evaluation of student supervision (when possible) at each school. Safe Haven International is the only organization that currently offers advanced-level evaluation and training on the topic of student supervision that encompasses all areas of the school and student-supervision techniques for field trips and emergency situations.

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)) and delivery (Administrative Policy 3.09(7)(e)(1)(b)(vii)).

Safe Havens International, Inc., is a pioneer in school-safety train-the-trainer programs. Seven of its analysts authored the IS 360: Preparing for Mass Casualty Incidents: A Guide for Schools, Higher Education, and Houses of Worship training program for the United States Department of Homeland Security under the White House's 2013 School Safety Initiative. Safe Havens International, Inc., is able to complete the audit of all school buildings within four months, where other vendors require nine to eighteen months.

The term of the contract runs from January 2, 2023, through May 30, 2023, and will not exceed $799,948.

Budget Code: SCS-0-S-7C3-SA-ECTS $799,948.00

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	600	10

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

The Administration recommended that the Board authorize the exception-to-bid contract request as set forth in the attachments to this minutes of your Committee's meeting.

Your Committee is reporting this item to the Board without recommendation.

Director Carr moved approval of the Administration's recommendation to contract with Safe Havens International, Inc.as an exception-to-bid procurement. The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Garcia 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 Regarding Discipline Disproportionality & Progress

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 September 2020, the Board directed the Administration to report progress and updates on discipline disproportionality on a monthly basis. 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 to support students and engage with alternatives to suspension when appropriate. Administration uses this data to strategize the best use of the resources at hand, servicing all schools with Tier 1 supports and focusing on those demonstrating a need for additional supports.

Report on Discipline Disproportionality, November 2022

The following report is an update of activities to support the following proactive approaches to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2022-23 school year:

- providing proactive supports and interventions
- strengthening student, staff, and community collaboration
- reconceptualizing the role of school leaders within discipline
- developing staff integration of Courageous Conversations about Race.

Providing Proactive Supports and Interventions

All Discipline Champions received guidance and best practices in culture and climate throughout the year. The focus in November was classroom-management strategies. Best practices for increasing opportunities to respond, as well as to validate/affirm and build/bridge (VABB), were shared across the

district. The strategy of VABB, which is from Dr. Sharroky Hollie's Culturally & Linguistically Responsive Teaching framework, involves understanding that students' cultures may affect their behavioral choices in school and helping them "bridge" their behaviors across to more situationally appropriate behaviors in school. School staff members also looked further at the classroom-managed behavior of leaving the classroom without permission and strategies to support students engaging in this behavior.

Resources and best practices regarding awareness of cyber-bullying and digital citizenship were shared with Discipline Champions as well as on the MPS website under Student Support Strategies. The "Parents Act Now!" resources from Children's Wisconsin, as well as resources from the Cyberbullying Research Center and the National Prevention Council, were shared.

The Classroom Organization and Management Program's (COMP's) workshops were held for classroom teachers. Foundations of Restorative Practices professional development and follow-up coaching on strengthening community within the classroom and addressing conflict through restorative language were also offered.

The use of specific strategies for classroom-managed behaviors are documented within Infinite Campus. Total documented strategies for the month of November, through November 30, 2022, across all schools are included in the table below.

	Total		Total
Brain Breaks	121	Parental Contact	3,522
Behavior Contract	88	Planned ignoring	884
Rewind/Broken Record	118	Redirection	3,991
Buddy Classroom	462	Recovery area (within room)	207
Community Service	24	Referral to Building Intervention Team (BIT)	80
Collection of Property	171	Restorative conversation	250
Engagement opportunities	83	Restorative Circle	17
Go Guardian	50	Secret Signal	11
Independent work	42	Consultation with support staff	1,482
Mindfulness	107	Self-monitoring	54
Moving students' seats	490	Tangible Acknowledgement System	246
One-on-one conversation	5,962	Reflection sheet	69
Proximity Control	865	VABB	18
Praise 5:1	19		

All schools have Building Intervention Teams (BITs) whose members ensure that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of Tier 2 and Tier 3 interventions provided year to date for the 2022-23 school year.

Tier 2/Tier 3 Intervention	Students	Tier 2/Tier 3 Intervention	Students
Check-in/check-out (CICO)	1,280	Behavior Assessment/Intervention Plan (BAIP)	50
Individualized CICO	262	FBA/BIP	126
Social Academic Instructional Group (SAIG)	683	Educational Wraparound and RENEW*	65

*Rehabilitation for Empowerment, Natural Supports, Education, and Work

Strengthening Student, Staff, and Community Collaboration

Student Discipline Committees have been formed at all traditional middle and high schools, with at least one meeting being held in November 2022. A sampling of student conversations in November included topics of relationship building, school policies, and classroom instructional practices.

The first quarterly Community Conversations were held on November 9, 2022, with the focus on elevating student voice. Information was shared regarding the Essentials of School Culture and Climate survey, Student Discipline Committees, the Superintendent's Student Advisory Council, Black and Latino Male Achievement mentoring, and Gender and Identity Inclusion affinity groups. All participants spent time in breakout rooms with district leaders discussing what approaches to student voice excite them as well as what additional opportunities they would like to see the District explore. Additional Community Conversations will be held on January 11, 2023, March 15, 2023, and May 17, 2023. All members of the MPS and Milwaukee community are encouraged to participate in these important discussions.

The Violence Prevention Program (VPP) collaborated with City Year on a professional development plan for the school year. A cross-departmental meeting regarding digital citizenship, healthy relationships,

and relationship violence was facilitated by VPP. A trauma-sensitive school book study collaboration meeting occurred with cohort participants.

The Department of Gender and Identity Inclusion hosted sessions of LGBTQ+ awareness training for Central Services staff members.

PBIS and Restorative Practices coaches attended school-based team meetings to support facilitation, to analyze data, and to identify coaching needs. All schools submit minutes of the monthly meetings of their PBIS Tier 1 teams and Building Intervention Teams (BITs) and receive feedback on minutes from their PBIS coaches.

Reconceptualizing the Role of School Leaders within Discipline

	Student Populations	YTD Suspension Events
American Indian	1%	1%
Asian	8%	1%
Black	50%	81%
Hispanic	28%	13%
Pacific Islander	0	0
White	9%	3%
Multi-ethnic	4%	1%

All school leaders attended professional development on the Culture, Climate and Alternatives to Suspension Toolkit in November. The focus for the month was supporting teachers with classroom-management strategies. School leaders are supporting classroom teachers in using additional strategies in the classroom found within the Culture, Climate, and Alternatives to Suspension Toolkit.

School leaders are submitting monthly reflections on school data and their next steps as building leaders. Below are the areas that school leaders have identified as next steps to support positive climate.

- community building
- discuss as staff
- discuss practices and procedures with students
- practice strategies with staff
- provide PD
- share best practices
- update school procedures.

In November 2021 there were 2,780 suspensions recorded through November 30, 2021. In November 2022, there were 2,204 suspensions through November 30, 2022. Below are all behavioral events that led to out-of-school suspensions or Student Services suspension across the district from November 1 through November 30, 2022, as recorded in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Arson				5			1	6
Assault	4		1	22		1		28
Battery	2		2	22		1	1	28
Bullying	4	0	0	24		0	0	28
Chronic Disruption or Violation of School Rules	49	2	3	241		12	2	309
Disorderly Conduct	104	3	11	439		11	9	577
Endangerment of Physical Safety/Mental Wellbeing	25	1		194		7	4	231
False Fire Alarms			1	7				8
Fighting	53	2	10	452		7	8	532
Gambling			2	5				7
Gang Activity				8				8
Inappropriate Personal Property	6			26		1	1	34
Inappropriate use of electronic communication devices	5		1	27		1		34
Intent to Distribute Drugs/Alcohol/Meds				1				1
Leaving the Classroom without Permission				6			1	7
Loitering	1			6				7
Other Substances/Materials	4		2	30			1	37
Personal Threat	11		2	33		4	1	51
Possession of Drug Paraphernalia	1		2	12		1	1	17
Possession of Stolen Property						1		1
Possession/Ownership/Use of Alcohol	1			3				4
Possession/Ownership/Use of Drugs	5	1		41			1	48

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Possession/Ownership/Use of Gun	1			1				2
Possession/Ownership/Use of Weapons Other than Guns	6		1	24		3		34
Possession/Use of Fireworks	2			2				4
Reckless Vehicle Use	1			1				2
Sexual Assault	4			7				11
Sexual Harassment	3	1	2	9				15
Skipping Class				7				7
Substantial Environmental Disruption	2			17		1	1	21
Theft				10				10
Trespassing				1				1
Use of Tobacco, Including Chewing	17	1	1	28		1		48
Vandalism	4		1	14			1	20
Verbal Abuse/Profanity/Harassment	4			19		2	1	26
Grand Total	**319**	**11**	**42**	**1,744**	**0**	**54**	**34**	**2,204**

Total Suspension Events by Grade Level:

K4-K5	7	4th Grade	50	8th Grade	359	12th Grade	77
1st Grade	11	5th Grade	94	9th Grade	616		
2nd Grade	15	6th Grade	201	10th Grade	321		
3rd Grade	50	7th Grade	259	11th Grade	144		

Alternatives to Suspension

The following alternatives to suspension were used by administrators through November 30, 2022.

Conference	149	Mediation	96	Repairing-harm Circle	12
Counseling	1,248	Referral to BIT	40	Restorative Conference	61
Detention	92	Referral to Support Staff	39		

Develop Staff Integration of Courageous Conversations about Race

In November, sessions of Courageous Conversations about Race (CCAR) Exploration were held with high-school teachers, school secretaries, and Central Services staff members. All participants completed reflections and identified personal next steps after attending CCAR Exploration. Participants throughout 2022-23 indicated the following about their experience attending CCAR Explorations.

	Agree	Disagree
The facilitator was effective	93.30%	6.70%
I have increased passion for racial equity	90.69%	9.31%
I have greater persistence in this work	90%	10%
I have increased knowledge of race	89.48%	10.52%
I have greater knowledge of my racial experience	88.47%	11.53%
I understand how I can continue my journey	90.69%	9.31%

Participants were asked what next steps they would consider participating in to continue their journey with having Courageous Conversations about Race.

Collaboration opportunities	164	Beyond Diversity seminar	154
Sharing example conversations	259	Self-paced modules	186
Sharing articles	230	Drop-in sessions to practice	100

The District Equity Leadership Team (DELT) met to create working agreements, to practice living in protocols, and to look deeper at the District's anti-racism work through the lens of the Courageous Conversations about Race framework. In November, session 5 of Leadership in Equity and Antiracism Development Series (LEADS) with CCAR was held for school SSTs. Participants reflected on how they engage in multiple perspectives within their leadership and on the role of the ladder of inference in decision making and expanded their racial autobiographies into adulthood and their experiences as educational leaders. They also explored the three Cs of whiteness in their personal leadership.

Next Steps

In December, there will be additional sessions of Courageous Conversations about Race held for regular education and special education teachers.

Additional follow-up meetings will be held within individual Momentum Schools to co-create individualized support next steps for each school, based on need and areas of concern.

Highlights of best practices from the Culture, Climate and Alternatives to Suspension Toolkit will be presented to all school leaders at the Principal Leadership Institute. The December highlights will be restorative strategies for school leaders and classroom teachers to use throughout the schools.

LEADS Session 6 will be held with SSTs.

A book cohort will be convened regarding *Learning and Teaching While White: Antiracist Strategies for School Communities.*

Black and Latino Male Achievement (BLMA)

Mission

The Department of Black & Latino Male Achievement collaboratively works to improve the outcomes of Black and Latino male students within MPS by challenging systems, structures, and spaces of oppression and seeks to create conditions that promote greater success.

Vision

Black and Latino boys and young men will possess an affirmed sense of identity, dignity, and self-confident and will have the necessary tools to triumphantly navigate K-12, college, career, and life.

Key Departmental Messages

- Black and Latino male students are assets to our schools and community.
- Black and Latino male students are always the center of our work.
- Black and Latino male students are not broken, the system is.
- BLMA is not a savior, but a partner in improving academic and life outcomes for Black and Latino male students.
- BLMA is a hub among work happening at the city, state, and national level.
- BLMA aims to collaborate with both internal and external stakeholders.

BLMA Mentoring

High-school Mentoring .....12 schools
Manhood Development .....4 schools
BLMA Buddies, Cohort 1 .....8 schools
BLMA Buddies Cohort, 2.....8 schools

Ongoing Activities

- UWM Mentor Kick-off
- BLMA Buddies Expansion
- Manhood Expansion
- Mentoring Program Expansion
- Partnership Expansion
- Cultural Collaborations PD
- Dr. Gholdy Muhammad's PLI series
- Courageous Conversations about Race and Solving Disproportionality & Achieving Equity

On the Horizon for Semester Two, 2022-23

Events/Planning

- Denim Day (in collaboration with Gender and Identity Inclusion)
- Mental Health Symposium
- Black Panther: Wakanda Forever Screening
- Marquette/CURTO Dual-enrollment Program
- Cultural Collaborations PD
- Mentoring Sessions
- Educators-of-Color Affinity Space

Riverside High School

- 1,221 students
- 20.8% Latino
- 64.8% Black

- 2.1% White
- 9.3% Asian

Suspension Data, through November 30 of Each Year

	2021	2022
Total Suspensions	432	347
Suspensions for Chronic Disruptions	187	14

Current/Ongoing Activities

- Created an easy reference guide with teachers regarding classroom-based interventions to accompany our behavior T chart
- One-on-one conversations, referral to supportive services, mentoring, restorative interventions, parental involvement, and behavior contracts
- Avoidance of classroom infractions becoming chronic and escalating to items that administration must address.
- This year, we have focused on providing interventions at the administrative level.
- Assigned an administrator to oversee disciplinary concerns each period to address discipline and to provide immediate positive interventions for students
- School-wide focus on creating support for students' wellbeing.
- Encourage and grow clubs, activities, sports, and social events for students

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on Resolution 2223R-012 by Directors Peterson and Leonard on Student Voter Education & Registration

Background

At its regular meeting on November 17, 2022, the Board referred Resolution 2223R-012 by Directors Peterson and Leonard to the Committee on Student Achievement and School Innovation:

> WHEREAS, The Wisconsin Standards for Social Studies (SS.PS2.b.h) state that students in grades 9-12 should "[d]emonstrate the skills necessary to participate in the election process (i.e., registering to vote, identifying and evaluating candidates and issues, and casting a ballot)"; and
>
> WHEREAS, The Wisconsin Standards for Social Studies (SS.PS3.a.h) state that students in grades 9-12 should, "create and evaluate solutions to increase voter participation"; and
>
> WHEREAS, Milwaukee Public Schools should ensure that all students have access to an education that teaches and promotes the importance of civic engagement and voter registration; and
>
> WHEREAS, The Milwaukee Board of School Directors recognizes that student voter registration is an important element of preparation for adult life; and
>
> WHEREAS, MPS should encourage students to pursue and maintain civic engagement through voter-education programs and by encouraging their peers and families to become civically engaged through participation in all federal, state, and local elections; and

WHEREAS, The Board believes that all students should be registered to vote before they graduate from school and be equipped to make informed decisions about voting; now, therefore, be it

RESOLVED, That the Administration, in accordance with state law and the Wisconsin Standards for Social Studies, develop a specific plan and timeline to increase voter registration and actual voting by eligible high-school students; and be it

FURTHER RESOLVED, That the plan and timeline be developed collaboratively, with participating groups to include, but not be limited to, the League of Women Voters, Souls to the Polls, the Milwaukee Teachers' Education Association, and appropriate MPS groups/departments such as Parent Coordinators, Student Services, Transportation, Guidance/Counseling, Social Work, College and Career Readiness, and the Social Studies team; and be it

FURTHER RESOLVED, That the planning process consider the inclusion of the following provisions:

1) that any request by a student to be provided voter-registration information be forwarded to the appropriate school official, granting the student access to necessary information;
2) opportunities for all qualified staff to become Voter Champions within their school communities to support eligible students to register to vote before they graduate;
3) a formal recognition within the district that annually, on the fourth Tuesday of the month of September, Student Voter Registration Day will be recognized within Milwaukee Public Schools;
(4) that the District provides eligible students with year-round opportunities to engage in voter-registration activities and to carry out year-round initiatives related to these efforts;
(5) the District develop two-month timelines in advance of spring and fall election days to ensure that all students who are 18 by the election day have time and support to obtain necessary documents and, if necessary, transportation to DMV offices so that qualifying students may obtain identification that will allow them to vote; and
(6) any other provisions that surface during conversations with the participating groups and MPS departments; and be it

FURTHER RESOLVED, That district-implemented voter-registration education initiatives and efforts shall be non-partisan and without pressure or influence on any individual or group of individuals to register to vote for any particular political party, to vote for any particular candidate, or to solicit campaign contributions; and be it

FURTHER RESOLVED, That the Administration report back to the full Board during its February board cycle so that the plan can be implemented before the general election in April 2023; and be it

FURTHER RESOLVED, That after the April 2023 election, the Board and the Administration consider ways to improve the process for subsequent election cycles.

The Milwaukee Board of School Directors recognizes that student voter registration is an important element of preparation for adult life and believes that all students should be registered to vote before they graduate from high school.

In accordance with state law and the Wisconsin Standard for Social Studies, the Administration is being asked to develop a specific plan and timeline to increase voter registration among eligible MPS high-school students. The plan and timeline will be developed collaboratively, with the appropriate MPS departments and community organization such as, but not be limited to, the League of Women Voters, Souls to the Polls, the Administrators and Supervisors Council, and the Milwaukee Teachers' Education Association.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

The Administration will report back to the Committee during the February 2023 board cycle so that the plan can be shared and implemented.

Committee's Recommendation

Your Committee recommends that the Board adopt the revised resolution as presented below, and with the addition of the Milwaukee Election Commission as a collaborator.

RESOLVED, That the Administration, in accordance with state law and the Wisconsin Standards for Social Studies, develop a specific plan and timeline to increase voter registration and actual voting by eligible high-school students; and be it

FURTHER RESOLVED, That the plan and timeline be developed collaboratively, with participating groups ~~to include~~ such as, but not ~~be~~ limited to, the Milwaukee Election Commission, the League of Women Voters, Souls to the Polls, the Administrators and Supervisors Council, the Milwaukee Teachers' Education Association, and appropriate MPS ~~groups/~~departments such as ~~Parent Coordinators,~~ Strategic Partnership and Customer Service, Student Services, Transportation, ~~Guidance/Counseling, Social Work,~~ Specialized Services, College and Career Readiness, and ~~the Social Studies team~~ Curriculum and Instruction; and be it

FURTHER RESOLVED, That the planning process consider the inclusion of the following provisions:

1) that any request by a student to be provided voter-registration information be forwarded to the appropriate school official, granting the student access to necessary information;

~~2) opportunities for all qualified staff to become Voter Champions within their school communities to support eligible students to register to vote before they graduate;~~

~~3~~ 2) ~~a formal recognition within the district that annually, on~~ the Milwaukee Board of School Directors designate the fourth Tuesday ~~of the month~~ of September~~,~~ as Student Voter Registration Day, which ~~will~~ shall be recognized within Milwaukee Public Schools;

~~4~~ 3) that the District shall provide~~s~~ eligible students with ~~year-round opportunities to engage in voter registration activities and to carry out year-round initiatives related to these efforts~~ voter-registration information to include, but be not limited, to a fact sheet outlining how and where to register to vote and where to vote on election days, which information shall be available for students on-going during the course of the school year;

(~~5~~ 6) the District shall develop two-month timelines in advance of spring and fall election days to ensure that all students who are 18 by the election day have time and support to obtain necessary documents ~~and, if necessary, transportation to DMV offices so that qualifying students may obtain identification that will allow them to vote~~; and be it

~~(6) any other provisions that surface during conversations with the participating groups and MPS departments; and be it~~

FURTHER RESOLVED, That district-implemented voter-registration education initiatives and efforts shall be non-partisan and without pressure or influence on any individual or group of individuals to register to vote for any particular political party, to vote for any particular candidate, or to solicit campaign contributions; and be it

FURTHER RESOLVED, That the Administration shall report back to the full Board during its February board cycle so that the plan can be implemented ~~before the general election in April 2023~~ as of the Board's regular February 2023 meeting~~; and be it~~ .

~~FURTHER RESOLVED, That after the April 2023 election, the Board and the Administration consider ways to improve the process for subsequent election cycles.~~

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

* * * * *

(Item 2) Action on Approval of the Renewal of the Non-instrumentality Charter School Contract with Hmong American Peace Academy, LTD, the for Hmong American Peace Academy (HAPA)

Background

Hmong American Peace Academy (HAPA) was established as a non-instrumentality charter school beginning with the 2004-05 school year. The current contract is for up to a maximum of 2,010 full-time-equivalent (FTE) pupils in grades K4 through 12. HAPA has two campuses: HAPA's main campus, which serves grades K4 through 2 and grades 6 through 12, is located at 4601 N. 84th St., while HAPA's Denver campus, which serves grades 3 through 5, is located at 8202 W. Denver Ave.

HAPA's mission is to provide students with rigorous academics, character development, and Hmong cultural values, preparing them to excel in college, universities, and careers. HAPA envisions that students will enjoy college and career success, value Hmong culture and heritage, and exhibit responsible and peaceful leadership in local and global communities.

In May 2022, the Department of Contracted School Services initiated the Charter School Review Process. On August 22, 2022, representatives from HAPA submitted the Charter Renewal Letter of Intent, and on September 22, 2022, HAPA submitted its Charter Renewal Application to seek renewal of its charter school contract.

On November 2, 2022, the Charter School Review Team (Team) conducted a full-day site visit at HAPA. 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.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the non-instrumentality charter school contract with HAPA. This recommendation is based on HAPA's having consistently demonstrating a sound academic, financial, and organizational performance. HAPA provides a student-centered learning environment rooted in Hmong culture and heritage.

The Superintendent has reviewed the performance summary and concurs with the recommendation for contract renewal.

The charter school renewal application, performance summary data, and Team's recommendation, as reviewed by the Superintendent, 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 Implication 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 HAPA, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a five-year non-instrumentality charter school contract with Hmong American Peace Academy, LTD; 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 Hmong American Peace Academy, LTD, for the Hmong American Peace Academy (HAPA) and to draft a renewed non-instrumentality charter school contract to begin with the start of the 2023-24 school year and to end on the last regularly scheduled day of the 2027-28 school year.

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

* * * * *

(Item 3) Approval of Areas to Be Opened for Textbook Study during the 2022-23 School Year

Background

MPS's Administrative Policy 7.26 and Administrative Procedure 7.26, Textbooks/Instructional Materials Adoption, provide 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, as well as French, German, Italian, and Spanish for use in immersion 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 its consideration.

The Administration is recommending opening the following subject areas for adoption study during the 2022-23 school year:

Music

Music Grades 6-12

Writing

- K-12 Writing
- K-5 Handwriting
- K-5 Spelling
- K-5 Handwriting, Spelling, Grammar, and Writing in Spanish
- 6-12 Spelling, Grammar, and Writing in Spanish
- K-5 Handwriting, Spelling, Grammar, and Writing in French, German, Italian, and Spanish
- 6-8 Spelling, Grammar, and Writing in French, German, and Spanish

Social Studies

- Psychology (English and Spanish)
- Sociology
- Ethnic Studies (English and Spanish)
- Contemporary World Affairs
- Justice and You (English and Spanish)
- African American History
- Latin American History (English and Spanish)
- AP World History
- AP Human Geography
- AP U.S. Government and Politics
- AP Psychology
- AP U.S. 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

Administrative Policy 7.26, Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

This item does not authorize expenditures. The estimated cost of implementing the textbook adoption for these areas is $16,500,000, as follows:

Music $2,000,000
Writing (including $1,000,000 for professional development)..... $10,000,000
Social Studies $4,500,000

Implementation and Assessment Plan

The procedures listed below will be implemented following the Board's action with respect to opening subject areas for textbook adoption study.

1. When a subject area is to be opened for adoption, an evaluation committee led by a curriculum specialist will be established to study and to evaluate available materials and to make recommendations to the Superintendent concerning textbook/instructional materials adoptions for the subject areas.
2. Principals and teachers will be notified.
3. Parents will be notified and invited to serve on the parental 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 will be invited to send parent representatives. In an effort to further increase parental involvement in the textbook/instructional material evaluation process, the Administration will also solicit parents through School Governance Councils.
4. Publishers will be notified.
5. Teachers' nominations and expressions of interest in serving on textbook/instructional materials evaluation committees for the various subject areas will be obtained.
6. Textbook/instructional materials evaluation committees will be appointed.
7. Curriculum specialists will provide training for textbook/instructional material evaluation committees' members in selecting culturally-responsive materials that promote critical thinking.
8. Curriculum specialists will establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. The specialists will obtain and will evaluate available materials, will meet with parents and publishers' representatives, and will solicit reactions and assistance from other teachers, departmental chairpersons, curriculum committees, etc.
9. Curriculum Specialists and the Department of Procurement will review the proposals submitted by the publishers of textbook/instructional materials.
10. Textbook/instructional materials evaluation committees will 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 committees may recommend single, dual, or multiple adoptions for subject/courses, 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 2023. The committees will conduct the study during the months of February, March, and April and submit their recommendations to the Superintendent in April 2023. After considering the evaluation committees' report, the Superintendent will submit recommendations to the Milwaukee Board of School Directors for consideration in May 2023.

Committee's Recommendation

Your Committee recommends that the Board approve the areas specified above to be opened for textbook study for texts to be used during the 2023-24 school year.

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

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(Item 4) Action on a Request to Approve the MPS 2023 Summer Academy Plan

MPS Summer Academy Presentation

Background

Milwaukee Public Schools is pleased to offer summer extended-learning opportunities that enhance academic skills and exploration experiences to the youth residents of the city. For the summer of 2023, MPS will offer:

- Summer Academy Session I for high-school students, which will run June 6-June 22, except for June 19, which will be a non-attendance day;
- Summer Academy Session II for grade 7-12 students, which will run June 26-July 27; and
- Summer Academy for K5-eighth-grade students, which will run June 26-July 28.

High-school students will attend Monday through Friday from 8:00 a.m. to 1:00 p.m., while K5-eighth-grade students will attend Monday through Friday from 8:00 a.m. to 12:00 p.m. July 3 and July 4 will be non-attendance days. Breakfast and lunch will be provided.

The 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 plans.

The Middle-school Summer Academy offerings seek to provide a variety of interactive, academically engaging experiences based on students' 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 grades K5-8 for the rigor of the next grade levels. 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, to identify new areas of interests and abilities, to encourage curiosity, and to further learning. Camps may be half-day, full-day, week-long, or overnight at school locations or community organizations.

Extended school-year services are provided to qualifying students, as mandated in their Individualized Education Plans, during Summer Academy. Enrichment opportunities with community partners are built into programming.

Bridge programs are offered to assist in the transition of students to high school and sixth grade. Twenty-two high schools will offer freshman bridge. Eight schools will offer middle school bridge.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.17, Summer Academy

Fiscal Impact Statement

Total expenditures of $5.7 million are projected: $3.2 million will be from Extension Funds for elementary, while $2.5 million will come from board funds for both high school and extended-school-year. The cost will be split between FY22 and FY23 budgets.

Implementation and Assessment Plan

Upon approval, the Administration will begin preparing for implementation in the summer of 2023. All summer programs are contingent upon funding, enrollment, and building-modification projects with the Department of Facilities and Maintenance. Changes necessitated by these contingencies will be reported to the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the 2023 Summer Academy Plan, 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) Report with Possible Action on the Agriculture Focus of River Trail School

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 August 25, 2022, the Board adopted Resolution 2223R-005 to designate River Trail Elementary School as a Specialty school focused on agricultural sciences. This initiative allows River Trail's students to learn more about agricultural science and trains them to become tomorrow's scientists, nutritionists, entrepreneurs, teachers, and employers in the fields of food production, business, and marketing. With a combination of classroom instruction and applied agriculture experiences outside of the classroom, this initiative will build the foundation for future educated consumers and agriculturists.

The following report highlights new developments, to date, that support the gained partnerships, committed staff, families, and the alignment toward improved student achievement. The update on the "Grow Green" expansion focuses on River Trail's continuation to improve and expand is "Five As for Success": academics, arts, athletics, attendance, and agriculture. This update also includes the marketing, branding, transportation, and new FTE agriculture teacher.

River Trail Agricultural Sciences

Historical Background

- Citywide Regional Showcase in November 2020
- First school in the state to receive the American Heart Association's gift of a learning garden
- Created a Three Sisters Pumpkin Patch, including pumpkins, corn, and beans
- Purchased three indoor greenhouses and two outdoor greenhouses
- Received hydroponics towers through a grant
- Started a 4-H Club
- The Milwaukee Board of School Directors approved River Trail to add agriculture sciences as a school focus

Growing Green

Five *A*s for Success

- Academics — State Report Card
- Agriculture — Updates
- Athletics — Football Championship
- Arts — Christmas Production
- Attendance — New Initiatives

Culture and Climate

- Decrease in referrals and suspensions

What's on the Horizon

- Food Forest
  - — Preventing runoff
  - — Planting berries
  - — Animals
- Raised beds
- Mequon Nature Preserve
- Marketing plan
- Third hydroponics machine

- The Hive Cafe
- Chick Quest
- Project-based learning opportunities

Strengthening our Partnerships

- Graef Engineering Consultant Firm
- Reflo Milwaukee
- 4H Agriculture Curriculum
- Milwaukee Metropolitan Sewerage District (MMSD)
- Mequon Nature Preserve
- Natural Resources Conservation Services/USDA
- Fresh Thyme
- American Heart Association
- Vincent recruitment efforts for 8th-grade students
- Vincent and River Trail agriculture teams
- Climate Justice Instructional Coach

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.02, Use of School Facilities

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(Item 6) Update, with Possible Action, on the Andrew S. Douglas African American Immersion School

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 March 25, 2021, the Board adopted Resolution 2021R-021 to officially designate Andrew S. Douglas Middle School as an African Immersion school with the primary language of Spanish.

This update highlights the clear distinction between the African American Immersion and the African Immersion School. More specific details are provided regarding the audit that was conducted and the timeframe and supports that were needed to complete this task, as well as the engagement in which this school's community participated to ensure that all stakeholders were kept abreast of the programmatic changes.

Andrew Douglas African American Immersion School

Background

On March 25, 2021, the Milwaukee Board of School Directors adopted Resolution 2021R-021 to officially designate Andrew S. Douglas Middle School as an African Immersion school with the primary language of Spanish, launching the idea to families and educators and provided active and consistent support for the immersion program through advertisement, implementation, staffing, and professional development opportunities. This Resolution became a working document during the 2021-22 school year.

About Andrew S. Douglas Middle School

- K-8 elementary school, 2017-18
- K-8 elementary school, 2018-19 (in the Keefe Avenue School's building)
- 6th-8th-grade Traditional middle school (remodeled, revitalized space), 2019-present
- 53206 Promise Partnership Middle School

Zerda Palmer has been the principal since the 2017-18 school year

Demographics

Enrollment = 176+

Student Population

- 92% African-American
- 30% Students with disabilities
- 85.2% Economically-disadvantaged
- 92 male students
- 80 female students

Embarking on the Journey

- Learning team conversation in January 2022
- Full staff meeting in February 2022
- Staff survey conducted in April 2022
- Parental communication sent and SEC meeting held in March 2022
- Community partners surveyed and communicated with in April 2022

Planning for the Journey

- Creating opportunities for civic engagement and opportunities
- Learning a variety of approaches, strategies, technology, and materials to support children's interests and abilities
- Simulating project-based learning and role-playing to incorporate new opportunities for student discovery and engagement
- Deciding when to take the lead during instruction and when to support the students' leadership in learning

Curricular Supports & Partnerships

Key Instructional Design

Beginning Whole Group

Durlng this time, the goal is to communicate key learning intentions based on course standards and to share lesson expectations, to connect learning from previous day, and to provide an introduction to new learning.

Small Group

During small-group time, the goal is to provide differentiated teacher-led, explicit instruction based on students' needs and to create work stations that are independent of the teacher. Teachers may differentiate by product, process, learning environment, affect, and content, based on students' needs,

Ending Whole Group

The goal during this time is to provide opportunities for students to review, to reflect, and to articulate their understanding of their learning through a variety of modes. Teachers should be formatively assessing students to check for understanding lo provide feedback and to plan for next steps in learning.

Our Programmatic Vision

Year 1: Grade 6

- Spanish
- Afro-Latino curriculum
- Ethnic studies
- African-American Immersion curriculum
- Social studies

Year 2: Grade 7

- Spanish
- Afro-Latino curriculum
- Ethnic studies
- African-American Immersion curriculum
- Social studies
- Civic engagement

Year 3: Grade 8

- Spanish
- Afro-Latino curriculum
- Ethnic studies
- African-American Immersion curriculum
- Social studies
- Politics and power

- Connecting the past to the present

African-American Immersion Pathway

African History

- Alkebulan (original name)
- Unique past
- 54 countries
- Geography and wildlife
- Urban vs. rural
- Languages
- The Arts
- Education
- European division
- Government and leaders
- Traditions
- Architecture
- Food

African & African-American Slavery

- Slave trade
- U.S. enslavement
- Name changes
- Living/work conditions
- Job types
- Control and punishments
- Slave revolts
- Language
- Underground Railroad
- Traditions
- Food
- Housing

African-American History

- Emancipation
- Juneteenth
- Military service
- Jim Crow and segregation
- The arts and language
- Inventions
- Migration and employment
- Black Wall Street
- Political leaders
- Education and sports
- Historical Black Colleges and Universities (HBCUs)
- Traditions
- Food
- Housing
- Civil rights

Next Steps

- Increase student achievement
- Increase student enrollment
- Re-imagine staffing opportunities
- Recruit and retain high-quality teachers
- Market the new African-American Immersion program
- Professional development for teaching staff
- Engage with additional community partners
- Collaboration with Dr. King Elementary School

Statute, Administrative Policy, or Board Rule Implication Statement

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

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(Item 7) Update with Possible Action on State Report Cards

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 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). In addition, given their impact on students' success, the Accountability Report Cards also measure attendance rates and chronic absenteeism. Data from the report cards are one of the many measures used to determine the performance of schools and the district. Many updates to the Accountability Report Cards will be reviewed.

Report on State Accountability Report Cards

Due to the COVID-19 pandemic, please use caution when interpreting scores and ratings.

School Report Cards Summary

Milwaukee Public Schools

Overall Score = 56.8, Meets Few Expectations

	2015-16	2016-17	2017-18	2018-19	2020-21*	2021-22
Fails to Meet Expectations	42	46	39	28	21	28
Meets Few Expectations	41	34	33	41	29	39
Meets Expectations	31	29	33	42	54	40
Exceeds Expectations	21	25	29	25	27	28
Significantly Exceeds Expectations	3	4	5	7	5	1

*2020-21 was the first year of the report card's new format.

Alternate Accountability Report Cards

	2015-16	2016-17	2017-18	2018-19	2020-21	2021-22
Satisfactory	3	9	8	5	4	8
Needs Improvement	11	10	10	10	15	9

Highlights

- Maryland Montessori earned the highest overall accountability score — 83.0, Significantly Exceeds Expectations
- More than 69 schools have ratings of Meets, Exceeds, or Significantly Exceeds Expectations
- Comparisons with 2021:
  - — 19 schools had higher ratings;
  - — 94 had the same ratings;
  - — 38 declined in ratings;
  - — two schools received regular reports for the first time.

Report Card's Messages

- Because there were no assessments in 2019-20, all K-4 schools and many K-5 schools do not have Target Group outcomes this year.
- Report cards use up to three years of data.

Report Card	Achievement Data Used		
2020-21	2017-18	2018-19	2020-21
2021-22	2018-19	2020-21	2021-22

Students Participating in the Wisconsin Student Assessment System (WSAS)

Participation rates greatly impacted the calculation of growth and target-group outcomes. This then impacted the number of priority areas used to calculate a report card's scores.

	ELA		Math	
	2021	2022	2021	2022
Forward with DLM*	44.4%	94.9%	43.8%	94.9%
ACT Aspire with DLM	15.8%	58.6%	19.4%	71.3%
ACT with DLM	43.1%	75.7%	43.1%	75.8%

*Dynamic Learning Maps assessment, which is administered statewide in English language arts (ELA) and mathematics in the spring and is intended for students with the most significant cognitive disabilities in grades 3-11. The DLM assessment is designed to compare a student's strengths and needs to clearly defined standards, skill levels, or areas of knowledge.

Rating Categories' Cut Scores

	Accountability Score Ranges	
Overall Accountability Ratings	Previous Years	2021-22
Significantly Exceeds Expectations	83-100	83-100
Exceeds Expectations	73-82.9	70-82.9

Overall Accountability Ratings	Accountability Score Ranges	
	Previous Years	2021-22
Meets Expectations	63-72.9	58-69.9
Meets Few Expectations	53-62.9	48-57.9
Fails to Meet Expectations	0-52.9	0-47.9

- Threshold setting is due to changes to report cards over years.
- DPI's Office of Educational Accountability is to release a paper detailing the methodology of equi-percentile approach.

Overview

No deductions are included in the report card

District's Details

Milwaukee Public Schools (MPS) is a diverse district that welcomes all students, preparing them for success in higher education, post-educational opportunities, work, and citizenship. MPS is committed to providing an educational environment that is child-centered and supports achievement while collaborating with students, families, and community for the benefit of all.

The statement above is provided by the District. It is not an evaluation by the Wisconsin DPI.

Grades: K3-12
Enrollment: 69,115
Percent open-enrollment: 3.2%

American Indian or Alaskan Native	0.4%	White	9.6%
Asian	8.1%	Two or More Races	3.8%
Black or African American	50.3%	Students with Disabilities	19.3%
Hispanic or Latino	27.8%	Economically Disadvantaged	80.0%
Native Hawaiian or Pacific Islander	0.1%	English-learners	13.3%

Priority Areas

Achievement..... 28.3
Growth..... 64.1

On-Track to Graduation.....58.5

	Subject-area Scores			
	Achievement		Growth	
	MPS	State	MPS	State
English Language Arts	32.2	59.6	69.8	66.0
Mathematics	24.4	57.7	58.4	66.0

	Area Scores	
	MPS	State
Chronic Absenteeism	64.3	85.7
Graduation	69.4	91.2
3rd-grade English Language Arts	28.1	57.0
8th-grade Mathematics	22.3	52.5

Target-group Outcomes..... 47.8

	Group Scores MPS
Achievement	8.5
Growth	71.7
Chronic Absenteeism	55.3
Graduation	66.6

MPS's score was the same or higher than those of 42.5% of the districts in the state.

Each priority area will have a chart that compares the district or school to the state in that area. For example, this school is compared to all other similar grade-band schools in the state on growth.

Weighting

Priority-area Weights

The report cards of schools and districts with higher percentages of economically-disadvantaged students will be scored more on growth. Schools and districts with lower percentages of economically-disadvantaged students will be scored more on achievement.

Anomalies

- Schools that were quarantined in spring 2021 still have alternate report cards.
- Some K-5 and high schools that had low participation in Spring 2021 may not have growth or target-group outcomes.

Course and Program Data

	District	State	
Advanced Courses	29.6%	19.9%	5,889 students successfully completed at least one Advanced Placement or International Baccalaureate course.
Dual Enrollment	4.7%	18.6%	935 students successfully completed at least one dual-enrollment course.
Industry-recognized Credentials	0.0%	2.8%	Four students earned at least one industry-recognized credential.
Work-based Learning	0.3%	3.4%	52 students participated in work-based learning programs.

Note: Data are from 2020-21 — Virtual learning offers fewer dual-enrollment and work opportunities.

MPS has a higher percentage of students taking advanced courses than does the state!

	District	State	
Art and Design	24.7%	23.0%	4,912 students successfully completed at least one art and design course.
Dance	0.4%	0.3%	88 students successfully completed at least one dance course.
Music	11.4%	18.3%	2,263 students successfully completed at least one music course.
Theater	2.1%	1.6%	424 students successfully completed at least one theater course.

MPS has a higher percentage of participation than does the state in three out of four areas!

School Reporting

School Improvement Plan and State Report Card

In accordance with state law's notification requirements, Milwaukee Public Schools provides families with their schools' report cards and educational options.

By January 30, 2023, all schools' websites will be updated with the current SIP-at-a¬glance, Report Card links, and educational options

Next Steps

Implement Ambitious Instruction: Accelerating Learning

- Increase students' academic performance through acceleration and scaffolding
- Increase students who are performing in the proficient category by five percentage points and decrease the students who are performing below basic by ten percentage points

Implement strategies to improve attendance

Schoolwide strategies (e.g., implementation of PBIS attendance interventions, calls to parents, monitoring data) are part of school improvement plans.

Increase four-year graduation rate

- More closely monitor course completion and programming
- Identify adults and students needing support to prevent failures

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.38, Balanced Assessment Systems

This presentation of the State Accountability Report Cards' results fulfills the requirement in Wis. Stat., §115.385(4), for the public reporting of state report cards.

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 8) Report with Possible Action on the Regional Showcase — Southwest 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

The 2021-22 monthly Regional Showcases 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 Southwest Region is featured. The Southwest Region comprises 24 schools and serves 11,910 students in diverse settings to meet their varied needs. Schools in the Southwest Region ALBA, Academy of Accelerated Learning, 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, and Zablocki.

The Southwest Region offers a variety of programs and services to support our students toward 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.

Regional Showcase: Southwest Region

Demographics

- 11,910 students
- 24 schools
- 35.0% English-learners
- 22.6% students with disabilities
- 81.9% economically disadvantaged

American Indian	0.3%
Asian	5.7%
Black/African American	11.8%
Hispanic	70.6%
Hawaiian/Pacific Islander	0.1%
White	8.1%
Multi-ethnic	3.4%

2021-22 State Report Cards

School	Overall Score	
Academy of Accelerated Learning	AR	Alternate Rating - Needs Improvement
ALBA (Academia de Lenguaje y Bellas Artes)	73.8	Exceeds Expectations
Allen-Field Elementary	57.1	Meets Few Expectations
Curtin Elementary	70.1	Exceeds Expectations
Doerfler Elementary	64.1	Meets Expectations
Fairview Elementary	77.6	Exceeds Expectations
Forest Home Elementary	63.3	Meets Expectations
Grant Elementary	52.3	Meets Few Expectations
Greenfield Bilingual	59.6	Meets Expectations
Hayes Bilingual School	68.4	Meets Expectations
Honey Creek Elementary	56.9	Meets Few Expectations
Kagel Elementary	71.2	Exceeds Expectations
Lincoln Avenue Elementary	57.1	Meets Few Expectations
Longfellow Elementary	67.2	Meets Expectations

School	Overall Score	
Lowell International Elementary	46.8	Fails to Meet Expectations
Manitoba Elementary	57.0	Meets Few Expectations
Milwaukee Spanish Immersion	54.1	Meets Few Expectations
Mitchell Elementary	63.7	Meets Expectations
Morgandale Elementary	64.4	Meets Expectations
Riley Dual-language Montessori School	58.4	Meets Expectations
Rogers Street Academy	60.2	Meets Expectations
Vieau Elementary	59.2	Meets Expectations
Whitman Elementary	64.7	Meets Expectations
Zablocki Elementary	57.7	Meets Few Expectations

Jeremiah Curtin Leadership Academy

Vision Statement

Jeremiah Curtin Leadership Academy, a STEM-focused school, is committed to providing a culturally-responsive education that meets the needs of the whole child, resulting in equitable outcomes for all students in the areas of academic achievement and social-emotional development.

At Jeremiah Curtin Leadership Academy, all learners will engage in leadership and learning experiences that are meaningful with real-world application by:

- engaging
- thinking
- collaborating
- innovating
- creating.

Demographics

- 302 students
- 25.2% English-language learners
- 16.9% students with disabilities
- 87.7% economically-disadvantaged

Asian	14.9%
Black/African American	13.9%
Hispanic	54.3%
Hawaiian/Pacific Islander	0.7%
White	10.9%
Multi-ethnic	5.3%

STAR Screening

Fall 2022-23

English and Spanish Results Combined

	Early Literacy	Reading	Math
Significantly below Target	23.5%	36.6%	31.4%
Well below Target	14.7%	23.9%	24.5%
Below Target	29.4%	27.8%	37.9%
On-target	14.7%	5.9%	
Significantly above Target	17.6%	5.9%	6.1%

Year-to-year Comparisons

Early Literacy

	21-22 Fall	21-22 Winter	21-22 Spring	22-23 Fall
Significantly below Target	33.3%	26.9%	19.2%	23.5%
Well below Target	18.5%	26.9%	11.5%	14.7%
Below Target	25.9%	23.1%	34.6%	29.4%
On Target	14.8%	7.7%	19.2%	14.7%
Significantly above Target	7.4%	15.4%	15.4%	17.6%

Starting the year 10.1% ahead of last fall!

Reading

	21-22 Fall	21-22 Winter	21-22 Spring	22-23 Fall
Significantly below Target	38.7%	35.3%	37.6%	36.6%
Well below Target	19.4%	23.5%	24.3%	23.9%
Below Target	31.3%	25.5%	27.5%	27.8%
On Target	6.0%	7.8%	6.4%	5.9%
Significantly above Target	4.6%	7.8%	4.1%	5.9%

Starting the year 1.2% ahead of last fall!

Math

	21-22 Fall	21-22 Winter	21-22 Spring	22-23 Fall
Significantly below Target	28.0%	26.7%	28.8%	31.4%
Well below Target	26..8%	28.0%	28.0%	24.5%
Below Target	38.9%	38.8%	34.2%	37.9%
On Target	—	—	—	—
Significantly above Target	6.3%	6.5%	9.1%	6.1%

Starting at the same place as last fall.

School Programs

- GE Foundation School STEM-focused
- Project Lead the Way (MSOE), K-8th grade
- Leadership & Character Building
- SEL
- Family Engagement
- Partnerships

Opportunities for Growth

- Explore why math has been stagnant
- Importance of continuing to meet the students' diverse needs
- Continue to seek out and incorporate student and family voice
- Continue to focus on Tier 1 and Ambitious Instruction and leveraging the work of PLCs relative to Tier 1 data

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

The Board received the reports of its delegates to CESA #1, to the Head Start Policy Council, to the Milwaukee Library Board of Trustees, and to the District Advisory Council (DAC).

* * * * *

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

In an effort to support the goals identified by MPS as essential to the accomplishment of its Vision and Mission, the President's activities from November and December 2022 included the following:

Academic Achievement

- Attended the monthly meetings of the Board and its committees
- Met with the Executive Director of WASB
- Met with district administrators regarding textbook issues
- Met with Climate Justice Instructional Coach and others about the MPS Climate Justice Initiative
- Attended a Board work session on the Strategic Plan
- Had regular discussions with Dr. Melanie Stewart to guide the planning for the Strategic Plans
- Met with the Inclusive Perspectives Social Studies Committee (IPSSC) that is heading up the work on K-6 social studies content.

Effective and Efficient Operations

- Met with individuals from Facilities and Maintenance Services and the MPS Grant Office on energy-innovation grants
- Joined the Green and Healthy Schools meeting with the delegation from the Seattle Public Schools
- Met with the Seattle Public Schools' delegation and MPS personnel and Reflow on greening school playgrounds
- Attended the IAAV (I Am A Voter) scholarship debrief

Student, Family, and Community Engagement

- Worked with Director Siemsen to create a resolution on "Collaborative/Shared Leadership" and with Director Leonard regarding a resolution on "Student Voter Education and Registration"
- Worked with "I am a Voter Campaign" to increase voter participation by young people, including the 2,358 MPS high-school students who were 18 years old by November 8
- Attended reception for retiring Danae Davis of Milwaukee Succeeds
- Gave keynote at the Wisconsin Court and Civic Conference
- Attended DMMAC meeting
- Participated in Bridges Segregation Data Dashboard Workshop on school segregation in Milwaukee
- Attended MKE Succeeds meeting regarding youth organizing
- Met with parents at Vieau Elementary
- Attended the Milwaukee Community Leadership meeting
- Throughout November and December, I responded to emails, phone call inquires, questions, and concerns from parents, students, staff, and the community

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RESOLUTIONS

Resolution 2223R-013

By Directors Leonard and Siemsen

WHEREAS, Milwaukee Public Schools serves a diverse population with varied cultural, religious, and dietary needs; and

WHEREAS, Seventy-five percent of MPS students are economically disadvantaged; and

WHEREAS, MPS is responsible for ensuring that students receive a nutritious breakfast and lunch; and

WHEREAS, Through its adoption of Resolution 2223R-001, the Board upheld several policies that relate to students taking responsibility for their education, specifically

- Administrative Policy 7.19, Student-Initiated Student Groups;
- Administrative Policy 7.20, Student Publications;
- Administrative Policy 8.18, Student Involvement in Decision Making;
- Administrative Policy 8.04, Student Desegregation; and

WHEREAS, Student involvement indecision making should include student involvement in the development of lunch and breakfast programs that are not only nutritious, but meet the diverse needs of the student body; and

WHEREAS, While the district has made great progress in improving its nutrition program, there is still much work to be done and students should be empowered to be part of that work; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby establishes the Food Justice Task Force for the purpose of making recommendations on the MPS Nutrition Program to the Board for possible implementation; and be it

FURTHER RESOLVED, That membership on the Task Force include students from MPS schools, representation from the Board, the Milwaukee Teachers Education Association, youth groups including Youth Empowered in the Struggle (YES), and the Administration; and be it

FURTHER RESOLVED, That the charge of the Food Justice Task Force is to define the challenges that are impeding the district's goals for its nutrition program and to develop a plan for possible implementation; and be it

FURTHER RESOLVED, That Task Force discussion and reporting include:

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

FURTHER RESOLVED, That the Food Justice Task Force report on its work on a bimonthly basis (every other month), with the first report to be given in February 2023.

Referred to The Committee on Student Achievement and School Innovation

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The Board adjourned at 6:20 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 26, 2023

Regular meeting of the Board of School Directors called to order by President Peterson at 5:34 p.m.

Present — Directors Carr (5:37 p.m.), Garcia (5:40 p.m.), Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Absent — None.

Before proceeding with the agenda, President Peterson asked for a moment of silence to commemorate the passing of the following members of the MPS Community:

- Deanna Burton, principal at Townsend Street School;
- Isaiah Coleman, a student at Bay View High School;
- James English, a retired teacher at Bradley Tech;
- Bernard Sammer, a retired teacher at Hamilton High School;
- Barbara Schrinsky, a retired substitute teacher for the District;
- Dennis Torbeck, a retired building laborer from the Department of Facilities and Maintenance; and
- Javeaire Winson, a student at North Division High School.

APPROVAL OF MINUTES

By consensus, the minutes of the special and regular board meetings of December 2022 were approved as printed.

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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.

MPS Celebrates the Birthday of Dr. Martin Luther King, Jr.

Dr. King would have been 94 years old this year. Monday, January 16, 2023, was the formal observance of Dr. Martin Luther King, Jr.'s birthday. Milwaukee Public Schools students and teachers observed Dr. King's birthday and learned about his legacy throughout the week, as they will continue to do so.

Students and educators observed Dr. King's holiday by participating in virtual celebrations and services, reading books or watching videos about Dr. King's life and legacy, listening to one of Dr. King's speeches, or discussing the civil rights movement.

On Monday, January 16, 2023, Dr. King's birthday was highlighted with the 39th annual Dr. Martin Luther King, Jr., Birthday Celebration, which was held at the Marcus Performing Arts Center. This annual

event included recognition of the participants of the 39th annual Dr. Martin Luther King, Jr., Art, Speech, and Writing Contest.

This year's contest theme was "Working Toward a World of Peace," and Milwaukee Public Schools students demonstrated what that meant to them as they performed, delivered speeches, and shared artwork during this year's event.

The following are the MPS students who placed in the contest:

Art Contest

Grades K-2

1st Place.....Jayla Santana, Trowbridge
2nd Place.....Hazel Pacheco Chapman, Milwaukee German Immersion
3rd Place .....Matias Reyes Castillo, Riley Dual Language Montessori

Grades 3-5

1st Place.....Marra Chrara, Milwaukee Academy of Chinese Language
2nd Place.....Brielle Duncan, Richard Kluge
3rd Place .....Jaiiden Suarez Otero, Riley Dual Language Montessori

Grades 6-8

2nd Place.....Yuritzy Sanchez Mendoza, Manitoba
3rd Place .....Eleanor Lawton, Milwaukee Parkside

Grades 9-12

2nd Place.....Angelina Xiong, Rufus King High School
3rd Place .....Raylen Jones, MacDowell Montessori

Speech Contest

Grades K-2

1st Place.....Ashe Henry, Lowell Elementary
2nd Place.....Rosalie Pakalske-Buchanan, Craig Montessori
3rd Place .....Ariah Shanklin, Forest Home Avenue

Grades 3-4

1st Place.....Priscilia Nsau, Lowell Elementary
2nd Place.....Raymond Mitchell, Forest Home Avenue
3rd Place .....Grace Wierer, Craig Montessori

Grades 5-6

1st Place.....Christian Lara, Lowell Elementary
2nd Place.....Kingston Pearson-Lockett, Samuel Clemens
3rd Place .....Adenike Precious Olowu, Gold Meir

Grades 7-8

1st Place.....Kayle Phillips, Golda Meier
3rd Place .....Marceana Akins, Dr. Martin Luther King, Jr., Elementary

Grades 9-10

1st Place.....Harmony Allen, Riverside University High School
3rd Place ..... Chanerion Mike, Barack Obama SCTE

Grades 11-12

1st Place..... Malcolm Bishop, Vincent High School
2nd Place..... Brandon Gorton, Ronald Reagan IB High School

Writing Contest

Grades K-1. Group Project

1st Place..... Grade 1, Fairview School
Constance Michaud, Teacher
Jada Biddle; Sienna Brenaman; Sara Chavez-Madrigal; Jonael Colon-Morrobel; Mason Correa Reyna; Naomi Cruz; Mason Erving; Esmeralda Estrella; Jasmine Flowers; Alan Fregoso; Addilyn Gostomski; Jaden Green; Aviana Herbert; Finch Johnson; Arya Kreischer; Angel Lara; Jr.; Brielle Lewitzke; Derek Martinez Acevedo; Alma Mutsch; Kaylani Navarrette; Finley Pierce; Declan Rzad; Nehemias Santana; Brayden Schlicke; Brighton Schwartz; Chemistry Sims; Abel Stewart; Olivia Vinson; Amelia Webber

Grades 2-3

1st Place..... Khyei Thang, Richard Kluge
2nd Place..... Lizmarie Soto, Richard Kluge
3rd Place ..... Brielle Denson, Trowbridge

Grades 4-5

1st Place..... Mahogany Hill, Samuel Clemens
2nd Place..... Leigha Stewart, Samuel Clemens
3rd Place ..... Isaiah Price, Samuel Clemens

Grade 6

1st Place..... Harper Edmonds, Milwaukee Parkside
2nd Place..... Milan Hardrick, Milwaukee Parkside

Grades 7-8

1st Place..... Sy'Ria Winston-Robertson, Hi-Mount Community
2nd Place..... Kaleigha Weber, Milwaukee School of Languages
3rd Place ..... Lilyana Sanders, Manitoba

Grades 9-10

1st Place.....Taliyah Grant, Riverside University High School
2nd Place.....Auggie Hoffman, Riverside University High School
3rd Place .....Donavan Coleman, Riverside University High School

Grades 11-12

1st Place..... Tatiyana Dockery, Riverside University High School
2nd Place..... Darius Solomon, Riverside University High School
3rd Place ..... Jennifer Adongo, Bay View High School

Happy birthday, Dr. King. Congratulations to all of this year's contest participants.

Hats Off to Milwaukee Public Schools' Winter Graduates!

On January 7, 2023, MPS hosted a winter graduation ceremony that recognized more than 100 graduates.

Graduation is a time of celebration and of planning next steps. To assist in the planning process, 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 and graduates to complete the 2023-24 FAFSA to take full advantage of the process. and to get their forms in as soon as possible to help maximize the offers which they receive.

Milwaukee Public Schools congratulates these graduates and wishes them a bright and successful future!

MPS Kindergarten Enrollment Fair Coming February 4, 2023

MPS will host its annual Kindergarten Enrollment Fair at North Division High School, where families can learn about individual schools, meet school administrators and educators, select schools, and enroll their children.

Mark your calendar to attend on Saturday, February 4, 2023, 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. Transportation is available.

Kindergarten

Three-year-old kindergarten

Programs are available at some schools. Children must turn three by September 1, 2023, to be eligible.

Four-year-old kindergarten

Programs are available at most schools across the district. Children must turn four by September 1, 2023, to be eligible.

Five-year-old kindergarten

Programs are available at most schools across the district. Children must turn five by September 1, 2023, to be eligible.

To apply for kindergarten enrollment, please visit the Enrollment page of the MPS website.

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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 Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

Pursuant to Wis. Stat., §19.85(1)(g), the Board may retire to closed session to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.18, Legal Representation

Recommendation

That the Board determine how it wishes to proceed with this item.

This item was held to the February regular meeting of the Board.

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

Background

The 2023-2024 MPS Legislative Agenda remains consistent with ambitious policy goals from years past and builds on the positive momentum to date.

Among other items, the Agenda emphasizes the need to provide a level of per-pupil support that, at least, matches the rate of inflation (over $1,500 for the current four-year period) and a reimbursement level for students with disabilities in public schools that puts them at the same level of support that is afforded to students in private schools — at least 90%. The State has the funding necessary to support both of these policies. In fact, the flat tax proposal introduced in January 2023 is five times more expensive than providing 90% support for students with disabilities.

The proposed 2023-2024 MPs Legislative Agenda has been provided under separate cover.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Board Governance Policy 2.13, Board Legislation Program

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 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. The report includes activities from late December through mid-January. During the reporting period, the Office of Accountability and Efficiency continued to implement the FY23 OAE Work Plan.

Accountability and Efficiency Services

Between December 10, 2022, and January 14, 2023, Accountability and Efficiency Services fulfilled two requests for information/research, eight constituent inquiries, and four special projects. Accountability and Efficiency Services also closed three whistleblower reports and has initiated the activities associated with the recent creation of the District's Retirement Plan Committee.

Accountability and Efficiency Services collaborated with the Office of Finance to complete the District's five-year forecast for presentation to the Board's Committee on Strategic Planning and Budget as part of the District's budget planning process for Fiscal Year 2023-24 (FY24). The forecast is intended to support fiscal and equity-based decision making to maintain and to improve essential school operations services in the FY24 budget cycle. The forecast's assumptions are calculated on actuals, trends, economic indicators, and regional and local economics. Additionally, analysis of enrollment, revenues, and expenditures, including analysis of nearly 200 expense and revenue categories, is conducted as part of this process.

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 staff members focused on our HUB and Student Engagement Programs. CCS continues to process and to monitor a historically high number of contracts due to the volume of ESSER-funded projects throughout the district.

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 Statement

Board Governance Policy 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 six expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

- January 4, 2023, at 9:00 a.m., 10:00 a.m., and 11:00 a.m.
- January 6, 2023, at 9:00 a.m.

- January 18, 2023, at 9:00 a.m.
- January 20, 2023, at 10:30 a.m.

Director Herndon moved to accept the reports of the Independent Hearing Officers of January 4, 6, 18, and 20, 2023

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, Siemsen, Taylor, and President Peterson — 8.
Noes — None.
Abstain — Director O'Halloran — 1.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- 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 60 Days, which was set aside as it had been forwarded to the Board without recommendation; and
- Report of the Committee on Accountability, Finance, and Personnel, Item Three, Action on a Request for an Amendment to the 2022-23 Traditional Start School Calendar, which was set aside at the request of Director O'Halloran.

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, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Herndon 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 Report Resignations and Classified Retirements, and Monthly Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
3	Annabel Hoener	Accounting Assistant II	$45,160.00	11/29/2022
4	Alfonso Aguilar	Building Service Helper I	$16.96/hr.	12/12/2022
4	Blasina Arce	Building Service Helper I	$15.90/hr.	12/05/2022
2	Ashley Caston	Building Service Helper I	$15.90/hr.	11/28/2022
2	Cannon Patrick	Building Service Helper I	$15.90/hr.	12/05/2022
2	Dashalon Scott	Building Service Helper I	$16.96/hr.	11/28/2022
2	Keanjaho Walker	Building Service Helper I	$15.90/hr.	11/28/2022

Code	Name	Position	Salary	Date
2	Travis Guy	Boiler Attendant Trainee	$41,262.00	11/28/2022
4	Victoria Andrzejewski	Children's Health Assistant	$20,827.00	11/28/2022
4	Marilyn Santiago Cruz	Children's Health Assistant	$25,322.00	11/29/2022
2	Shay Weaver	Engine Mechanic	$53,641.00	11/29/2022
2	Tateanna Beasley	Food Service Assistant	$17.33/hr.	12/01/2022
4	Roseline Blanc	Food Service Assistant	$15.90/hr.	12/05/2022
4	Silbia Gonzalez	Food Service Assistant	$16.85/hr.	12/01/2022
4	Silvia Hurtado	Food Service Assistant	$15.90/hr.	11/18/2022
2	Brenda Rollins	Food Service Assistant	$16.38/hr.	11/28/2022
2	Bianca Townsend	Food Service Assistant	$15.90/hr.	11/28/2022
5	Russ Bickerstaff	Paraprofessional	$19,758.00	12/12/2022
4	Jesse Cole	Paraprofessional	$20,970.00	12/13/2022
5	Tracey Collins	Paraprofessional	$19,758.00	12/01/2022
5	Janet Dietert	Paraprofessional	$23,876.00	12/14/2022
2	Mary Etormi	Paraprofessional	$20,970.00	12/01/2022
2	GjoGennea Exum	Paraprofessional	$19,758.00	12/14/2022
5	Alice Healy	Paraprofessional	$20,970.00	11/28/2022
5	Alexander Kulas	Paraprofessional	$19,758.00	11/28/2022
4	Luisa Lavagnino Fonseca	Paraprofessional	$19,758.00	12/07/2022
4	Maria Mendez	Paraprofessional	$19,758.00	11/28/2022
2	Abuoma Nwachukwu	Paraprofessional	$19,758.00	11/28/2022
5	Casey O'Neil	Paraprofessional	$19,758.00	11/29/2022
2	Tionna Reeves	Paraprofessional	$19,758.00	12/07/2022
4	Yaritza Soler	Paraprofessional	$19,758.00	11/30/2022
4	Annuchka Trejo Penunuri	Paraprofessional	$19,758.00	12/05/2022
2	Delisa Scott	PT School Support Staff	$15.00/hr.	11/21/2022
2	Kristina Brackens	School Safety Assistant	$24,624.00	12/01/2022
2	Carvell Brooks	School Safety Assistant	$24,624.00	12/02/2022
2	Kreesha Doss	School Safety Assistant	$24,624.00	12/01/2022
2	Beatrice Holmes	School Safety Assistant	$24,624.00	12/01/2022
2	Loretta Johnson	School Safety Assistant	$24,624.00	12/01/2022
2	Damarcus Jones	School Safety Assistant	$24,624.00	12/01/2022
2	Jakeeia Kyles	School Safety Assistant	$24,624.00	12/01/2022
2	Angela Pinkston	School Safety Assistant	$24,624.00	12/01/2022
2	Joe Pollard	School Safety Assistant	$26,165.00	12/01/2022
2	Chanelle Robson-Martin	School Safety Assistant	$24,624.00	12/01/2022
2	Raquel Linder	Secretary I — 10-month	$28,332.00	12/07/2022
2	Jasen Moore	Secretary I — 10-month	$26,329.00	11/29/2022
2	Essence Johnson	Secretary I — 11-month	$31,165.00	11/29/2022
2	Mary Laura	Secretary I — 11-month	$32,266.00	12/05/2022
2	Takiela Pittman	School Kitchen Manager Trainee	$18.18/hr.	12/08/2022
Promotions				
2	Shannon D Davis	Boiler Attendant Trainee	$42,469.00	11/28/2022
2	Shannon J Davis	Boiler Attendant Trainee	$38,846.00	11/28/2022
2	Christopher Gandy	Boiler Attendant Trainee	$40,054.00	11/28/2022
2	Brice Jones	Boiler Attendant Trainee	$40,054.00	11/28/2022
2	Latasha Mayes	Boiler Attendant Trainee	$40,054.00	11/28/2022
2	Michael Rhinehart	Boiler Attendant Trainee	$42,469.00	11/28/2022
2	Quintesha Wadlington	Paraprofessional	$21,699.00	11/28/2022
5	Tracey Duchrow	School Kitchen Manager I	$31,353.00	12/12/2022
2	Chiquitia Edwards	Secretary II	$41,116.00	11/29/2022
Rehires				
2	LaQueesha Blockton	Paraprofessional	$23,876.00	12/05/2022
4	Amara Garcia	Paraprofessional	$19,758.00	11/29/2022
2	Shaprice Moore	Paraprofessional	$20,970.00	12/06/2022
2	Candle Purifoy	Paraprofessional	$22,418.00	12/14/2022
2	Shundal Tillman Jr	Paraprofessional	$20,241.00	12/01/2022
4	Cesar Miranda	Paraprofessional — Parent Involvement	$28,933.00	11/28/2022

Codes:

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

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
Teachers					
5, r	Carvalho, Amanda M	Spec Ed Multicateg.	01/BA	$46,979.00	12/12/2022
5, r	Kuehn, Marlise R	Gen'l Elem & K8 — All Grades	01/BA	$48,705.00	12/12/2022
2, r	Lewis, Lucretia M	Gen'l Elem & K8 — All Grades	01/BA	$62,517.00	12/12/2022
School Social Worker					
5, nr	LaMeer, Melissa M	School Social Work	01/2A	$58,971.00	12/12/2022
Literacy Leader					
2, r	McElroy, Lichelle Renee	Grants — Milw Partnership Foundation	1D/MA	$92,853.00	11/21/2022
Teacher Leader, Early Start					
4, nr	Astorga Velasquez, Alfredo	Foreign Language	1D/MA	$90,672.00	1/3/2023
Permit Teachers					
4, r	Aldape, David	Title I, School-wide	XX/4W2	$46,144.00	11/28/2022
2, r	Wade, Yezlin		XX/4W2	$46,144.00	12/14/2022
Regular (Five-year-old) Kindergarten					
3, nr	Xiao, Ying	Music	XX/4W2	$46,144.00	12/5/2022
Permit Teachers, Early Start					
7, nr	Kroscher, Christopher	Science	XX/4W2	$46,144.00	11/28/2022
4, r	Resto, Darytza	Spec Ed Multicateg.	XX/4W2	$46,144.00	12/5/2022

Code		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0
2	African American	3	0	0	0	3
3	Asian/Pacific Islander	1	0	0	0	1
4	Hispanic	3	0	0	0	3
5	White	2	1	0	0	3
6	Other	0	0	0	0	0
7	Multi-ethnic	1	0	0	0	1
	Male	3	0	0	0	3
	Female	7	1	0	0	8
nr	Non-resident					
r	Resident					
B/BA	Bachelor's Level (Teachers)					
C/MA	Master's Level (Teachers)					

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, October 2022		
Mark Grauer	Green Tree Prep Academy	December 2, 2022
Illness Leave, November 2022		
Tammy Denlinger	Wedgewood Middle School	November 7, 2022
Tanzanique Carrington	Morse Middle School	November 29, 2022
Illness Leave, December 2022		
Ahmed Hollowell	Hartford Avenue School	December 8, 2022
Personal Leave, December 2022		
Princess High	Richard Kluge Elementary School	December 16, 2022
Illness Leave, January 2023		
Barbara Dean	Whitman School	January 3, 2023

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Personal	3.6	2	Naomi Ayala	Teacher	Longfellow	06/16/2023
Personal	2.4	5	Devan Benjamin	Teacher	Parkside	12/16/2022
Personal	0.3	5	Jena Bliss	Teacher	Parkside	12/22/2022
Personal	0.3	2	Dontrae Coffee	Teacher	Roosevelt	12/02/2022
Personal	0.8	4	Caitlin Gent	Teacher	Wedgewood Park	11/28/2022
Personal	1.4	3	Aleshea Her	Teacher	Neeskara	12/23/2022
Other Work	7.0	5	Jesse Martin	Teacher	Meir	05/24/2023
Personal	3.4	7	Taylor Mcgee	Teacher	Bay View HS	12/13/2022
Personal	1.3	4	Maria Orona	Teacher	Fratney	12/06/2022
Personal	1.4	5	William Overland	Teacher	Rufus King HS	12/22/2022
Personal	10.3	5	Emily Peck	Teacher	Manitoba	12/22/2022
Personal	0.2	1	Yvette Purdy	Teacher	Vincent	12/22/2022
Classified Retirements						
Retire	30.2	2	Maxine Elder	Para	Riley	12/02/2022
Retire	32.9	2	Lisa Parker	SKM III	Rufus King HS	12/17/2022

Summary of Reasons

Other District..... 0
Other Work..... 1
Personal 11
Retirement 2

Monthly Affirmative Action Personnel Report

The Affirmative Action monthly personnel transaction report for December 2022 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

Administrative Appointments

The Superintendent 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
2, nr	Jason McCord	Principal I, North Division	Office of the Chief of School Administration	03	14A	$139,359
2, r	Richard Watkins	Principal I, Maple Tree	Office of the Chief of School Administration	03	13T	$126,275
2, r	Alonzo Fuller	Principal I, James Madison Academic Campus	Office of the Chief of School Administration	03	14A	$122,858
3, nr	Joseph Hill	Manager II, ESEA Coordinator & Compliance	Office of the Chief of Finance	03	12A	$122,625

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, nr	Patrice Cannestra	Application Specialist I, HRIS	Office of the Chief of Communications & School Performance	03	08A	$97,649
5, r	Mark Sholta	Assistant Principal, Bay View Montessori	Office of the Chief of School Administration	03	10C	$97,323
2, nr	Ebony Davis	Assistant Principal, Obama	Office of the Chief of School Administration	03	11C	$91,427
4, nr	Dorcas Lopez	Head Start Program Coordinator II	Office of the Chief of Academics	03	07A	$87,514
5, nr	Nicole Sponholtz	Coordinator II, Recreation Manager	Office of the Chief of Operations	03	07A	$88,072
5, r	Tara Plank	Assistant Principal I, Victory	Office of the Chief of School Administration	03	10C	$86,880
3, r	Richard Renno	Associate III, Design & Marketing	Office of the Chief of Communications & School Performance	03	05A	$86,164
2, r	Matthew Ayala	Assistant Principal I, Zablocki	Office of the Chief of School Administration	03	10C	$85,182
2, nr	Michaela McGee	Associate III, Procurement	Office of the Chief of Finance	03	05A	$81,069
5, nr	Michelle Ellison-Sanders	Assistant Principal I, Garland	Office of the Chief of School Administration	03	10C	$80,611
5, r	Jessica Schmidt	Special Ed Supervisor I, Itinerant	Office of the Chief of Academics	03	09C	$74,345
5, nr	Hanna Sawher	Audiologist, MPSSC	Office of the Chief of Academics	03	08C	$72,983
4, nr	Unique Hardy	Head Start Health Coordinator I	Office of the Chief of Academics	03	06A	$72,072
2, r	Taylor Wingate	Coordinator I, Procurement	Office of the Chief of Finance	03	06A	$70,000
2, r	Jocelyn Lenoir	Special Ed Supervisor I, Itinerant	Office of the Chief of Academics	03	09C	$68,080
5, nr	Denise Tomashaski	Planning Assistant II, Restorative Practices	Office of the Chief of Staff	03	02A	$58,128
4, nr	Rosa Salem	Associate II, Procurement	Office of the Chief of Finance	03	04A	$55,748
5, nr	Randi Pankoff	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	$55,748
4, r	Jeanetta DeLeon	Administrative Assistant III, Benefits, Pension & Compensation	Office of the Chief of Human Resources	03	03A	$51,845

Recommended LTE Contracts Exceeding 60 Days

The Superintendent recommends that the Board approve the following 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	Denise Sather	School Psychologist	Office of the Chief of Academics	$50.00	01/04/23-06/22/23
5, r	Randy Welniak	Specialized Services	Office of the Chief of Academics	$50.00	01/04/23-06/22/23
5, nr	Michelle Gozdecki	Audiologist	Office of the Chief of Academics	$45.00	01/06/23-06/22/23
5, r	Linda Bolin	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
4, r	Dr. Evelyn Resto	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	Office of the Chief of Academics	$40.00	01/01/23-06/30/23

Codes	Name	Position	Location	Hourly Wage	Dates
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
5, r	James Lawton	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	Lynn O'Dell	School Nurse	Office of the Chief of Academics	$40.00	01/04/23-06/22/23
5, r	Carol Arendt	School Nurse	Office of the Chief of Academics	$40.00	01/04/23-06/22/23
2, r	Mary Henry	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, r	Deon Haith	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
2, r	Rozalia Harris	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
2, r	Ruth Aviles	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, r	Cheryl Bohnsack	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, nr	Mae Beard	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
2, r	Justine Hutchins	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, r	Steven Krey	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, r	Robin Kitzrow	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
4, r	Lourdes Ocampo-Lewis	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, r	Roberta McLoud	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, r	Debbie Karow	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, r	Robin Waeltz	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, r	Nina Zealy	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
2, r	Louise Young-Benson	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, nr	Michael Fendry	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, r	Geoffrey Carter	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, r	John Zablocki	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
2, r	Ouida Williams	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
2, r	Mondell Mayfield	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
2, r	Janie Hatton	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
2, r	Kelvin Robinson	Induction & Specialist	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, nr	Todd Mallegni	Specialist II Student Assignment	Office of the Chief of School Administration	$30.00	01/07/23-06/07/23
5, r	Marshall Lee	Stage Technician, Theater Department	Office of the Chief of School Administration	$30.00	01/03/23-05/23/23
5, r	Michelle Wielebski	Teals Support	Office of the Chief of School Administration	$30.00	01/01/23-05/30/23

Codes	Name	Position	Location	Hourly Wage	Dates
5, r	Doreen Nehmer	Advanced Academic Programs Support	Office of the Chief of Academics	$30.00	01/01/23-06/30/23
5, nr	Lawrence Murphy	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	$30.00	01/01/23-05/31/23
5, r	James Tomasello	Co-Advisor/Artist in Residence	Office of the Chief of School Administration	$30.00	01/01/23-05/31/23
5, nr	Mariella Kuehn	School Bookkeeper	Office of the Chief of Finance	$30.00	01/02/23-06/30/23
5, nr	Christopher Geiser	Piano Accompanist	Office of the Chief of School Administration	$30.00	01/01/23-05/26/23
5, r	Tammy Nemoir	Infinite Campus Coordinator/Data Support	Office of the Chief of School Administration	$30.00	12/07/22-06/07/23
5, r	Jeanne Demint	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	01/15/23-06/15/23
2, r	Danny Hamilton	Youth Mentor	Office of the Chief of School Administration	$30.00	01/01/23-05/30/23
5, r	Mary Binkelman	Special Education Teacher MVP	Office of the Chief of School Administration	$30.00	12/05/22-06/01/23
2, r	Stephen Gonzalez	Truck Driver/Mailroom Services	Office of the Chief of School Administration	$27.00	01/01/23-06/30/23
2, r	Cassu Green	Youth Mentor	Office of the Chief of School Administration	$30.00	01/01/23-05/30/23
2, r	Dan Ruiz	Youth Mentor	Office of the Chief of School Administration	$22.00	01/03/23-05/23/23
5, r	Gary Kowalski	Youth Mentor	Office of the Chief of School Administration	$22.00	01/03/23-05/23/23
5, r	Malin Ehrsam	Law Clerk	Office of the Chief of Human Resources	$20.00	12/05/22-06/05/23
5, r	Anders McLeod	Law Clerk	Office of the Chief of Human Resources	$20.00	12/05/22-06/05/23
5, r	Noah Poole	Law Clerk	Office of the Chief of Human Resources	$20.00	12/05/22-06/05/23
5, r	Cheryl Egan	Office Assistant	Office of the Chief of School Administration	$18.00	11/01/22-05/01/23

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		

Committee's Recommendation

Your Committee is reporting this item to the Board without recommendation.

Director Carr moved to retire to executive session.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, Peterson — 9
Noes — None.

The Board retired to executive session at 6:37 p.m.

The Board reconvened in open session at 7:16 p.m.

Director O'Halloran moved approval of the Administration's recommendations.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, Peterson — 9
Noes — None.

* * * * *

(Item 3) Action on a Request for an Amendment to the 2022-23 Traditional School Calendar

Background

At its meeting on December 16, 2021, the Milwaukee Board of School Directors approved the 2022-2023 Early Start and Traditional Start school calendars. Since that time, it has become evident that an amendment to the 2022-23 Traditional Start school calendar is necessary to best support the effective and efficient operations of the district. Specifically, it is being requested that the Traditional Start calendar be revised by changing April 10, 2023, to a student instructional day and by changing the last student attendance day to June 15, 2023. June 16, 2023, would become a professional development day.

The Administration is recommending that the Board approve the amendment to the 2022-2023 MPS Traditional School Calendar as follows:

Aug 29 .....Organizational Day
Aug 30–31 .....Professional Development Days
Sept 1–2 .....Professional Development Days
Sept 5 .....Labor Day
Sept 6 .....First Day of School for Students
Sept 30 .....Professional Development Day
Oct 21 .....Parent-Teacher Conference Day
Oct 24 .....October Break
Nov 8 .....Record Day
Nov 23, 25 .....Thanksgiving Break
Nov 24 .....Thanksgiving Day
Dec 22.....Professional Development Day
Dec 23–30.....Winter Break
Jan 2.....Winter Break
Jan 3..... Classes Resume
Jan 16..... MLK, Jr., Day
Feb 17 ..... Record Day
Feb 20 ..... Mid-semester Break
March 17..... Parent-Teacher Conference Day
March 20..... March Break
April 3–7..... Spring Break
~~April 10..... Professional Development Day~~
May 26..... Memorial Day Break
May 29..... Memorial Day
June 5..... Record Day
June ~~16~~15..... Last Day of School for Students
June 16..... Professional Development Day

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 7.03, School Year/School Calendar

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the amendment to the 2022-23 Traditional Start school calendar as summarized above.

Director O'Halloran moved approval of the amended calendar, as laid out above.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, Peterson — 9
Notes – None – 0.

* * * * *

(Item 4) Action on Monthly Facilities Matters: FMS Award of Professional Services, a Contract Amendment, and Material Purchase

Professional Services Contracts

RFP 23-002R Design Services for Playground Improvements, Division 1, at Bryant Playfield

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for playground improvements, Division 1, at Bryant Playfield. The selected firm is Stantec Consulting Services, Inc.

Contract Period: January 27, 2023-November 18, 2024

Budget Code: STS 00 RFI RC ECNC $477,703.00

RFP 23-002R Design Services for Playground Improvements, Division 2 atMetcalfe Playfield

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for playground improvements, Division 2, at Metcalfe Playfield. The selected firm is SWA Group.

Contract Period: January 27, 2023-November 18, 2024

Budget Code: STS 00 RFI RC ECNC $540,000.00

RFP 8168 Technical Amendment to AiM Standard Data Connectors & Development Upgrades — DFMS

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to AssetWorks to provide AiM standard data connectors & development upgrades per the National Cooperative Purchasing Alliance contract number 2022-1436493614, which will be in accordance with the unit pricing on the quote, dated September 9, 2022.

Contract Period: January 27, 2023-October 31, 2023

Budget Code: MBM OA 8M3 FM ECNC $82,872.00

Materials Purchase

Concrete Bollards

Various MPS Sites

Prime Contractor
Wausau Tile
9001 Business Highway 51
Rothschild, WI 54474

Budget Code: OPR0A9J2FMECNC.....$350,000.00

DFMS reviewed and obtained informal quotes from three companies in April of 2022 in an emergency response to the need for a more permanent, aesthetically pleasant and manageable solution to safeguard MPS sites against reckless drivers city-wide. Design consideration was related to durability (ability to hold up, edges, etc.) and ability to easily move units using equipment owned by MPS.

Proposals were solicited from the companies both locally and out of state. Of the three companies, Wausau Tile had the ability to provide a product that would meet our aggressive timeframe and design requirements. Wausau Tile is a member on a General Services Administration (GSA) Federal Acquisition Service, but the purchase is being made due to the continuity with an emergency purchase of a proven product.

Contract Amendment

Contract A1004141 AssetWorks

On November 17, 2022, the Milwaukee Board of School Directors approved Contract A1004141 with AssetWorks. The contract was sent to the contractor for final review in early October of 2022, to be uploaded by November 1, 2022, if no objections were made. The contract was uploaded and approved to go to committee as a professional service contract by the Department of Facilities and Maintenance (DFMS) on November 1, 2022. The contractor emailed DFMS on November 4, 2022, requesting additional redlines. MPS explained that the contract had already been submitted for the Board's approval and could no longer be modified. The Board approved the contract on November 17, 2022.

Per MPS's normal contractual process, the contractor was sent the Board-approved contract for signature; however, the contractor has refused to sign the contract as written as it petitions that the provision which it requires is the same provision that it has requested in the previously executed contracts (i.e., CR041795). The requested provision is as follows:

> Add a 3rd paragraph under Section 6. Indemnity: "In the event of any claim brought by one party against another hereunder, a party will be liable only for actual, direct losses or damages incurred (including cost of cover), limited to the amount of the fees paid to Contractor under the applicable Statement of Work or Proposal. Irrespective of the basis of the claim, neither party will be liable for any special, indirect, incidental, or consequential damages of any kind, including, without limitation, lost profits, or loss of data. The following limitations shall not apply to claims for indemnification of third-party claims under this Section 6."

MPS's legal staff and the Milwaukee City Attorney's Office have reviewed the above provision and the contract in its entirety and have determined that the insertion of the proposed provision is not detrimental to MPS's risk of liability, given the services are remote and the risk of injury or damage to property is low. Thus, it is both offices' position that the insertion is acceptable.

Because the parties do not have a signed contract, services have not commenced; therefore, a new contract has also been modified to include the new start and end dates (January 27, 2023-October 31, 2023). Thus, DFMS is requesting that the previously-approved contract be voided and replaced with the updated version as attached to the minutes of your Committee's meeting, with the new term date and with the above limitation of liability provision inserted in Section 6. No other changes have been made.

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:

- Total Professional Services Contracts $1,100,575.00
- Total Material Purchase $350,000.00

Implementation and Assessment Plan

Upon the Board's approval, the professional services contracts, contract amendment, 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 contracts, contract amendment, and material purchase 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 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 Enter into a Blanket Agreement with Complete Office of Wisconsin, Inc., for Copier Paper

The Administration is requesting authorization to enter into a blanket agreement with Complete Office of Wisconsin, Inc., for copier paper. Purchases will be made by various MPS schools and departments throughout the sistrict as needed.

These purchases will be made under the Value for Local Government contract #202201. The total cost of goods purchased from Complete Office of Wisconsin Inc will not exceed $800,000.

Budget Code: 00000000-BL-ECTS (varies by department).....$800,000

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

——— Cooperative Authorization to Purchase with Hudl for Subscription Services

The Administration is requesting authorization to enter into a blanket agreement with Hudl for subscription services to fill an ongoing need for game-film breakdown, practice planning, and opponent scouting for all scheduled athletic contests. These subscriptions also allow student-athletes to provide collegiate scouts with individualized game highlights for potential scholarship opportunities.

This purchase is made under the Allied States Cooperative (ASC) 20-7373 The total cost of goods purchased from Hudl will not exceed $250,000

Budget Code: 0000000-BL-ECTS (budget code varies by department).....$250,000

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 At-home Family-engagement Learning Kits from Really Good Stuff

The Administration is requesting authorization to make a one-time purchase from Really Good Stuff of at-home family-engagement kits. The purchase of these kits will encourage families to become active participants in their children's academic growth and development. These teacher-developed supplemental curricular 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 purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Contract #220303. The total cost of goods purchased from Really Good Stuff will not exceed $1,115,655.83.

Budget Code: PRT-0-S-9D3-IF-ESUP (ESSER Project 355 — Supplies).....$1,115,655.83

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

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 C029840 Robert Half International, Inc.

Original Contract Amount.....$49,000.00
RCC 3/15/2021.....$49,000.00
RCC 10/19/2022.....$45,000.00
Ending amount: $143,000.00

On February 2, 2021, the Milwaukee Board of School Directors and Robert Half International, Inc., dba Accountemps, entered into professional services contract number C0329840, with a term of February 8, 2021, through June 30, 2021, for temporary accounting personnel. On March 15, 2021, the contract was extended through June 30, 2022, and additional funds of $49,000 were added. On June 28 , 2022, the contract was extended through December 31, 2022. On October 19, 2022, additional funds of $45,000 were added due to additional staffing needs in the Office of Finance.

Contract C030430 Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee

Original Contract Amount.....$25,000.00
RCC 11/7/2022.....$35,000.00
Ending amount: $60,000.00

On May 27, 2022, the Milwaukee Board of School Directors and Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee, entered into professional services contract number C030430, with a term of May 27, 2022, through February 23, 2023, for services to build off of existing processes for organizing student and staff contact lists. On November 7, 2022, the term was extended to June 30, 2023 and additional funds of $35,000 were added due to expanded services to Strategic Planning.

Routine Monthly Financial 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			
Brown Street School	Colleen McManus	200.00	First Stage Theater Performance
Clara Barton School	Paul Proft	50.00	Classroom Donation
Eighty-first Street School	Melinda Ferraro*	1,800.00	Field Trip Expenses
Fernwood School	Chris Larson	5.00	Battle of the Books
Fernwood School	Matt Jacobs	8.00	Battle of the Books
Fernwood School	Heather Andrew	8.00	Battle of the Books
Fernwood School	Nicole Perow	8.00	Battle of the Books
Fernwood School	Diana Sullivan	8.00	Battle of the Books
Fernwood School	Melissa Mikaelican	8.00	Battle of the Books
Fernwood School	Peter Ricksman	8.00	Battle of the Books

Location	Donor	Amount	Gift or Purpose
Fernwood School	Becky Thomas	8.00	Battle of the Books
Fernwood School	Bryan Kraft	10.00	Battle of the Books
Fernwood School	Leah Larics	10.00	Battle of the Books
Fernwood School	Chad Lyden	10.00	Battle of the Books
Fernwood School	Karen Kubacki	10.00	Battle of the Books
Fernwood School	Jennifer Henze	10.00	Battle of the Books
Fernwood School	William Seidel	10.00	Battle of the Books
Fernwood School	John Cunningham	10.00	Battle of the Books
Fernwood School	Justin Fall	10.00	Battle of the Books
Fernwood School	Meredith Mertes	10.00	Battle of the Books
Fernwood School	Scott Siegel	16.00	Battle of the Books
Fernwood School	Kimberly Milligan	16.00	Battle of the Books
Fernwood School	Jessica Farah	58.00	Battle of the Books
Fernwood School	Suzette Stewart	200.00	Classroom Donation
French Immersion School	Miriam M Wendling	100.00	Classroom Donation
Kluge School	George Schmidley: Hope Community Foundation Inc.	500.00	Classroom Donation
Kluge School	Whole Kids Foundation	3,000.00	Healthy Food Choices
Lincoln Middle School	Jessica Lowery*	20.00	Thanksgiving Food for HEP Students
Lincoln Middle School	Christina Tekus*	35.00	Thanksgiving Food for HEP Students
Meir School	Mary Pat Slama	300.00	Orchestra Materials
Mitchell School	Kiwanis Club of Milwaukee Inc	2,000.00	RIF Books
South Division High School	Lopez Family	100.00	Counseling
Story School	Samantha Muller	300.00	Field Trip Expenses
Story School	Lori Mangan	305.00	Field Trip Expenses
Vieau School	WI Dept of Revenue; Maria Guerra Lapacek	200.00	Classroom Donation
	Total Monetary Donations	*9,351.00*	
Non-monetary Donations			
Albert E. Kagel School	DonorsChoose	314.06	PBIS Incentives
Bay View High School	DonorsChoose	267.44	Personal Reading Connections
Bay View High School	DonorsChoose	759.22	Multicultural Books
Brown Street School	DonorsChoose	737.53	Daily Classroom Supplies
Browning School	DonorsChoose	313.18	Carting it All to Recess
Cass Street School	DonorsChoose	563.94	New Backpacks for a New Year
Clement Avenue School	DonorsChoose	293.90	Active Play is What We Need
Clement Avenue School	DonorsChoose	414.28	Ready 2 Begin Again
Congress School	SchoolStore.com	300.00	School Store online fundraiser
Doerfler School	DonorsChoose	223.31	Smarty Pants and More
Dr.B.Carson Academy of Science	DonorsChoose	214.69	Classroom Donation
Engleburg School	DonorsChoose	620.33	Math Geniuses Loading
Fifty-Third Street School	DonorsChoose	218.36	Artists in the Making
Forest Home Avenue School	DonorsChoose	586.42	Colorful Imagination to Create
Fratney Street School	DonorsChoose	423.59	Classroom Donation
Gaenslen School	DonorsChoose	398.86	Instructional Technology
Goodrich School	Sharonda Harris*	107.60	Nacho Fundraiser Supplies
Goodrich School	DonorsChoose	167.04	Cool, Calm, Clean Classroom
Goodrich School	DonorsChoose	205.71	Fine Motor Supplies
Goodrich School	DonorsChoose	233.00	Online Resources

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	238.82	Help My Students Stay Hydrated
Goodrich School	DonorsChoose	241.94	Classroom Donation
Goodrich School	DonorsChoose	257.74	Behavior incentives
Goodrich School	DonorsChoose	321.92	Books Like Me
Goodrich School	DonorsChoose	329.26	Back to School Essentials
Goodrich School	DonorsChoose	343.85	Classroom Donation
Goodrich School	DonorsChoose	344.74	Experience Music Making
Goodrich School	DonorsChoose	375.10	Prizes for Everyone
Goodrich School	DonorsChoose	378.90	Books for Every Emotion
Goodrich School	DonorsChoose	384.64	Cleaning Wipes and Snacks
Goodrich School	DonorsChoose	397.11	Headphones and Clipboards
Goodrich School	DonorsChoose	619.12	Supplies for Learning
Grant Gordon Learning Center	DonorsChoose	343.62	Meaningful Math
Grantosa Drive School	DonorsChoose	202.44	Classroom Donation
Gwen T. Jackson School	DonorsChoose	283.75	Classroom Donation
Hamilton High School	DonorsChoose	202.42	Classroom Donation
Hamilton High School	DonorsChoose	220.43	Visualizing Cell Division
Hampton School	MacKenzie Keller	7,000.00	Classroom Donation
Hawthorne School	DonorsChoose	217.25	Classroom Donation
Hayes Bilingual School	DonorsChoose	392.10	Battle of the Books
Hayes Bilingual School	DonorsChoose	420.17	When Stars are Scattered
Hayes Bilingual School	DonorsChoose	484.20	1st Year ELL Teacher
Hayes Bilingual School	DonorsChoose	689.08	Classroom Donation
Hi-Mount School	DonorsChoose	233.00	Let's Make Learning Fun
Hi-Mount School	DonorsChoose	342.34	Snacks
Hi-Mount School	DonorsChoose	478.59	Classroom Donation
James Fenimore Cooper School	DonorsChoose	1,096.15	Educational Kits & Games
Kilbourn School	DonorsChoose	281.58	ABC's for Threes
King High School	DonorsChoose	344.00	Reading is Everything
Kluge School	DonorsChoose	131.50	Pre K Literacy
Kluge School	DonorsChoose	195.08	Moving Hands
Kluge School	DonorsChoose	252.94	We're Going Green
Kluge School	DonorsChoose	365.69	Pre-Reading Skills
Kluge School	DonorsChoose	410.73	Hot off the Press
LaFollette School	Walmart, Michelle (Manager)	95.00	Gift Card
Lancaster School	DonorsChoose	144.73	Art Supplies
Lancaster School	DonorsChoose	285.97	4th Grade Game On
Lincoln Avenue School	DonorsChoose	326.78	Classroom Donation
MacDowell Montessori	DonorsChoose	252.79	Getting Crafty
MacDowell Montessori	DonorsChoose	279.81	We Need Organization
MacDowell Montessori	DonorsChoose	315.50	We Need Organization #2
MacDowell Montessori	DonorsChoose	367.99	Montessori Card Collection
Manitoba School	DonorsChoose	160.28	Celebrate Our Students
Marvin Pratt	DonorsChoose	876.02	Critical Components of Recess
Maryland Avenue Montessori School	DonorsChoose	652.53	Classroom Donation
Meir School	DonorsChoose	314.04	Battle of the Books
Meir School	DonorsChoose	327.58	Battle of the Books
Meir School	DonorsChoose	350.46	ELA Adventure
Meir School	DonorsChoose	492.08	Multimedia Projects in ELA
Meir School	DonorsChoose	523.49	Classroom Donation
Meir School	Acer	7,256.10	Chromebook Parts for Tech Club
Milwaukee High School of the Arts	DonorsChoose	229.73	Food & Fidgets

Location	Donor	Amount	Gift or Purpose
Milwaukee High School of the Arts	DonorsChoose	294.08	Moon Pies Shine
Milwaukee High School of the Arts	DonorsChoose	356.98	Classroom Donation
Milwaukee Parkside School	DonorsChoose	843.93	It's a Small World
Milwaukee School of Languages	DonorsChoose	143.91	Creating a Welcoming Classroom
Milwaukee School of Languages	DonorsChoose	421.00	Nacho Average Teacher
Milwaukee Sign Language School	DonorsChoose	382.99	(S)He Shoots, (S)He Scores
Milwaukee Sign Language School	DonorsChoose	573.36	Math Supplies for Success
Mitchell School	DonorsChoose	416.74	Classroom Donation
Mitchell School	DonorsChoose	1,020.83	Classroom Donation
Morgandale School	DonorsChoose	320.24	Basic Beginnings
Morgandale School	DonorsChoose	471.13	Got Doh?
Neeskara School	DonorsChoose	583.85	How High Can We Build?
Ninety-fifth Street School	DonorsChoose	171.71	ABC's Rock
Ninety-fifth Street School	DonorsChoose	172.35	Self-Regulation
Ninety-fifth Street School	DonorsChoose	174.92	PreK Needs to Stay Healthy
Ninety-fifth Street School	DonorsChoose	175.48	New Year, New Supplies
Ninety-fifth Street School	DonorsChoose	181.47	Sensory Materials
Ninety-fifth Street School	DonorsChoose	210.41	Tech for Students with Autism
Ninety-fifth Street School	DonorsChoose	217.08	Let's Stock Up
Ninety-fifth Street School	DonorsChoose	218.02	Coloring Posters
Ninety-fifth Street School	DonorsChoose	243.12	Sit With Me and Read
Ninety-fifth Street School	DonorsChoose	332.11	Let's Stick Together
Ninety-fifth Street School	DonorsChoose	341.99	Classroom Donation
Ninety-fifth Street School	DonorsChoose	764.45	Chapter Book Read Along
Obama SCTE	DonorsChoose	359.48	Sensational Sensory Exploration
Office of Academics — Specialized Services	Dah Kay	250.00	12" Wheelchair
Parkview School	DonorsChoose	495.24	Classroom Donation
Parkview School	DonorsChoose	800.32	Literacy Center Tools
Pulaski High School	DonorsChoose	298.80	New Books for New Students
Pulaski High School	DonorsChoose	499.82	Spanish Graphic Novels
Riverside High School	DonorsChoose	166.57	More Classroom Resources
Riverside High School	DonorsChoose	516.28	Literature by Indigenous Women
Riverside High School	DonorsChoose	668.03	Snacking to Succeed
Riverwest Elementary	Danilo Cardenas and Alex Ayala	1,500.00	General School Supplies
Riverwest Elementary	DonorsChoose	470.27	Books to Learn
Rogers Street Academy	DonorsChoose	624.91	Art Library Corner
Roosevelt Middle School	DonorsChoose	639.12	Classroom Donation
Roosevelt Middle School	DonorsChoose	713.53	Classroom Donation
Spanish Immersion School	DonorsChoose	474.09	Learn a Second Language
Starms Early Childhood School	DonorsChoose	354.39	A Novel First Novel Experience
Story School	DonorsChoose	486.73	My Personal Zen Den
Strategic Partnerships and Customer Service	Lisa Marie Menefee	38.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Ms.Joanne Danforth	350.00	MPS Mitten Tree Drive
Thoreau School	DonorsChoose	239.72	Art Books
Thoreau School	DonorsChoose	286.19	Sound Treatment for Music Room

Location	Donor	Amount	Gift or Purpose
Thoreau School	DonorsChoose	395.40	Library Essentials
Townsend School	DonorsChoose	227.27	Classroom Donation
Townsend School	DonorsChoose	439.83	Think Straight, Hydrate
Trowbridge School	DonorsChoose	192.35	We Need Some Seats
Trowbridge School	DonorsChoose	253.29	Classroom Donation
Trowbridge School	DonorsChoose	405.43	Kiddos Need a Place to Sit
Trowbridge School	DonorsChoose	436.28	New Books for Library Students
Trowbridge School	DonorsChoose	508.84	STEM and Morning Bins
Trowbridge School	DonorsChoose	616.60	New Books
Trowbridge School	DonorsChoose	669.61	New Books for the LIbrary
Vieau School	DonorsChoose	146.71	Food, Clothing & Hygiene
Vincent High School	DonorsChoose	598.87	Classroom Donation
Walt Whitman School	DonorsChoose	315.57	Classroom Donation
William Cullen Bryant School	DonorsChoose	355.49	Music Making Tools
Wisconsin Conservatory	DonorsChoose	128.30	Hanging Out in the Classroom
Wisconsin Conservatory	DonorsChoose	162.95	Falling Folders in 2022
Wisconsin Conservatory	DonorsChoose	167.96	Classroom Donation
Zablocki School	DonorsChoose	251.73	Classroom Donation
	Total Non-monetary Donations	64,969.66	
	Total Value of Donations	74,320.66	
	**Donations from MPS Alumni*	1,962.60	

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.

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(Item 6) Action on the Award of Professional Services Contracts

RFP 1092 Authorization to Enter into a Contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for Technical Support Services

The Administration is requesting authorization to enter into a contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for technical support services:

- Group A: IT Service Technician, to assist the Division of Technology in maintaining and supporting the district's computers and other technology;
- Group B: Network Support, to assist the Division of Technology in its WAN/LAN network infrastructure needs; and
- Group C: Cyber Security Services, to assist the Division of Technology in its network and application security needs.

Contractor was chosen pursuant to RFP 1092, which closed on November 4, 2022.

The contract will run from February 1, 2023, through January 31, 2026. The total cost of the contract will not exceed $1,350,000.

Budget Code: ITS-0-S-9P3-TC-ECTS (maintenance contracts) — $450,000 annually.....$1,350,000

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

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
91	19	22	No	0	NA	NA	NA	*See below*	

Expenditure Range	Paid Employment	Career Education
$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	500	10
$800,000-999,999	600	10
$1,000,000.00	700	10

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 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 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 7) Action on the Award of Exception-to-Bid Requests

——— Authorization to Contract with College Campus Tours, LLC, for College-and-Career-Readiness Tour Services

The Administration is requesting authorization to enter into a contract with College Campus Tours LLC for college-and-career-readiness tour services for 100 students and ten staff members. Contractor will be used to deliver college-and-career-readiness tour 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 week-long tours, College Campus Tours will also include lessons for staff and students that can be used during designated ACP time at the individual participating MPS 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 Monday, March 27, 2023, and return on Thursday March 30, 2023. One hundred students and ten adults will participate. The tour includes stops at Morehouse College, Spelman College, Clark Atlanta University, Alabama State University, Martin Luther King Center, Tuskegee University, Alabama State University, Miles College, the George Washington Carver Museum, the Birmingham Civil Rights Museum, and several other planned events.

The exception to bid has been granted on the basis of one-of-a-kind services, 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 March 26, 2023, through April 2, 2023. The total cost of the contract will not exceed $138,595.

Budget Code: FLD-H-S-9Y-3EO-ECTS (Curriculum and Instruction — Contracted Services)... .....$138,595

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 Hope Squad for Suicide-prevention Training and Support

The Administration is requesting authorization to enter into a contract with Hope Squad for suicide-prevention training and support. Hope Squad is a peer-to-peer suicide-prevention program managed by trained, adult Hope Squad advisors. Schools with Hope Squad had significantly less suicide-related stigma and show a significant trend in referring the most high-risk students to trusted adults. Students from Hope Squad schools with suicidal thoughts are more likely than are students from non-Hope Squad schools to solicit help from their parents.

Hope Squad will provide virtual training for 50 MPS Pupil Services staff in the Hope Squad's suicide-prevention curriculum to implement across 13 schools:

Brown Street	Humboldt Park	Rogers Street
Garland	Kagel	Rufus King
Green Tree Prep	Lincoln Center of the Arts	Whitman
Hamilton	MacDowell	
Hartford	Reagan	

These services are required in order to implement the Hope Squad's curriculum in our schools.

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

The contract will run from February 15, 2023, through February 22, 2023. The total cost of the contract will not exceed $50,300.

Budget Code: SDV-0S-8I3-DE-ECTS .(Exceptional Education & Supportive Services) $50,300

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 Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

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 requests 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 8) Action on Request to Enter into a Contract with Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers, for Occupational Medical Services and to Waive Administrative Policy 3.09(9)(e) Relative to the Term Limits

Background

The Administration is requesting authorization to enter into a contract with Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers, ("Concentra") for occupational medical services. Concentra will be used to: deliver pre-employment physicals and exams; fitness-for-duty exams; occupational medical surveillance and testing, where required; follow-up care and medical surveillance relating to occupational exposure to bloodborne pathogens; coordinating the District's reasonable-suspicion drug and alcohol testing protocols; and workers' compensation medical care for all MPS schools and departments. Timely scheduling and delivery of pre-employment exams and physicals is essential to assist with staffing the schools.

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to issue a contract with Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers, for occupational medical services for a three-year term, with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

Concentra was chosen pursuant to RFP 1094, which closed on November 15, 2022.

The contract will run from February 1, 2023, through January 31, 2026, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. The draft contract is attached to the minutes of your Committee's meeting.

The total cost of the contract in the Initial Term will not exceed $777,000.00.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
11,229	6,487	8,392	No	NA	NA	NA	NA	600	20

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: DWC-0-0-EMB-DW-ECTS (Contracted Services — Employee Benefits).....$777,000.00

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 contract as set forth in the attachments to the minutes of your Committee's meeting and waive Administrative Policy 3.09(9)(e).

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

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Garcia presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Action on Resolution 2223R-001 by Directors Leonard and Siemsen on Student Engagement

Background

On May 26, 2022, the Board introduced Resolution 2223R-001 by Directors Leonard and Siemsen on Student Engagement. At its May 26, 2022 meeting, the Board referred Resolution 2223R-001 by Directors Leonard and Siemsen on Student Engagement to the Committee on Parent and Community Engagement.

The Resolved portion reads:

RESOLVED, That the Administration, through the Superintendent's Student Advisory Council, be directed to regularly engage, and invite Board members to attend meetings with youth and student groups within the City of Milwaukee, including but not limited to, Leaders Igniting Transformation (LIT); Youth Empowered in the Struggle (YES); and Urban Underground; and be it

FURTHER RESOLVED, That youth-led groups be invited to present to the Board quarterly on their mission and work and how it intersects with the mission and vision of MPS; and be it

FURTHER RESOLVED, That Administrative Policy 9.14, Community Involvement in Decision Making, be revised to include student-centered language that codifies the Board's desire to specifically include student and youth voice in its engagement with the community.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.10 - Communications, Petitions, Resolutions for Referral

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon Board approval, Resolution 2223R-001 will be implemented.

Committee's Recommendation

Director Taylor joins as co-sponsor.

Your Committee recommends adoption of the resolution.

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

* * * * *

(Item 2) Report with Possible Action Regarding Discipline Disproportionality and Progress

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

Background

In September 2020, the Board directed the Administration to report progress and updates on discipline disproportionality on a monthly basis.

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 to support students and to engage in alternatives to suspension when appropriate. The Administration uses thess data to strategize the best use of the resources at hand, servicing all schools with Tier 1 supports and focusing on those demonstrating a need for additional supports. The monthly reporting associated with disproportionality for the 2022-2023 school year will focus on the following proactive approaches:

- Providing proactive supports & interventions
- Strengthening student, staff & community collaboration
- Reconceptualizing the role of school leaders within discipline
- Developing staff integration of Courageous Conversations about Race

Providing Proactive Supports & Interventions

All Discipline Champions received guidance and best practices in culture and climate throughout the year. The focus in December was reflecting on how behaviors are perceived. As adults are we perceiving behaviors as an opportunity to help the student learn and grow or as an opportunity for punishment? Are there patterns in how we perceive behaviors for different students? Schools were presented district and school data that can show trends in how behavior is perceived around race.

The restorative practices team completed the first-semester training session on Foundations of Restorative Practices and Circle Keeping for school staff members. The final (third) day of Classroom Organization Management Program (COMP) with a cohort of teachers took place in December, when the Compassion Resiliency Cohort. A session of Coaching COMP occurred for staff who support teachers and coaching staff through the COMP's classroom-management process. The PBIS team conducted professional development in classroom strategies that increase student engagement for classroom teachers.

School PBIS Tier 1 Teams and Building Intervention Teams complete monthly minutes within their School Improvement Plans, looking at school-wide and student data to identify next steps and areas of need. PBIS Tier 1 Teams review school-wide data and identify next steps within the five universal supports of classroom climate. Building Intervention Teams (BIT) review individual students' data to screen students for potential Tier 2 and Tier 3 interventions as well as to monitor the progress of students receiving additional interventions.

The use of specific strategies for classroom-managed behaviors are documented within Infinite Campus. Total documented strategies for December 1 through December 31, 2022, across all schools are included in the table below.

Brain Breaks	117	Mindfulness	81
Behavior Contract	62	Move their seat	297
Rewind/Broken Record	74	One-on-one conversation	3,615
Buddy Classroom	337	Proximity Control	509
Community Service	13	Praise 5:1	38
Collect Property	181	Parent Contact	2,376
Engagement opportunities	46	Planned ignoring	682
Go Guardian	21	Redirection	2,864
Independent work	51	Recovery area (within room)	158

Referral to BIT	54	Self-monitoring	32
Restorative conversation	147	Tangible Acknowledgement System	150
Restorative Circle	9	Reflection sheet	73
Secret Signal	3	VABB	8
Support staff consultation	1,153		

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

Tier 2/Tier 3 Intervention	Students
Check-in/Check-out (CICO)	1,467
Individualized CICO	305
Social Academic Instructional Group (SAIG)	811
Behavior Assessment/ Intervention Plan (BAIP)	62
FBA/BIP	140
Educational Wraparound and RENEW	81

Strengthening Student, Staff & Community Collaboration

Student Discipline Committees have been formed at all traditional middle and high schools, with at least one meeting held in December 2022. A sampling of student conversations in December included topics of relationship building, engaging instruction in class, students in the hallways, and racial equity in school.

Our second, virtual quarterly Community Conversation will be occurring on January 11, 2023, from 5:30 to 6:30 p.m. The January topic will be on the MPS Culture, Climate & Alternatives to Suspension Toolkit and promoting positive attendance. Time will be spent in breakout rooms to hold a conversation on next steps.

A variety of breakout sessions will be offered at the Community Schools Conference, including Transformative Social Emotional Learning (SEL), restorative practices as freedom dreaming and joy in the classroom, addressing mental health and stress, validating students to increase engagement, youth-voice advocacy, and Courageous Conversations about Race Condition 6.

The restorative practices team collaborated with the Trauma Support Specialists on integration of restorative practices within trauma-sensitive schools and spaces. Specific protocols are being developed using repairing harm, re-entry, and healing circles within schools.

PBIS coaches met with school-based PBIS Tier 1 teams and Building Intervention Teams (BIT) 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.

Reconceptualizing the Role of School Leaders within Discipline

School leaders complete a monthly reflection looking at school climate and how they will support positive school and classroom climate. Looking at December reflections, the top strategies that school leaders are looking to identify are restorative conversation, parental contact, one-on-one conversation, and redirection. School leaders have identified a next step to support the identified strategy with the most common next steps being discussing as a staff, sharing best practices, and practicing procedures with students.

Classroom Strategies Identified

- Buddy Classroom
- Academic engagement
- One-on-One Conversation
- Parent contact
- Redirection
- Referral to BIT
- Restorative Conversation

Supporting Identified Strategy

- Community building
- Discuss as staff
- Practice procedures
- Professional development
- Share best practices
- Practice strategies

Behavioral Events

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from December 1, 2022, through December 31, 2022, as recorded in Infinite Campus. In December 2022, there were 1,786 suspensions. In December 2021, there were 2,224 suspensions.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Grand Total
Arson				3		1		4
Assault	6			22			1	29
Battery	3			22				25
Bullying	1	0	1	11	0	2	0	15
Chronic Disruption or Violation of School Rules	34	2	1	213	1	3	3	257
Disorderly Conduct	100	4	3	329		10	10	456
Endangerment of Physical Safety/Mental Well-being	14		2	130		5	6	157
False Fire Alarms				1				1
Fighting	53	4	5	386		11	6	465
Inappropriate Personal Property	4			28		1		33
Inappropriate use of electronic communication devices	1			20		2		23
Leaving the Classroom Without Permission	1			1				2
Loitering				1				1
Other Substances/Materials	3	1		25		1		30
Personal Threat	8		2	52		1	1	64
Possession of Drug Paraphernalia	3			5				8
Possession of Stolen Property				1				1
Possession/Ownership/Use of Alcohol				4				4
Possession/Ownership/Use of Drugs	6	1		26		1	1	35
Possession/Ownership/Use of Weapon Other than Gun	1	1	2	14		1		19
Sexual Assault	1			8			2	11
Sexual Harassment	5		1	5			1	12
Skipping Class				1				1
Substantial Environmental								
Disruption	6		5	46				57
Theft				7		1		8
Trespassing				1				1
Use of Tobacco, Including Chewing	9			16		2	1	28
Vandalism	2			13				15
Verbal Abuse/Profanity/Harassment	6			17			1	24
Grand Total	267	13	22	1,408	1	42	32	1,786

Total Suspension Events by Grade Level

K4-K5	10	5th Grade	98	10th Grade	204
1st Grade	9	6th Grade	191	11th Grade	110
2nd Grade	17	7th Grade	229	12th Grade	58
3rd Grade	47	8th Grade	347		
4th Grade	51	9th Grade	415		

Alternatives to Suspension Used

Conferences	103	Referral to BIT	17	Restorative Conferences	42
Counseling	1,017	Referral to Support Staff	33		
Detention	83				
Mediation	62	Repairing-harm Circles	11		

Develop Staff Integration of Courageous Conversations about Race

In December sessions of Courageous Conversations about Race (CCAR) Exploration were held with elementary teachers, school secretaries, and Central Services staff members.

The District Equity Leadership Team (DELT) met and explored their individual personal "why" within the work of building racial equity. The Team discussed working assumptions that lead to our personal actions while reflecting on equity.

Session 6 of Leadership in the Equity and Antiracism Development Series (LEADS) with CCAR was held for school SSTs. Participants shared and reflected on their racial-equity timelines, looking at what beliefs, feelings, and Shadow Aspects of the Compass surface for them in their racial-equity leadership. Time was also spent on navigating adaptive leadership and technical solutions.

Next Steps

In January, there will be additional sessions of Courageous Conversations about Race held for regular education and special education elementary teachers.

Second quarterly Community Conversation will be held January 11, 2023, from 5:30 to 6:30 p,m., discussing the MPS Culture, Climate & Alternatives to Suspension Toolkit.

A presentation of best practice highlights from the Culture, Climate and Alternatives to Suspension Toolkit will be made to all school leaders at the Principal Leadership Institute. The January highlights will be identifying and eliminating bullying throughout the school.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06 , Equity in MPS

Fiscal Impact Statement

N/A

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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 Fiscal Year 2023-24 Estimated Enrollment and Financial Forecasts

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

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:

Draft FY23-FY28 Five-year Forecast Pro Forma Summary

School Operations (in Millions)

	Adopted FY23	Estimated FY24	Estimated FY25	Estimated FY26	Estimated FY27	Estimated FY28	Change, FY28 vs FY23
Revenues	**$1,046.5**	**$1,032.9**	**$1,020.9**	**$1,008.9**	**$996.9**	**$984.9**	**−$61.6**
Expenditures							
Salaries/Other Wages	$467.8	$496.9	$517.4	$538.7	$557.7	$577.9	$110.1
Benefits							
Medical/Vision Insurance — Active	$126.8	$151.4	$157.4	$163.6	$170.2	$177.0	$50.2
Employee Contribution — Active	−$13.9	−$14.7	−$15.3	−$15.9	−$16.5	−$17.1	−$3.3
Medical — Retiree (no Vision)	$55.3	$53.9	$55.9	$57.8	$58.8	$60.2	$4.8
Employee Contribution — Retiree	−$0.9	−$0.9	−$1.0	−$1.2	−$1.4	−$1.7	−$0.8
Net Medical/Vision	$167.4	$189.7	$197.0	$204.4	$211.1	$218.4	$51.0
Other Benefits	$68.5	$64.3	$77.0	$79.8	$82.9	$86.3	$17.7
Total Benefits	$235.9	$254.0	$274.0	$284.2	$294.0	$304.6	$68.7
Purchased Services							
Contracted Schools Charters	$79.8	$87.4	$90.4	$91.8	$94.0	$95.8	$16.0
Open Enrollment — Outbound	$42.9	$37.5	$36.9	$36.6	$36.2	$35.3	−$7.6
Pupil Transportation	$66.0	$67.4	$68.7	$70.1	$71.5	$72.9	$6.9
Other Purchased Svc — lncludes Utilities	$53.6	$58.2	$59.7	$61.3	$62.6	$63.8	$10.3
Total Purchased Services	$242.3	$250.5	$255.8	$259.7	$264.2	$267.9	$25.6
Supplies/Materials	$53.2	$49.9	$49.0	$50.1	$42.4	$45.2	−$8.0
Capital Purchases	$3.4	$3.6	$3.7	$3.8	$3.9	$4.0	$0.6
Debt Service	$37.2	$29.7	$37.3	$27.8	$27.7	$29.2	−$8.0
Insurances	$8.0	$8.8	$9.2	$9.6	$10.0	$10.4	$2.4
Other	−$1.3	−$1.9	−$2.0	−$2.0	−$2.1	−$2.3	−$1.0
Total Expenditures	$1,046.5	$1,091.6	$1,144.5	$1,171.9	$1,197.8	$1,237.0	$190.4
Balance before Internal Adjustments	−$0.0	−$58.7	−$123.5	−$162.9	−$200.8	−$252.0	
Internal Adjustments	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	
Cumulative Surplus/Deficit	$0.0	−$58.7	−$182.2	−$345.1	−$546.0	−$798.0	

A graph depicting the projected enrollment trend 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 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 2) Action on a Request to Approve the Proposed Timetable for the Fiscal Year 2023–2024 Budget Development and Approval Process

Background

This item is being presented in accordance with Wisconsin Statutes, §119.16(8), Board Duties Budget, and Board Governance Policy 2.05, Board Planning Cycle, which states, "A Board calendar with all work displayed on the timetable will be developed annually". Below is the proposed budget timeline. Dates denoted with an asterisk (*) are subject to change, pending the approval of the Board's 2023-24 meeting calendar.

Fiscal Year 2023-24 Proposed Budget Timetable

Dates	Action	Responsibility
June 2022 - March 2023	Collecting various inputs, ideas, and costs with analysis of their impacts for the fiscal year 2023-24 (FY24) budget planning.	Administration
Sept. 2022 - April 2023	MPS engages the community on broad topics to identify district priorities at various venues.	Administration
Jan. 2023	School-level allocation estimates are drafted by departments and provided to Financial Planning & Budget Services.	Administration
Nov. 14 - Dec. 21, 2022	Third-Friday of September 2023 school enrollments are projected.	Administration
Dec. 2022 –March 2023	Board and Administration continue to solicit stakeholdes'r input into developing the FY24 proposed budget.	Board and Administration
Jan. 11, 2023	Present preliminary budget-preparation information to school leaders.	Administration
Jan. - Feb. 2023	Superintendent holds School Ambitious Instruction Budget Conversations with identified school leaders.	Administration
Jan. 20 - Feb. 3, 2023	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
Jan. 24, 2023	The Committee on Strategic Planning and Budget meets to discuss and possibly to adopt the FY24 proposed budget timetable & FY24 parameters.	Board and Administration
Feb. 8 - 13, 2023	Administrative teams review each school's budget for FY24 budget/staffing resolutions.	Administration
Feb. 15 - 16, 2023	Superintendent holds resolution meetings on FY24 school budget/staffing needs.	Administration
Feb. 17, 2023	All school staffing data submitted to Human Resources.	Administration
Feb. 20 - March 9, 2023	Offices prepare budgets, organizational charts, and narratives.	Administration
Feb. 23, 2023	School-based staff must be given notice, by the end of the school day, of any increases or decreases in their FTEs. This information must be consistent with the budgets submitted by the schools/departments.	School Leaders and Department Administration
Feb. 28 - June 16, 2023	Staff-exchange process.	Administration
March 17, 2023	Office budget reviews completed, and staffing changes submitted to Human Resources. Central Services staff must be given notice, by the end of the work day, of any elimination of their FTEs. This information must be consistent with the finalized budgets approved for the departments.	Administration
March 20 - 31, 2023	The district's budget is entered into the financial system and balanced.	Administration
April 2023	Superintendent's proposed budget is finalized and assembled for publication.	Administration
April 25, 2023	Board organizational meeting held.	Board and Administration
April 28, 2023	Superintendent's proposed 2023-24 budget released.	Administration
May 3, 2023*	The proposed budget and public hearing notice published in the newspaper, and the budget overview presentation released.	Administration and Board Governance
May 4, 2023*	The Committee on Strategic Planning and Budget meets on the Superintendent's proposed 2023-24 budget and hears public testimony.	Board and Administration

Dates	Action	Responsibility
May 9, 2023*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments are forwarded to theAdministration by the end of the day.	Board and Board Governance
May 15, 2023*	The Administration submits its analyses of the proposed amendments to the Office of Board Governance by the end of the day.	Administration
May 16, 2023*	A statutory public hearing is held on the Superintendent's proposed 2023-24 budget.	Board and Administration
May 18, 2023*	The Committee on Strategic Planning and Budget reviews the proposed FY24 budget, hears public testimony, and possibly takes action on proposed amendments and the proposed budget.	Board
May 19, 2023*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments are forwarded to the Administration by the end of the day.	Board and Board Governance
May 22, 2023*	The Administration submits its analyses of the proposed amendments to the Office of Board Governance by the end of the day.	Administration
May 23, 2023*	Possible meeting of the Committee on Strategic Planning and Budget.	Board
May 25, 2023*	Board meeting to consider and possibly to take preliminary action on the Superintendent's proposed 2023-24 budget.	Board and Administration
No later than June 26, 2023	Board Clerk transmits the adopted preliminary FY24 budget to the Milwaukee Common Council.	Board Governance
October 16, 2023*	Updated budget information sent to board members	Board and Board Governance
October 17, 2023*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments are forwarded to the Administration by the end of the day.	Board and Board Governance
October 19, 2023*	The Administration submits its analyses of the proposed amendments to the Office of Board Governance by noon.	Administration
October 24, 2023*	Board meeting to consider and act on the amended adopted budget recommendations for FY24.	Board and Administration
No later than October 31, 2023	Board Clerk sends the amended FY24 budget to the Milwaukee Common Council.	Board Governance

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. 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 adoption of the proposed Fiscal Year 2023-24 budget timetable as set forth in this item.

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

* * * * *

(Item 3) Action on a Request to Approve the Proposed Fiscal Year 2023-24 Budget Parameters/Priorities

Background

Budget parameters will be used in the planning and development of the fiscal year 2023-24 budget and will help to guide the decisions made during the budget-preparation process. The parameters may be modified, if necessary, 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 District's priorities:

- increasing academic achievement and accountability;
- improving district and school culture;
- developing our staff;
- ensuring fiscal responsibility and transparency; and
- strengthening communication and collaboration.

The following proposed budget parameters/priorities will guide the District to increase access to high-quality educational opportunities and positive, supportive school environments that result in better academic outcomes for students:

1. allocate equitable educational resources and well-prepared staff to improve students' access to productive instruction;
2. reallocate resources to improve academic achievement by providing small-group instruction in the area of literacy/English language arts and literacy/mathematics;
3. prioritize schools' budgets by adjusting and repurposing educational programming and departmental budgets;
4. allocate resources in the areas of school library, art, music, and physical education;
5. create a positive school environment that provides a sense of belonging, is culturally responsive, and provides access to social emotional learning and mental health support;
6. implement strategies to recruit and to retain staff, including addressing the results of the compensation study;
7. implement salary schedules with a possible cost-of-living increase;
8. consider employee-benefit modifications for eligible employees to identify cost savings and to increase efficiencies;
9. explore operating efficiencies, including those related to district operations such as payroll, professional development, the hiring process, and temporary housing for international teachers;
10. increase the number of site-based production kitchens;
11. implement a kitchen-equipment replacement schedule based on an inventory-aging report;
12. address deferred maintenance and future construction needs by restoring revenue to the Construction Fund and to the Construction Trust; and
13. prepare a balanced budget that is based on state law and maximizes 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 in adopting the budget.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed fiscal year 2023-24 budget parameters as listed in the item.

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

* * * * *

(Item 4) Action on a Request to Approve the Plan for the Use of the Back-to-school Supplemental Aid from Wisconsin's American Rescue Plan Act (ARPA) Funds

Background

At the end of August, Governor Evers announced an additional $75 million Back-to-school Supplemental Aid allocation for local education agencies from Wisconsin's American Rescue Plan Act (ARPA) funds. Milwaukee Public Schools (MPS) was allocated $6,568,360. MPS may use its allocation consistent with how it spends its regular operating budget. The grant must be fully expended by December 31, 2026. According to the Wisconsin Department of Public Instruction, the District shall not use funds to:

- service debt or replenish financial reserves (e.g., "rainy day" funds);
- satisfy settlements and judgments; or
- fund programs, services, or capital expenditures that include a term or a condition that undermines efforts to stop the spread of COVID-19.

The District has received allocations through the Elementary and Secondary School Emergency Relief Fund. ESSER II and III funding are on short timelines, with ESSER II's work to be completed by September 30, 2023, and ESSER III's by September 30, 2024. The plan for using funding is being implemented with a Department of Public Instruction-approved ESSER II plan, while the ESSER III funding still needs to be approved. On December 7, 2022, the federal government updated guidance for the use of funding. Inflation is impacting the planned use of funds.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.02, Budget Control

Fiscal Impact Statement

The proposed plan is to use the $6,568,360 Back-to-school Supplemental Aid for the approved safety assessment at the cost of $799,948, while the remaining $5,768,412 will be reserved for unfunded or over-expended Elementary and Secondary School Emergency Relief line items.

After receiving feedback on the ESSER III application, the Administration will come back with a detailed spending plan.

Implementation and Assessment Plan

The Administration will move the plans forward as approved by the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the plan for ARPA aid as follows:

1. use $6,568,360 Back-to-school Supplemental Aid for the approved safety assessment at the cost of $799,948; and
2. reserve the remaining $5,768,412 for unfunded or over-expended Elementary and Secondary School Emergency Relief line items; and
3. direct the Administration is to bring a detailed spending plan back to the Board after it has received feedback on the ESSER III application.

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

* * * * *

(Item 5) Update, with Possible Action, on Resolution 2122R-008 Regarding the Development of a District Strategic Plan

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

Background

At its 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.

This presentation will provide an update on the process to date, including information on the student, staff, family, and community surveys. Information on communications and the website will be provided.

Update on Resolution 2122R-008

Resolution 2122R-008 was adopted on July 29, 2021

- Timeline of process needs is posted
- Community-wide input
- Plan covers a specific timeframe
- Includes a mission statement, goals, and objectives
- Includes accountability measures and annual performance targets

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

- Kick-off presentations were delivered to leaders on January 11 and 12
- Strategic-planning surveys were released on January 17
- Short videos were shared with leaders and teachers that can be viewed prior to staff and students taking the survey
- Website was updated

Students and Staff

- Hosted for confidentiality by University of Wisconsin-Milwaukee
- School leaders were asked to schedule a day and time during the weeks of January 23 or January 30 for staff and students to take the survey
- District leaders were asked to schedule departmental meetings for survey completion

Community and Families

- Community communications include two press releases and social media post
- Media coverage occurred
- Families received notice via Friday Family Newsletter, email, and social media

- Seeking groups with whom we can share information on the strategic plan and the survey

Website

- Update main page
- Organizational profile
- Data collected to date
- Survey link
- Survey count will be updated weekly

Please Share Your Insights

Students in Grades 6-12

Teachers will share survey link with students to complete during class between January 23 and February 3.

All Staff

Survey has been shared with staff. Time will be provided during work hours to complete the survey.

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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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 Resolution 2223R-013 by Directors Leonard and Siemsen on the Establishment of a Food Justice Task Force

Background

At its meeting on December 22, 2022, the Board referred Resolution 2223R-013 by Directors Leonard and Siemsen on the establishment of a Food Justice Task Force to the Committee on Student Achievement and School Innovation. The Resolved portion of the resolution reads:

RESOLVED, That the Milwaukee Board of School Directors hereby establishes the Food Justice Task Force for the purpose of making recommendations on the MPS Nutrition Program to the Board for possible implementation; and be it

FURTHER RESOLVED, That membership on the Task Force include students from MPS schools, representation from the Board, the Milwaukee Teachers Education Association, youth groups including Youth Empowered in the Struggle (YES), and the Administration; and be it

FURTHER RESOLVED, That the charge of the Food Justice Task Force is to define the challenges that are impeding the district's goals for its nutrition program and to develop a plan for possible implementation; and be it

FURTHER RESOLVED, That Task Force discussion and reporting include:

- defining a "full production kitchen" and making recommendations for the expansion of such kitchens in our schools;

- determining staffing needs and opportunities for attracting and retaining kitchen staff;
- making recommendations for professional development opportunities for food service workers to learn about the various dietary needs of the student populations they serve;
- recommending specific improvements to the quality and delivery of food to students;
- determining how use of local food sources could be maximized;
- recommendations for menu options that meet the dietary needs of our diverse student population; and be it

FURTHER RESOLVED, That the Food Justice Task Force report on its work on a bimonthly basis (every other month), with the first report to be given in February 2023.

The Administration regularly updates the Board on plans, improvements, and challenges as they relate to school meal services. The Administration looks forward to the input of the Task Force to ensure plans for the improvement of school meals bymeeting the dietary needs of the students and maximizing the use of local food 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

Administrative Policy 8.18, Student Involvement in Decision Making

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, Resolution 2223R-013 will be executed.

Committee's Recommendation

Your Committee recommends the Board approve Resolution 2223R-013 by Directors Leonard and Siemsen for Establishment of the Food Justice Task Force, with the following revisions:

RESOLVED, That the Milwaukee Board of School Directors hereby establishes the Food Justice Task Force for the purpose of making recommendations on the MPS Nutrition Program to the Board for possible implementation; and be it

FURTHER RESOLVED, That membership on the Task Force include students from MPS schools, representation from the Board, the Milwaukee Teachers Education Association, youth groups including Youth Empowered in the Struggle (YES), and the Administration; and be it

FURTHER RESOLVED, That the charge of the Food Justice Task Force is to define the challenges that are impeding the district's goals for its nutrition program and to develop a plan for possible implementation; and be it

FURTHER RESOLVED, That Task Force discussion and reporting include:

- defining a "full production kitchen" and making recommendations for the expansion of such kitchens in our schools;
- ~~determining staffing needs and~~ providing recommendations for opportunities ~~for~~ to attract~~ing~~ and retain~~ing~~ kitchen staff;
- making recommendations for professional development opportunities for food service workers to learn about the various dietary needs of the student populations 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 ~~could be maximized~~;
- ~~recommendations for~~ recommending menu options that meet the dietary needs of our diverse student population; and be it

FURTHER RESOLVED, That the Food Justice Task Force report on its work on a bimonthly basis (every other month), with the first report to be given in ~~February~~ March 2023 and to continue through January 2024; and be it

FURTHER RESOLVED, That a biannual report be given every June and January beginning June 2024 through January 2026; and be it
FURTHER RESOLVED, That in January 2026 the Board will sunset Resolution 2223R-013 or set parameters for its continuation.

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

* * * * *

(Item 2) Report with Possible Action on Resolution 2122R-007 Regarding a Charter School Evaluation

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

Background

On June 24, 2021, the Board adopted Resolution 2122R-007 by Director Leonard for a charter school evaluation.

In December 2021, Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency, requested a response for proposals to conduct a comprehensive evaluation of charter schools. The Wisconsin Center for Education Research (WCER) responded to the request.

The full report, attached to the minutes of your Committee's meeting, provides the complete evaluation of its charter schools and its impact on Milwaukee Public Schools.

MPS Charter School Evaluation: Summary of Methodology & Key Findings

In June 2021, The Milwaukee Board of School Directors approved Resolution 2122R-007, which authorized a comprehensive evaluation of charter schools' effectiveness and the impact of charters on MPS. This was, in effect, a follow-up to Resolution 0708R-005 in 2010, which had commissioned the Wisconsin Center for Education Research (WCER) to do an evaluation report examining selected aspects of MPS's charter school portfolio.

In March 2022, the Wisconsin Evaluation Collaborative (WEC) presented its scope of work, which had been developed in collaboration with the MPS Department of Contracted School Services and Offices of Board Governance and Accountability and Efficiency.

Evaluation Questions

1. How do MPS's authorizing/approval practices compare with those of other authorizers at the national, state, and local levels?
2. What is MPS's process for reviewing performance and renewing charter contracts with its schools, and how does this compare with the practices of other authorizers at the national and state levels?
3. What are key similarities and differences between MPS-authorized charters and those overseen by other authorizers?
    a. What are the characteristics of MPS's charter schools (collectively and individually) compared with those overseen by other authorizers in terms of student enrollment (demographic characteristics, exit rate, etc.), student engagement (attendance and behavior), and academic performance (attainment and growth on state assessments, AP/IB course taking, and college enrollment)?
    b: How do the programming and disciplinary policies of MPS'd charter schools compare with those of other authorizers?
4. How do staff (administrators and teachers) in MPS's charter schools view the benefits and challenges of charter status, and to what extent do they prompt innovation?

Evaluation Design

- Mixed-methods evaluation of MPS's charter schools and their impact on the district academically, financially, and organizationally

— document review
— interviews and focus groups (Spring/Summer 2022)
— descriptive analyses of enrollment, academic, and attendance data over time.

• Comparing MPS's procedures and data with those of other charter authorizers at the local, state, and national levels:

Local

- City of Milwaukee
- UW-Milwaukee

State

- UW-Madison's Office of Educational Opportunity
- Appleton-area SD
- Janesville SD
- Verona Area SD

National

- National Association of Charter School Authorizers (NACSA)
- Central Michigan University
- Chicago Public Schools
- District of Columbia's Public Charter School Board
- Denver Public Schools
- Indianapolis Public Schools

Findings

Authorization

MPS's policies and procedures do not appear to differ substantially from those of other authorizers.

Charter leaders find the process for applying for a charter from MPS clear and straightforward, thanks in large part to the guidance provided by the Department of Contracted School Services.

Review and Renewal

Charter school leaders view the process as unpredictable, inconsistent, and often subjective. Decisions are perceived as being influenced by criteria and factors that differ from those listed in their contract

When renewals are issued for shorter lengths of time, it creates challenges for school leaders in terms of convincing families to keep their children enrolled.

Charter school leaders attribute frustrations to political considerations and the Board's lack of familiarity with state and district charter regulations.

Characteristics of MPS Charters

13.9% of MPS's total enrollment is in charters. 81.2% of MPS's charter enrollment is at NIC (non-instrumentality) sites.

Shift from Instrumentality (IC) to Non-instrumentality (NIC)

	IC	NIC		IC	NIC		IC	NIC
2000-01	4	2	2008-09	30	14	2016-17	5	18
2001-02	11	6	2009-10	26	9	2017-18	4	17
2002-03	13	8	2010-11	22	9	2018-19	5	17
2003-04	14	11	2011-12	25	13	2019-20	6	16
2004-05	23	14	2012-13	17	12	2020-21	6	15
2005-06	26	15	2013-14	13	16	2021-22	6	13
2006-07	26	14	2014-15	8	14			
2007-08	29	13	2015-16	6	14			

Other Data Presented in Report

- Charter sites and enrollment by authorizer
- Grade spans
- Educational models
- Student demographics
- Student outcomes

- — Attendance
- — Behavior
- — AP course taking
- — Post-secondary enrollment
- — Attainment
- — Growth
- — Proficiency in the Forward Exam

Programming and Discipline

Authorizers tend to give wide latitude to chartersin the choice of the programs which they offer, but diverge when it comes to discipline.

There is a perception that NIC sites are a lower priority for at least some types of MPS's programs.

Some charters are comfortable using the MPS code of conduct, while others prefer to adopt their own guidelines.

Services Provided

Authorizers tend to focus less on services and more on the authorization and renewal processes.

NIC leaders feel that they receive lower priority than traditional MPS schools and IC sites in terms of services such as repairs and food service.

The full report has details on services that other authorizers do or do not provide:

- — facilities and maintenance
- — governance, financial, and operational support
- — transportation
- — technology
- — professional development
- — special education and English learners
- — support for new schools and schools that are closing.

Co-location

Other authorizers shared their successes and challenges:

- Denver: team works with co-located schools on shared-space agreements
- Chicago: developing guidelines for shared facilities.

WEC's study of Carmen Southeast-Pulaski found that it is difficult to find much in the data to suggest that the co-location partnership has met its goals,

Benefits and Challenges

- Service fees relative to non-MPS charters and services actually received
- Performance metrics — charters don't just focus on outperforming MPS's average
- Tradeoffs of charter status
  - — compared with other types of charters or authorizers
  - — facilities and services
  - — autonomy and governance
  - — relationship with MPS, value of charters to the District
- Positive perceptions of Department of Contracted School Services, perceived lack of knowledge by other MPS departments/staff
- Need for more collaboration, onboarding and training, mentoring opportunities for new leaders
- District-required documentation is time-consuming, duplicative

Recommendations

- Refine the review and renewal process to make it more transparent
- Consider the level of service provision which the District offers its charters by reviewing other authorizers' philosophies and offerings

- Engage with charter leaders on novel and effective practices that might benefit traditional schools
- Develop guidelines for co-location

Charter School Leaders' Recommendations

Instrumentality

- Provide guidance on training, networking, and mentoring
- Review and update district policies and procedures

Non-instrumentality

- Provide information about charters — such as the difference between instrumentality and non-instrumentality — to new board members
- Clarify prioritization of work orders and IT services for NICs
- Clarify which opportunities for students are available to students at NIC sites concurrently with other (non-charter) sites

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

No fiscal impact.

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(Item 3) 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 report has been noticed for possible action, no action is required.

Background

In November 2018, the Milwaukee Public Schools, in collaboration with the City of Milwaukee and other public and private partners, announced an initiative and call to action to improve early child education across the city. The first five years (or 1,825 days) of life for a child are the most important when it comes to a child's education and development. MPS and City leaders joined together to build on past momentum and push forward with the MPS/MKE Early Childhood 1,825 Initiative. The mission of this work is to improve the learning experiences for children ages birth though five years in 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.

Update on the MPS/MKE Early Childhood 1.825 Initiative

Early Childhood Demographics

- 11,298 students
- 111schools
- 6.7% English-language learners
- 18.2% special education
- 80.2% economically disadvantaged

Black/African American	51.2%
Hispanic	26.3%
White	10.4%
Asian	6.8%
Multi-ethnic	4.9%
American Indian	0.4%
Hawaiian/Pacific Islander	0.1%

Early Childhood Initiative's 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 the resources needed to meet the needs of the children and the families they serve.

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

Presented a session at the Pathways to Quality Conference

Equitable Resources

Continued partnership work with the Bridges to School MKE project

Family Support and Transition

Installed three interactive Pop Spots
Updated the MPS Portal to include early childhood resources and information

Instruction

Shared MPS's EC Initiative information at leadership forum
Shared emotional regulation support information

Social-emotional Learning and Cultural and Linguistic Needs

Established a training for the community on self-regulation and self-care

Current Work

Early Childhood Staff Development

Finalizing a contract for a SOLELY Series supporting oral language development

Equitable Resources

Continue partnership work on the Bridges to School MKE project

Family Support and Transition

Attend Family Empowerment Program (FEP) training sessions

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 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 School MKE 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, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action on the Regional Showcase — High School Region

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

Background

The 2021-22 monthly Regional Showcase items 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 High School Region is featured. The High School Region, which serves 21,130 students in diverse settings to meet their varied needs, comprises 27 schools: Montessori, immersion, International Baccalaureate, bilingual, career and technical education, community schools, alternative, and other specialty schools such as the Milwaukee Virtual Program. Schools in the High School Region are:

- Alliance
- Audubon MS/HS
- Bay View
- Bradley Tech

- Green Tree
- Groppi
- Hamilton
- MacDowell
- Madison
- Marshall
- Golda Meir
- Milwaukee High School of the Arts
- Milwaukee County Youth Education Center
- Milwaukee School of Languages
- North Division
- Obama School of Career and Technical Education
- Project Stay
- Pulaski
- Ronald Reagan
- Riverside
- Rufus King
- South Division
- Transition
- Vincent
- Washington High School of Information Technology
- 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.

Opportunities For growth-High School Region

- Attendance Rate for 2022-23 is up 1.5%. Suspension Rate for 2022-23 is down 4.5%.
- Focus areas for high schools: alternatives to suspension; increasing engagement of students; high-quality, Tier 1 instruction.

Featured School: Ronald Reagan High School

Enrollment..... 1,328
Attendance YTD..... 92.8%
Suspension Rate 2.1%

Program features include:

- International Baccalaureate
- Middle Years Programme
- Diploma Programme
- Career Programme

Points of Pride

Overall score of 81.9 and a rating of “Exceeds Expectations” on the School Report Card

- Priority area scores
  - — Achievement..... 73.3, or 16.9%
  - — Growth..... 80.3, or 36.4%
  - — Target Group Outcomes ..... 81.5, or 26.7%
  - — On-track to Graduation..... 92.4, or 20.0%

One Mission, One Vision, One Focus — IB

2022 IB Participation and Results

- 78.7% pass rate for Full Diploma (37/47)
- 89.8% pass rate for CP (53/59)
- Overwhelming majority of Anticipated DP students earned 4 or higher
- Overwhelming majority of Anticipated CP earned 3 or higher
- Several 7s on subject report: Visual Arts HL, Computer Science SL, Politics SL, Spanish HL, Spanish SL

Equitable Multi-level System of Supports

College and career readiness, social-emotional support, content proficiency (math and English language arts) and credit attainment/recovery provided through the following:

- Freshman Academy
- Block 6 Math / S.A.W / CPW / Saturday IB Academy
- Personalized Blended Learning Lab
- Credit Recovery Lab
- Theory of Knowledge (TOK) & Personal Professional Skills (PPS)
- Extended Learning Opportunities (ELO)

College & Career Readiness

Distinguished Standard Award for Health Academy (2020-22)
Launching an NAF Education Academy-our pipeline for future teachers!

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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(Item 5) Report with Possible Action Regarding Art Education

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

Background

At its regular 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 (March and August) updates by the Administration relative to the progress in implementing the policy, as well as next steps.

At the August 2022 meeting, a follow up presentation was requested to provide an update on art education. The following presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45, Art Education.

Visual Arts Update

Art Stakeholder Meetings

Implementation of Administrative Policy 7.45: Policy sent to building leaders
Adherence to Administrative Policy 7.45: Systematic way to implement
The committee met once, on September 13; Visual Arts to meet as needed

Art Vacancies as of December 28

There are 20 school vacancies. Positions filled include permit teachers and long-term subs — MTEA does not count those positions, resulting in a discrepancy.

Four candidates are in the hiring process.

Four applicants are in the interview process. Interviews continue as applications are submitted,

Visual Arts Contracted Services

Eight schools have selected to fill their vacancies with Arts@Large or TBEY to provide visual-arts experiences to their students.

Visual Art Schedules and Facilities

76% of teachers completed a survey, which included the submission of their schedules and facilities (prep, duty, transition time, facilities). 90% of respondents have dedicated art rooms. 98% of respondents have transition time between classes.

Schedules are reviewed and addressed with individual school sites if not aligned to the policy.

Recruitment and Retention

A partnership with UWM provides MPS with the majority of traditional new hires.

Arts team is to attend NAEA conference in April.

Retention increased through the support of the Arts Team, which provides support to new art teachers, as well as district professional development.

Visual- arts resignations cite reasons which are consistent with those across the district.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.45, Art Education

Fiscal Impact Statement

N/A

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(Item 6) Report with Possible Action Regarding Music Education

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

Background

At its regular 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 (March and August) updates by the Administration relative to the progress in implementing the policy as well as next steps.

At the Board's regular August 2022 meeting, a follow-up presentation was requested to provide an update on music education. The following presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44, Music Education.

Update

Art and Music Stakeholders' Meetings

Implementation of Administrative Policy 7.44: Policy sent to building leaders

Adherence to Administrative Policy 7.44: Systematic way to implement

Four music meetings have been held. The last meeting took place on January 23.

Music Vacancies as of December 28

There are 31 school vacancies. Positions filled include permit teachers and long-term subs, which the MTEA does not count, resulting in a discrepancy.

There were three new hires in December. Interviews continue as applications are submitted.

Music Contracted Services

The Wisconsin Conservatory of Music is providing general music services in 12 schools

Music Schedules and Facilities

87% of teachers completed a survey, which included the submission of their schedules and facilities (prep, duty, transition time, facilities). 65% of respondents have dedicated music rooms. 87% of respondents have transition time between classes.

Schedules are reviewed by the music team, and effective schedules are chosen to serve as scheduling templates for building leaders.

Recruitment and Retention

Two members of the MPS music team staffed a booth at the Wisconsin Music Educators Conference in October 2022.

Two Members of the MPS music team attended the Midwest Band and Orchestra Conference in Chicago in December 2022.

Sharie Garcia will attend the Wisconsin Choral Directors Association Conference in January 2023 and the Texas Music Educators Conference in February 2023.

Retention has increased through the support of the music team.

Three Music Teacher Leaders provide support to new music teachers as well as district professional development.

Resigning music teachers cite reasons which are consistent with those across the district.

Instrument Inventory

Director Herndon and Sharie Garcia met on December 19.

Cut-Time (in partnership with Conn-Selmer) is to provide inventory framework. Data from more than 100 schools will be uploaded in January. The instrument-inventory document will be presented for feedback at the March committee and board meetings for approval as a new administrative procedure.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.44, Music Education

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), to the Head Start Policy Council, to CESA #1, to the Wisconsin Association of School Boards, and to the Milwaukee Public Library Board of Trustees.

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

President Peterson made an oral presentation of his report for January 2023.

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The Board adjourned at 7:32 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 23, 2023

Regular meeting of the Board of School Directors called to order by President Peterson at 5:43 p.m.

Present — Directors Carr, Garcia (6:29 p.m.), Gokalgandhi, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
Absent and Excused — Directors Herndon and Taylor — 2.

Before proceeding with the Board's agenda, the Chair called for a moment of silence to commemorate the passing of the following members of the MPS Community:

- Rafael Acevedo, a retired teacher from Forest Home Avenue School;
- Mary Addison, a retired food service assistant from Carver Academy;
- Kevin Alvarado-Morales, a student in the Milwaukee Virtual Program;
- Debra Anderson, a food service assistant at Lincoln Middle School;
- Josephine Mosley, a retired principal from Dr. King Elementary School;
- Jamarri Paige, a student at Hartford Avenue School; and
- Kenneth Tabaka, a retired boiler attendant trainee from Hamilton High School.

AWARDS AND COMMENDATIONS

(Item 1) Winners of the Dr. Martin Luther King, Jr., Writing, Art, and Speech Contests

Dr. Martin Luther King, Jr., was an activist committed to peace, justice, and equality. Dr. King's essential thoughts on non-violence, social policy, integration, black nationalism, and the ethics of love and hope, and his many testimonies have resonated over the past 39 years through the voices of our youth. "Working Toward a World of Peace," this year's theme of the Dr. Martin Luther King, Jr., Writing, Art, and Speech Contests, laid the groundwork for our students to prepare their notable artwork, creative writings, and eloquent speeches, which had them reflect and write about how it related to themselves or others in their families, schools, neighborhoods, and the world.

This year's contest theme was "Working Toward a World of Peace," and Milwaukee Public Schools students demonstrated what that meant to them as they performed, delivered speeches, and shared artwork during this year's event.

The following are the MPS students who placed in the contest:

Art Contest

Grades K-2

1st Place ..... Jayla Santana, Trowbridge
2nd Place..... Hazel Pacheco Chapman, Milwaukee German Immersion
3rd Place..... Matias Reyes Castillo, Riley Dual Language Montessori

Grades 3-5

1st Place ..... Marra Chrara, Milwaukee Academy of Chinese Language
2nd Place..... Brielle Duncan, Richard Kluge
3rd Place..... Jaiiden Suarez Otero, Riley Dual Language Montessori

Grades 6-8

2nd Place..... Yuritzy Sanchez Mendoza, Manitoba
3rd Place..... Eleanor Lawton, Milwaukee Parkside

Grades 9-12

2nd Place..... Angelina Xiong, Rufus King High School
3rd Place..... Raylen Jones, MacDowell Montessori

Speech Contest

Grades K-2

1st Place ..... Ashe Henry, Lowell Elementary
2nd Place..... Rosalie Pakalske-Buchanan, Craig Montessori
3rd Place..... Ariah Shanklin, Forest Home Avenue

Grades 3-4

1st Place ..... Priscilia Nsau, Lowell Elementary

2nd Place..... Raymond Mitchell, Forest Home Avenue
3rd Place..... Grace Wierer, Craig Montessori

Grades 5-6

1st Place ..... Christian Lara, Lowell Elementary
2nd Place..... Kingston Pearson-Lockett, Samuel Clemens
3rd Place..... Adenike Precious Olowu, Gold Meir

Grades 7-8

1st Place ..... Kayle Phillips, Golda Meier
3rd Place..... Marceana Akins, Dr. Martin Luther King, Jr., Elementary

Grades 9-10

1st Place ..... Harmony Allen, Riverside University High School
3rd Place..... Chanerion Mike, Barack Obama SCTE

Grades 11-12

1st Place ..... Malcolm Bishop, Vincent High School
2nd Place..... Brandon Gorton, Ronald Reagan IB High School

Writing Contest

Grades K-1. Group Project

1st Place ..... Grade 1, Fairview School
Constance Michaud, Teacher
Jada Biddle; Sienna Brenaman; Sara Chavez-Madrigal; Jonael Colon-Morrobel; Mason Correa Reyna; Naomi Cruz; Mason Erving; Esmeralda Estrella; Jasmine Flowers; Alan Fregoso; Addilyn Gostomski; Jaden Green; Aviana Herbert; Finch Johnson; Arya Kreischer; Angel Lara; Jr.; Brielle Lewitzke; Derek Martinez Acevedo; Alma Mutsch; Kaylani Navarrette; Finley Pierce; Declan Rzad; Nehemias Santana; Brayden Schlicke; Brighton Schwartz; Chemistry Sims; Abel Stewart; Olivia Vinson; Amelia Webber

Grades 2-3

1st Place ..... Khyei Thang, Richard Kluge
2nd Place..... Lizmarie Soto, Richard Kluge
3rd Place..... Brielle Denson, Trowbridge

Grades 4-5

1st Place ..... Mahogany Hill, Samuel Clemens
2nd Place..... Leigha Stewart, Samuel Clemens
3rd Place..... Isaiah Price, Samuel Clemens

Grade 6

1st Place ..... Harper Edmonds, Milwaukee Parkside
2nd Place..... Milan Hardrick, Milwaukee Parkside

Grades 7-8

1st Place ..... Sy'Ria Winston-Robertson, Hi-Mount Community
2nd Place..... Kaleigha Weber, Milwaukee School of Languages
3rd Place..... Lilyana Sanders, Manitoba

Grades 9-10

1st Place ..... Taliyah Grant, Riverside University High School
2nd Place..... Auggie Hoffman, Riverside University High School
3rd Place..... Donavan Coleman, Riverside University High School

Grades 11-12

1st Place ..... Tatiyana Dockery, Riverside University High School
2nd Place..... Darius Solomon, Riverside University High School
3rd Place..... Jennifer Adongo, Bay View High School

At this meeting of the Board, MPS students presented their 2022-23 award-winning speeches.

Congratulations to all winners of this year's Dr. Martin Luther King, Jr., Art, Speech, and Writing Contests.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of January 2023 were approved by consensus.

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By consensus of the Board, Item One of the Reports and Communications from the Board Clerk/Chief Officer of the Office of Board Governance was taken up next.

(Item 1) Action on a Request to Retire to Closed Session Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

Pursuant to Wis. Stat., §19.85(1)(g), the Board may retire to closed session to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.18, Legal Representation

Recommendation

That the Board determine how it wishes to proceed with this item.

Director O'Halloran moved to retire to closed session to consider this item, pursuant to Wisconsin Statutes, §19.85(1)(g), which allows a government a body to hold a closed session to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Leonard, O'Halloran, Siemsen, and President Peterson — 6.
Noes — None.

The Board retired to closed session at 6:01 p.m.

The Board reconvened in open session at 7:29 p.m. No action was taken.

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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 January through mid-February are also included in the following report.

MPS Celebrates Black History Month

Black History Month is coming alive in Milwaukee Public Schools! Students and staff across the district are planning and taking part in projects and performances to honor the contributions of Black Americans who have helped build our country and promote peace and equality.

MPS's "Black Lives Matter at School" Week of Action

The Milwaukee community participated in opportunities to listen, to learn, and to add their voices to the Black Lives Matter narrative to bring about positive change. Leading off Black History Month in February, the national Black Lives Matter at School Week of Action, February 6-10, 2023, was designed to engage communities in discussions about the injustices of race, class, and gender. Activities focused on improving the school experience for students of color. Topics centered on the Black Lives Matter at School's guiding principles based upon the Black Lives Matter movement.

MPS wishes to congratulate Brenda Robbins of Roosevelt Middle School for winning the Black Lives Matter at School's logo contest. Her design appears on T-shirts available to MPS students and staff.

National School Counseling Week, February 6-10

Every day, school counselors help children find success in school. National School Counseling Week, sponsored by the American School Counselors' Association, was February 6-10, 2023. This year's theme, School Counselors: Helping Students Dream Big, highlights the tremendous impact that school counselors can have in helping students achieve in school and plan for future success.

School counselors promote success by seeing each child for his or her own needs and taking steps to meet those needs. Throughout the school year, counselors are actively engaged in helping students to examine their abilities, strengths, interests, and talents; working in partnership with parents; focusing on positive ways to enhance students' academic, career, and social/emotional development; and working with educators to provide an educational system in which students can realize their potential.

MPS is proud of the work being done every day by school counselors to help students achieve in school and support their personal well-being. Thank you, counselors!

"We Are the Drum," February 24-26

Talented Milwaukee singers, dancers, actors, and choreographers are preparing to wow audiences with this year's production of "We Are the Drum." This annual high-energy musical revue promises an exciting evening of music and dance. Performances run February 24-26, 2023, at Milwaukee Marshall High School, 4141 N. 64th Street, Milwaukee.

Students of all ages from a number of 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 develop the talents of children who participate. A fee is not charged for children who take part in the show.

Youth Apprenticeships and Internships

We are excited to share that 32 students participated in apprenticeships and 168 students participated in internships during the first semester of the 2022-23 school year. These apprenticeships and internships varied in the fields of interest, including hospitality and tourism; health sciences; transportation, distribution, and logistics; agriculture, food, and nutrition resources; arts, audiovisual technology, and communications; manufacturing; informational technology; education and training; finance; STEM (science, technology, engineering, and mathematics); and law, public safety, corrections, and security. We will continue to work with our youth and partnerships to place more students in internships and apprenticeships.

Spelling Bee Finals Are Just Around the Corner

The MPS 2023 Districtwide Spelling Bee Finals, scheduled for April 15 and 22, 2023, are quickly approaching. This event will be held at Harold S. Vincent High School on Saturday, April 15, for students in grades 3-5 and on Saturday, April 22, for students in grades 6-8. More than 30 schools will participate in the MPS 2023 Districtwide Spelling Bee Finals.

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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 Regarding Litigation in Which the Board Is or Is Likely to Become Involved

This item had been considered previously in this meeting, immediately after the approval of the minutes.

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(Item 2) 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 Senior Director, Office of Accountability and Efficiency

This item was postponed to the end of the meeting.

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(Item 3) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

Governor Evers announced his proposed budget on Wednesday, February 15. In his address on the State Budget, Evers committed significant resources to students across Wisconsin and called for the reimbursement rate for Special Education to be immediately moved to 60%.

Provided under separate cover is a press release regarding Governor Evers's budget initiatives to support K-12 schools. The following list of the Governor's updated K-12 initiatives to be included in the 2023-25 biennial budget proposal has been taken from the press release:

Overall Investment

To ensure that children and educators have the resources they need to be successful, Governor Evers is providing an overall state investment of more than $2.6 billion in general and categorical aids for public schools. Governor Evers's historic education budget proposes:

- $1 billion over the biennium through the State's general equalization-aid formula, the second-largest proposed direct investment in state general aids since the 1995-97 biennium;
- a more than $1 billion increase in special education aid over the biennium, which would increase reimbursement rates to 60 percent in both years of the biennium;
- granting districts a sizable increase in revenue-raising authority, with per-pupil revenue limit increases of $350 in fiscal year (FY) 2023-24 and an additional $650 in FY 2024-25 — the largest per-pupil adjustments since revenue limits were imposed;
- a low revenue-ceiling increase of $450 per pupil in FY 2023-24 and an additional $750 per pupil in FY 2024-25, increasing revenue-limit equity among school districts;
- a combined increase of $1,000 per pupil over the biennium while keeping the estimated gross school levy's increase below one percent on a statewide basis in both fiscal years;
- a per-pupil aid investment of $46.5 million over the biennium, resulting in a $24 per pupil increase in FY 2023-24 and an additional $45 per pupil in FY 2024-25;
- per-pupil payment increases of $374 in FY 2023-24 and another $695 in FY 2024-25 for independent charter schools and schools participating in a parental choice or special needs scholarship program. These increases are commensurate with the increased spending power provided to public school districts through revenue-limit adjustments and per-pupil aid increases; and
- a freeze on enrollment in schools participating in a parental choice program for school year 2024-25 at year 2023-24 enrollments, allowing families continued access to private schools while affirming the State's commitment to robust funding for Wisconsin's excellent public schools.

Special Education

Wisconsin, like its peers across the nation, is experiencing a staffing crisis in special education. Special education teachers are 2.5 times more likely to leave the profession than are their general education peers. Before Governor Evers took office, special education funding in Wisconsin had been held flat for a decade, during a period when costs for special education had skyrocketed. Under the Governor's leadership, the final 2019-21 biennial budget included the largest increase in special education aid in state history. Governor Evers is now proposing an increase of more than 10 times that record-setting amount by:

- providing a more than $1 billion investment in special education aid, reaching 60 percent in both years of the biennium and going beyond his fall proposal with a historic and critical investment of $491.4 million in FY 2023-24 and $521.7 million in FY 2024-25; and
- investing $1.6 million in FY 2023-24 and $5.9 million in FY 2024-25 to increase high-cost special education reimbursements, increasing the reimbursement rate from 39.5 percent today to 60 percent at the end of the biennium.

The Governor's proposed budget includes funding for a variety of other investments in public education which are detailed in the full proposal statement 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 Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

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 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 January through mid-February.

Report to the Milwaukee Board of School Directors, February 2023

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 the fiscal stewardship of Milwaukee Public Schools.

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

Accountability and Efficiency Services

Between January 14, 2023, and February 11, 2023, Accountability and Efficiency Services fulfilled four requests for information/research, seven constituent inquiries, and four special projects. Accountability and Efficiency Services also completed one request for data analysis and completed the activities associated with the District's five-year forecast.

Accountability and Efficiency Services collaborated with the Department of Student Services in the Office of School Administration to review educational services offered to students after expulsions and their potential impact on on-time graduation. Further longitudinal analysis is required.

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 staff members focused on student-engagement programming. CCS collaborated with the Department of Career and Technical Education (CTE to create resumé sessions. These sessions provided juniors and seniors the opportunity to create and update resumés in preparation for the upcoming district-wide job fairs at UW-Milwaukee. CCS aligned the sessions with our career-education contract requirements. By doing so, CCS created the space in which our contractors and vendors could support our students by providing their expertise and tips on resumé writing while satisfying their contract-compliance requirements.

Additionally, CCS created five work-based learning internships at Groppi, Pulaski, and Vincent high schools. Students will gain one-on-one mentorship from internal school staff in the areas of administrative services and library operations.

Lastly, MPS high-school students were interviewed for internships in actuarial services, culinary arts, transportation, and tutoring services. CCS successfully placed six students within three of these industries.

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

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

The Board Clerk presented nine reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times for the Board's consideration:

- January 30, 2023, at 10:00 a.m.

- February 1, 2023, at 9:00 a.m., 10:00 a.m., and 12:00 noon
- February 2, 2023, at 9:00 a.m., 10:00 a.m., and 12:00 noon
- February 13, 2023, at 10:30 a.m.
- February 15, 2023, at 10:30 a.m.

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

Director Carr moved to accept the reports of the Independent Hearing Officers from January 30, 2023, and February 1, ,2, 13, and 15, 2023.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance and Personnel, Item Three, Report with Possible Action on Resolution 2223R-009 by Directors Siemsen and Peterson on Collaborative/Shared Leadership, which had been set aside at the request of President Peterson;
- Report of the Committee on Accountability, Finance and Personnel, Item Four, Action on a Request to Incorporate a Remote-work Provision, which had been set aside because it had been forwarded to the Board without recommendation; and
- Report of the Committee on Student Achievement and School Innovation, Item One, Action on a Request to Approve the MPS FY23 Head Start Federal Continuation Grant Application, which had been set aside because it had 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 Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
4	Rafael Acosta	Building Service Helper I	$15.90/hr.	01/09/2023
2	Adrianna Barron	Building Service Helper I	$15.90/hr.	01/09/2023
2	Daqwon Brooks	Building Service Helper I	$16.96/hr.	01/09/2023
2	Tevin Humes	Building Service Helper I	$18.02/hr.	01/27/2023
2	Zaria Miller	Building Service Helper I	$15.90/hr.	01/09/2023
2	Robert Moore	Building Service Helper I	$15.90/hr.	01/23/2023
2	Antanete Pugh	Building Service Helper I	$15.90/hr.	01/09/2023
2	Tirrell Pugh	Building Service Helper I	$16.43/hr.	01/27/2023
4	Robert Santiago	Building Service Helper I	$15.90/hr.	01/09/2023
2	Aniya Watts	Building Service Helper I	$15.90/hr.	01/09/2023
3	Matthew Robinson	Children's Health Assistant	$18,992.00	01/09/2023
2	Mya Simmons Ward	Children's Health Assistant	$22,662.00	12/16/2022
2	Shay Weaver	Duplicating Equipment Operator	$39,624.00	01/03/2023
2	Sharon Hearn	Food Service Assistant	$16.85/hr.	01/17/2023
2	Mia Johnson	Food Service Assistant	$16.38/hr.	01/17/2023
2	Myles Mack	Food Service Assistant	$15.90/hr.	01/17/2023
2	Danisha Taylor	Food Service Assistant	$15.90/hr.	01/17/2023
4	Neida Valle	Food Service Assistant	$15.90/hr.	01/17/2023
2	Anquana Williams	Food Service Assistant	$15.90/hr.	01/19/2023
2	Dtaune Reynolds	Groundskeeper	$54,213.00	12/21/2022
6	David Gonzalez	IT Service Technician	$53,724.00	12/19/2022
3	Vang Xiong	IT Service Technician	$54,788.00	01/03/2023
4	Samir Benjumea	Paraprofessional	$19,758.00	01/23/2023
2	Salessa Billups	Paraprofessional	$22,418.00	01/17/2023
2	Donjerey Boyd	Paraprofessional	$22,418.00	01/03/2023
4	Fabiana Cortez	Paraprofessional	$20,970.00	01/23/2023
2	Lovleigh Dawson	Paraprofessional	$19,758.00	01/18/2023
2	Breonna DuPriest	Paraprofessional	$19,758.00	01/11/2023
2	Ganiyat Edu	Paraprofessional	$19,758.00	01/11/2023
2	Reneju Fitzgerald	Paraprofessional	$19,758.00	01/09/2023
5	Sarah Gerbasi	Paraprofessional	$19,758.00	01/04/2023
2	Katari Johnson	Paraprofessional	$19,758.00	01/03/2023
4	Mizraim Juardo	Paraprofessional	$19,758.00	01/10/2023
5	Makayla Kartz	Paraprofessional	$21,699.00	12/20/2022
5	Georgina Kasprazak	Paraprofessional	$19,758.00	01/09/2023
5	Megan Labuda	Paraprofessional	$20,241.00	01/23/2023
2	Tyler Le Roy	Paraprofessional	$20,970.00	01/10/2023
4	Teresa Llamosa-Garcia	Paraprofessional	$21,699.00	01/23/2023
2	Renee Mckinley	Paraprofessional	$20,970.00	01/03/2023
4	Kaia Morales	Paraprofessional	$19,758.00	01/18/2023
2	Danette Phillips	Paraprofessional	$21,699.00	01/23/2023
4	Catherine Ries	Paraprofessional	$19,758.00	01/17/2023
2	Aisha Smith	Paraprofessional	$19,758.00	01/03/2023
3	Jacqueline Smith	Paraprofessional	$23,876.00	01/03/2023
2	Kayla Smith Wiggins	Paraprofessional	$19,758.00	01/03/2023
4	Maria Torres	Paraprofessional	$20,970.00	01/23/2023
4	Elisa Wiberg	Paraprofessional	$19,758.00	01/20/2023
2	Tiffany Williams	Paraprofessional	$19,758.00	01/18/2023
2	Angela Zigich	Paraprofessional	$19,758.00	01/23/2023
2	April Williams	School Nursing Associate	$36,345.00	01/23/2023
2	Brianna Battiste	School Safety Assistant	$24,624.00	01/19/2023
2	Tradonna Davis	School Safety Assistant	$24,624.00	01/19/2023

Code	Name	Position	Salary	Date
2	Alexander Evans	School Safety Assistant	$24,624.00	01/19/2023
2	Jacquelyn Green	School Safety Assistant	$28,978.00	01/19/2023
2	James Harris Jr.	School Safety Assistant	$24,624.00	01/19/2023
2	Wesley Jordan	School Safety Assistant	$24,624.00	01/19/2023
4	Jakob Mayerstein	School Safety Assistant	$24,624.00	01/19/2023
2	Jada Mckinney	School Safety Assistant	$24,624.00	01/19/2023
2	Ericka Merritt	School Safety Assistant	$24,624.00	01/19/2023
2	Walter Parker	School Safety Assistant	$28,978.00	01/19/2023
2	Iyonda Rainey	School Safety Assistant	$24,624.00	01/19/2023
2	Robert Redeaux	School Safety Assistant	$24,624.00	01/19/2023
4	Lazaro Rosales	School Safety Assistant	$24,624.00	01/19/2023
2	LaMont Sargent	School Safety Assistant	$24,624.00	01/19/2023
2	Gantry Schultz	School Safety Assistant	$24,624.00	01/19/2023
4	Nickolas Vega	School Safety Assistant	$24,624.00	01/19/2023
5	Ashley Cheever	Secretary I — 11-month	$34,469.00	01/03/2023
2	Atiya Muhammad	Secretary I — 12-month	$34,382.00	12/27/2022
4	Elaine Diaz	Secretary II	$45,580.00	01/03/2023
Promotions				
2	Stanley Brown	Building Service Helper II	$49,858.00	01/09/2023
4	Luis Martinez Delgado	Building Service Helper II	$37,253.00	01/09/2023
2	Maritzabel Saunders	Boiler Attendant	$46,597.00	01/09/2023
2	Tafarah Rutledge-Estese	Paraprofessional — Parent Involvement	$26,345.00	12/21/2022
5	Emma Jarvey	Secretary I — 10-month	$27,331.00	01/09/2023
4	Emilia Pacheco	School Bookkeeper — 12-month	$45,864.00	12/21/2022
5	Patrick Brennan	School Engineer II	$62,682.00	01/09/2023
2	Annga Brown	School Engineer II	$61,407.00	01/09/2023
2	Cora Childs	School Engineer II	$58,857.00	01/23/2023
2	Demetrie Woods	School Engineer II	$56,307.00	01/23/2023
2	Demetrous Elam	School Engineer III	$64,667.00	01/23/2023
2	Kierra Evans	School Engineer III	$66,080.00	01/23/2023
4	Orlando Gonzalez Rivera	School Kitchen Manager I	$29,022.00	12/12/2022
2	Peace Dixon	School Engineer III — Over 250,000 ft.	$66,098.00	01/23/2023
2	Theresa Lewis	School Engineer III — Over 250,000 ft.	$68,807.00	01/23/2023
2	KaTandra Williams	Secretary II	$42,605.00	12/21/2022
Rehires				
2	Tiawanda Campbell	Building Service Helper I	$16.96/hr.	01/09/2023
5	Jason Loucks	Electrician	$46.38/hr.	01/09/2023
2	Hope Crawley	Food Service Assistant	$15.90/hr.	01/17/2023
2	Brittany Mitchell	Food Service Assistant	$16.85/hr.	01/17/2023
4	Felipe Cruz Hernandez	Paraprofessional	$20,241.00	01/10/2023
5	Kristine Kimber	Paraprofessional	$22,418.00	01/03/2023
5	Cynthia Nowak	Paraprofessional	$23,147.00	01/23/2023
2	Willie Wade	Paraprofessional	$23,876.00	01/09/2023
2	Jada Kyles	School Safety Assistant	$24,624.00	01/20/2023
2	Ty-Asia Love	School Safety Assistant	$28,035.00	01/09/2023
2	Brittany Williams	School Safety Assistant	$25,238.00	01/09/2023
2	Christopher Wills	School Safety Assistant	$24,624.00	01/19/2023
2	Sylvia Harris	Secretary I — 12-month	$40,934.00	01/24/2023
2	Derriann Taylor	Social Work Aide II	$18,212.00	01/05/2023

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
Teachers					
2, nr	West, Yolanda	Educational Operations	01/BA	$67,697.00	1/10/2023
5, r	Zaccone, Matthew T	Spec Ed Multicateg.	01/BA	$46,979.00	1/20/2023
Occupational Therapist					
5, r	Gremminger, Rachel	Therapist — Occupational	01/OTM	$50,362.00	1/3/2023
Teachers, Early Start					
2, r	Ayeni, Olatunde	Science	01/BA	$49,860.00	1/20/2023
2, r	Ball, Otho	Multicategorical Comp. SEN	01/BA	$46,979.00	1/1/2023
3, r	Guo, Ziling	Mathematics	01/BA	$46,979.00	1/25/2023
5, r	Meyer, Julia	Multicategorical Comp. SEN	01/BA	$46,979.00	12/20/2022
School Counselor, Early Start					
5, r	Adams, Donald	Guidance	01/MA	$69,100.00	1/25/2023
Permit Teachers					
5, nr	Anderson, Trevor	AMPHPE	XX/4W2	$46,144.00	1/9/2023
4, r	Coronado Berrones, Ana Maria	Early Childhood, Spec Ed	XX/4W2	$46,144.00	1/19/2023
2, r	Dillard, Laverne	Spec Ed Multicateg.	XX/4W2	$46,144.00	1/23/2023
2, r	Mmekam, Rosemary	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	1/11/2023
5, r	Smith, Michelle K	Spec Ed Multicateg	XX/4W2	$46,144.00	1/30/2023
4, r	Sotelo Duenas, Jose De Jesus	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	1/13/2023
2, r	Wade, Yezlin D	Regular (five-year-old) Kindergarten	XX/4W2	$46,144.00	12/14/2022
2, r	Womack, Alfreda	Lrng Coord; Implementor	XX/4W2	$46,144.00	1/23/2023
Permit Teachers, Early Start					
2, r	Ajayi, Opeyemi Olusanmi	Cat Math, High-school	XX/4W2	$46,144.00	1/23/2023
2, r	Enegare, Matthew	Science	XX/4W2	$49,860.00	1/13/2023
2, r	Goodluck, Rukayat	Foreign Language	XX/4W2	$46,144.00	1/11/2023
3, nr	Habib, Fozia	Art	XX/4W2	$46,144.00	1/17/2023
5, nr	Hoffmann, Kailey	Cat Math, Middle-school	XX/4W2	$46,144.00	12/12/2022
5, nr	Morgen, Madelyn	English	XX/4W2	$46,144.00	12/12/2022
2, r	Stephens, Tiffany L	Spec Ed Multicateg	XX/4W2	$46,144.00	1/9/2023
Permit School Counselor, Early Start					
2, r	Wallace, Jill D	Guidance	XX/4W2	$46,144.00	1/25/2023

Code		Teachers	SSWs	Psychologists	Other	Total
1	Native American	0	0	0	0	0
2	African American	11	0	0	1	12
3	Asian/Pacific Islander	2	0	0	0	2
4	Hispanic	2	0	0	0	2
5	White	6	0	0	2	8
6	Other	0	0	0	0	0
7	Multi-ethnic	0	0	0	0	0
	Male	8	0	0	1	9
	Female	13	0	0	2	15

Levels (Teachers)

B, BA	Bachelor's Level
C, MA	Master's Level

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, December 2022		
Richard Bukosky	Hi-Mount School	December 22, 2022

Illness Leave. January 2023

Jamie Crawford	Pratt Elementary School	January 3, 2023
Jeffery Bolle	Milwaukee High school of the Arts	January 9, 2023
Tanzanique Carrington	Morse Middle School	January 17, 2023
Samaria Ortiz-Colon	Allen-Field School	January 18, 2023

Personal Leave, January 2023

Hannah Kinney	Goodrich School	January 17, 2023

Illness Leave, March 2023

Oluwaseun Adetiba	Milwaukee Spanish Immersion	March 9, 2023

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Personal	7.3	5	Chris Aho	Teacher	Pulaski	12/12/2022
Retire	29.3	2	Kirsten Brown	Principal	Gaenslen	08/08/2023
Personal	0.4	5	Hannah Brusewitz	Teacher	Wedgewood Park	01/02/2023
Retire	27.6	3	Gitanjali Chawla	Principal	Honey Creek	01/16/2023
Personal	3.3	5	Christine Cowan	Sup Assoc II	Central Svcs	12/31/2022
Other Dist	1.4	5	Jesse Doiron	Teacher	Audubon HS	01/19/2023
Retire	32.0	2	Nelson Foley	Teacher	Vincent	02/01/2023
Personal	15.4	2	Shawanda Ford	Counselor	Congress	02/08/2023
Personal	2.4	5	Dominic Freres	Teacher	Meir	01/06/2023
Personal	7.4	4	Samuel Guerrero	Teacher	Central Svcs	01/03/2023
Personal	2.3	2	Sheree Jackson	Nurse	Central Svcs	11/22/2022
Other Dist	23.4	5	Scott Julius	Teacher	Franklin	01/20/2023
Personal	1.0	5	Jennifer Kastilahn	Lib Med Spec	ALBA	12/16/2022
Retire	32.4	5	Kristine Koopmann	Teacher	Bryant	06/16/2023
Personal	1.0	5	Julie Love	Teacher	95th Street	01/10/2023
Other Dist	7.4	5	Jinna Lusty	SST	Milw Sign Lang	01/22/2023
Other Dist	6.3	5	Rebecca Martinez	Teacher	Hayes	01/03/2023
Retire	30.0	5	Jennifer McCoy	Teacher	Humboldt Park	06/30/2023
Personal	0.3	2	Dana McFarlan	Nurse	Central Svcs	12/14/2022
Personal	4.0	2	Rochella Mister	Nurse	Central Svcs	12/23/2022
Retire	33.3	5	Jayne Mohr	Teacher	Browning	12/02/2022
Personal	2.0	5	Wyatt Moore	Teacher	Marshall	12/30/2022
Retire	20.0	5	Michael Mueller	Teacher	Humboldt Park	02/01/2023
Retire	30.4	5	Susan Obrien	Teacher Leader	Central Svcs	12/30/2022
Retire	12.0	2	Patricia Perry Wright	Spec, I MPSU	Central Svcs	02/03/2023
Retire	20.3	2	Vernita Phillips	Teacher	Rufus King MS	05/24/2023
Retire	33.4	5	Matthew Ray	Teacher	Fernwood	06/16/2023
Retire	29.3	4	Mary Lou Rocha	Teacher	ALBA	02/17/2023
Personal	0.4	2	Chauncey Russell Huley	Rec Assoc II	Central Svcs	01/21/2023
Retire	32.4	5	Susan Salamone Sheahan	Teacher	Hawley	06/16/2023
Personal	0.2	2	Simone Sharpe	Teacher	Clarke	11/25/2022
Retire	31.2	2	Lena Sills	Teacher	Central Svcs	01/24/2023
Other Dist	0.4	3	Perry Smith	Teacher	Sherman	01/04/2023
Retire	24.4	5	Douglas Syme	Teacher	HS of the Arts	08/04/2023
Other Dist	0.3	5	Tamika Tupta	Teacher	Siefert	12/21/2022
Retire	22.4	5	Elizabeth Turner	Teacher Leader	Franklin	01/20/2023
Personal	4.0	4	Kristin Valentin	Teacher	Hayes	12/30/2022
Retire	5.0	4	Moises Vallejos	Teacher	Mitchell	01/03/2023
Retire	14.3	5	Monica VanLieshout	Teacher	Vincent	02/01/2023
Other Dist	26.2	5	Jill Weber	Spec Ed Sup	Central Svcs	01/22/2023
Personal	5.0	2	Yvonne West	Teacher	LaFollette	01/20/2023
Other Dist	3.1	5	Joseph Willerth	Teacher	Bradley Tech	01/09/2023
Other Dist	7.8	4	Joandy Williams	Supervisor II	Central Svcs	01/18/2023
Personal	10.5	2	JaTerrance Young	Teacher	Congress	01/13/2023
Other Dist	0.3	5	Zoe Zeman	Teacher	Siefert	12/21/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Classified Retirements						
Retire	28.0	2	Jomina Black	CHA	Gaenslen	01/13/2023
Retire	23.0	2	Stephen Bowen	BSH II	Marshall	01/07/2023
Retire	9.0	4	Maria De La Garza	CHA	Allen Field	01/01/2023
Retire	20.4	5	Therese Freiberg	Director II	Central Svcs	01/18/2023
Retire	22.4	5	Elaine Gaulke	Plumber	Plumbing Shop	01/07/2023
Retire	44.1	4	Ramon Gely	Para	Forest Home	01/02/2023
Retire	25.0	2	Brian Hobson	Safety Asst	School Safety	01/09/2023
Retire	0.7	2	Linda Hopgood	SWA II	Central Svcs	12/31/2022
Retire	10.4	2	Sharon Multani	Para	Sherman	01/18/2023
Retire	15.1	5	Lori Nadeau Hall	BSH II	Bradley Tech	01/04/2023
Retire	21.3	2	Brandon Purdy	Engineer III	Central Svcs	01/01/2023
Retire	31.3	5	Jennifer Smith	Sch Secty I	Milw Sch of Languages	01/01/2023
Retire	28.2	1	Jeffrey Thomas	Engineer III	Central Svcs	01/08/2023
Retire	6.4	2	Betty Veal	Kitchen Mgr II	Central Svcs	12/23/2022

Summary

Other District 10
Other Work 0
Personal 17
Retirement ..... 32 (14 Classified & 18 Certificated)

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for January 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 of absences 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.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, nr	Angela Fleming	Principal I, Franklin	Office of the Chief of School Administration	03	13T	$113,390
2, r	Mora Anderson	Supervisor I, State & Federal Programs	Office of the Chief of Finance	03	09A	$111,477
5, r	Kristin Bueno	Curriculum Specialist IV, Student Services	Office of the Chief of Communications & School Performance	03	11A	$99,640
2, nr	Fontella Dye Thompson	Assistant Principal III, Washington High School	Office of the Chief of School Administration	03	12C	$99,177
5, nr	Michael Gaatz	Assistant Principal I, Pratt	Office of the Chief of School Administration	03	10C	$97,323
5, r	Christine Lemon	Assistant Principal III – Pulaski High School	Office of the Chief of School Administration	03	12C	$95,234

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, nr	Tatiana Chaplin	Budget Analyst I, State & Federal Programs	Office of the Chief of Finance	03	05A	$78,735
2, r	Austin Russell	Assistant Principal III, Audubon	Office of the Chief of School Administration	03	11C	$77,963
5, r	Carol Deptolla	Communication Coordinator III	Office of the Chief of Communications & School Performance	03	08A	$77,377
5, nr	Kara Posnanski	Coordinator I, Social Media	Office of the Chief of Communications & School Performance	03	06A	$75,285
2, r	Yilitha Semons	Accountant IV, Finance	Office of the Chief of Finance	03	06A	$74,737
3, r	Yia Vang	Benefits Associate I, Employee Benefits	Office of the Chief of Human Resources	03	03A	$74,422
5, r	Tamara Tyrrell	Analyst I, Compensation	Office of the Chief of Human Resources	03	05A	$71,294
2, r	Toquinne Lamar-Hannah	Benefits Analyst I, Employee Benefits	Office of the Chief of Human Resources	03	05A	$71,145
2, r	Laura Polk	Planning Assistant II, Student Services	Office of the Chief of School Administration	03	02A	$68,332
5, nr	Heidi Hojnacki	Special Education Supervisor	Office of the Chief of Academics	03	09C	$68,021
5, nr	Heidi Egner	Special Education Supervisor	Office of the Chief of Academics	03	09C	$66,688
2, r	Lydia Nimke	Programmer/Tech II	Office of the Chief of Communications & School Performance	03	04A	$64,975
2, r	Sparkle Stevens	Planning Assistant II, Student Services	Office of the Chief of School Administration	03	02A	$57,139
5, r	Kali Norton	Associate II, Recreation Supervisor	Office of the Chief of Operations	03	04A	$55,749
2, r	Angela Ewing	Fiscal Associate I	Office of the Chief of Accountability and Efficiency	03	03A	$72,518

Codes:

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

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	James Dunn	Employment Relations Specialist	Office of the Chief of Human Resources	$55.00	01/03/23-06/30/23
2, nr	Debra Rash	Employment Relations Specialist	Office of the Chief of Human Resources	$55.00	01/17/23-07/17/23
2, r	Redona Williams	Principal Support	Office of the Chief of School Administration	$40.00	01/03/23-05/30/23
2, r	Thyra Handford	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
2, r	Winifred Tidmore	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
2, r	Beverly Conner	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
5, r	Joseph Hartlaub	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23

4, nr	Janine Cano-Graber	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
5, nr	Sue Apps	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
2, r	Yvette Martel	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
5, r	Virginia McFadden	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
5, r	Ruth Messnick	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
2, r	Peggie Swift	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
2, r	John Sanchez	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
6, r	Ali Hatab	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
2, r	Thresessa Childs	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
2, r	Janie Hatton	Administrative Coach	Office of the Chief of School Administration	$40.00	01/01/23-06/30/23
4, r	Dr. Tatiana Joseph	Liaison for District Multilingual Multicultural Advisory Council	Office of the Chief of Academic	$35.00	01/05/23-06/05/23
5, r	Jennifer Glueekert	ESL Literacy Resource Instructor	Office of the Chief of School Administration	$35.00	01/18/23-05/31/23
2, nr	Kimberly Hubbard	Reading Interventionist	Office of the Chief of School Administration	$30.00	01/01/23-06/30/23
5, r	Karen Green	Computer Science Instructional Coach	Office of the Chief of Academic	$30.00	01/01/23-07/31/23
5, r	Julie Kenney	Climate Assistant	Office of the Chief of School Administration	$25.00	02/23/23-05/26/23
2, r	Jacqueline Davis	Human Resources Assistant (IRMAA Reimbursement Project 2022	Office of the Chief of Human Resources	$25.00	02/01/23-04/28/23
2, r	Lavenia Shorter	Safety Assistant	Office of the Chief of School Administration	$22.00	02/16/23-06/16/23
2, nr	Kennedi Adams	School Support	Office of the Chief of School Administration	$16.50	02/15/23-06/23/23
2, r	Dave Siekmann	Math Counts	Office of the Chief of School Academics	$15.00	01/01/23-06/30/23
5, r	Nancy McGrew	K4/K5/1st Class-size Reduction	Office of the Chief of School Administration	$15.00	01/01/23-06/30/23
1, r	Kerrien Higgs	Athletic Assistance for Volleyball	Office of the Chief of Academics	$10.00	01/09/23-03/01/23

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) Report, with Possible Action, on Resolution 2223R-009 by Directors Siemsen and Peterson on Collaborative/Shared Leadership

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

Background

On October 27, 2022, Resolution 2223R-009 on Collaborative/Shared Leadership was introduced by Directors Siemsen and Peterson. At its meeting on November 17, 2022, the Board adopted Resolution 2223R-009.

The Resolved portion of the resolution, as adopted, reads:

> RESOLVED, That the District adopt a set of practices and standards for shared leadership that would include, but not be limited to, the following leader responsibilities/expectations:
>
> 1. intentional creation of a positive culture and climate;
> 2. creation of an environment that has tolerance for risk and failure;
> 3. acknowledgment of the strengths of the staff and reliance on them to help solve problems and to lead initiatives;
> 4. ensuring that there are systems in place for ongoing and timely communication and encouragement of intentional collaboration between staff members; and
> 5. building of a community in which people pull together to identify problems, to create solutions, to make decisions collectively, and to share accountability, with the understanding that this a responsibility of people at every level of the organization; and be it
>
> FURTHER RESOLVED, That school leaders (principals, assistant principals, and teacher leaders) participate in professional development on the practices and standards of shared leadership at least twice a year; and be it
>
> FURTHER RESOLVED, That non-school administrator leaders participate in professional development on the practices and standards of shared leadership at least twice a year, and be it
>
> FURTHER RESOLVED, That these practices and standards become part of the five-year Strategic Plan, and be it
>
> FURTHER RESOLVED, That the Administration report back to the Board on this resolution no later than the February 2023 board cycle with:
>
> 1. proposed revisions to the above set of practices and standards;
> 2. a schedule for professional development for school and departmental leaders starting in March of 2023; and
> 3. a plan to introduce this initiative at school and departmental levels.

The Administration is presenting the following report, relative to the implementation of the resolution.

Update on Resolution 2223R-009, Collaborative/Shared Leadership

- Adopted by the Board on November 17, 2022
- Identifies practices and standards for collaborative leadership
- Requires professional development for school- and district-level leaders

Practices and Standards for Shared Leadership

- Intentional creation of a positive culture and climate
- Creation of an environment that has tolerance for risk and failure
- Acknowledgement of the strengths of the staff and reliance on them to help solve problems and to lead initiatives
- Ensuring that there are systems in place for ongoing and timely communication and encouragement of intentional collaboration between staff members
- Building of a community in which people pull together to identify problems, to seek out a diversity of opinions to create solutions, to make decisions collectively, and to share accountability, with the understanding that this is a responsibility of people at every level of the organization.

Professional Development Plan

March & April.....Introduce initiative and provide professional development to central office/district leaders
May/June 2023.....Introduce initiative and provide professional development to school leaders
Ongoing.....Review initiative in subsequent PLI and departmental meetings

Incorporation of Shared Leadership

- Emphasis on collaborative leadership in the Emerging Leaders and Aspiring Leaders programs
- Exploration of potential opportunities to incorporate characteristics in the hiring process
- Consultation with the Institute for Educational Leadership (IEL)/university partners on ways to further encourage collaborative leadership among school-based and district leaders

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.

The Board having considered this report, no action was taken.

* * * * *

(Item 4) Action on a Request to Incorporate a Remote-work Provision in the Employee Handbook

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.

To remain competitive in the job market, the Administration has explored making remote work available to employees. Specifically, the Administration launched a remote-work pilot program in November 2022. In the pilot, eligible employees in the areas of finance, human resources, and technology were allowed to work remotely for up to three days per week. The Administration believes offering a remote-work option in these three areas is a critical recruitment and retention strategy for the district.

Remote Work Update

Remote-work Employers

Local Public Employers

- Milwaukee Area Technical College
- City of Milwaukee
- Milwaukee County
- State of Wisconsin
- UW-Milwaukee

Large School Districts

- Dallas Independent School District
- Hawaii Board of Education
- Portland Public Schools
- San Diego Public Schools
- Tacoma Public Schools

Other Employers

- Green Bay Public Schools
- City of Madison
- Northwestern Mutual
- Racine Unified School District
- UW-Madison

Pilot and Eligibility, beginning November 2022

- Departments: Finance, Human Resources, and Technology
- Set schedule with up to three days of remote work per week
- Positions' suitability
- Duties and responsibilities
- Departmental and district operations
- Provision of service

Request Process

- Supervisors inform employees of eligibility to participate
- Employees are provided with remote-work guidance
- Employees complete request forms for approval
- Supervisors submit completed forms to Human Resources
- Forms are maintained in Human Resources

Pilot Participation

Human Resources	16.5%
Finance	50.5%
Technology	33.0%

Remote Work Days

One day	3.0%
Two days	29.3%
three days	67.7%

Best Practices

- Frequent communication
- Expectations and accountability
- Ongoing feedback
- Team engagement
- Accessibility

Recommendations

- Continue implementation within the three identified areas
- Strengthen remote-work guidance
- Update Employee Handbook to include remote-work provision
- Explore possible expansion into other departments

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

Upon approval by the Board, the Administration will update the Employee Handbook by including the recommended remote-work provision.

Committee's Recommendation

The Administration had recommended that the Board approve the following remote-work provision, as revised subsequent to your Committee's meeting, to be included in the Employee Handbook.

B. REMOTE WORK PROGRAM
Applicable Group(s) B:

1. PURPOSE

Milwaukee Public Schools recognizes the growing desire of employees to have options when it comes to their work location. To remain competitive in the job market and improve employee retention, MPS implements a remote work program.

2. DEFINITIONS

Remote work program — The performance of all job duties and responsibilities in accordance with department and district, rules, policies, and procedures carried out from an alternate worksite for up to three days per week based on a set schedule.

Alternate worksite — Location other than the assigned MPS work location, generally employee's home. The alternate worksite must be comfortable, safe and distraction free.

Eligible employee — a centrally assigned non-school based employee whose position has been identified as suitable for remote work.

3. ELIGIBILITY

Not all employees are eligible for remote work. Eligibility for centrally assigned non-school based employees is at the discretion of the supervisor and based on the nature of the position, duties and responsibilities, and the department and district needs. Employees who are on a performance improvement plan are not eligible. An employee who has their request for remote work denied by their supervisor, may request a review of the denial by the office's chief. The supervisor may modify or revoke remote work at any time. There are no appeal rights regarding the approval, modification or revocation of remote work requests.

4. PERFORMANCE EXPECTATIONS AND AGREEMENTS

Employees approved to work remote agree to facilitate job responsibilities and duties within regular work hours while complying with all department and district, rules, policies, and procedures. Employees participating in remote work must read, sign, and agree to the terms and conditions of the remote work program.

5. REVIEW AND TERMINATION

The district may revise or terminate the remote work program at any time. At minimum, the remote work program will be reviewed annually for revisions, continuation, and termination.

Your Committee has forwarded this item to the Board without recommendation.

President Peterson passed the gavel to Director Siemsen at 7:52 p.m.

The gavel was returned at 7:56 p.m.

Director O'Halloran moved that

1. the Board approve the Administration's recommendation as outlined in the revised proposal presented above; and
2. a productivity report be brought back to the Board within the April 2023 board cycle with criteria for requesting remote work and other items relative to the remote-work policy.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

* * * * *

(Item 5) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess of $25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; 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 Pioneer Valley Books for Materials to Support Guided Reading and Smal-group Instruction

The Administration is requesting authorization to issue a purchase order to Pioneer Valley Books for materials to support guided reading and small-group instruction. Items to be purchased include 1,563 boxed sets of comprehension cards, 1,563 boxed sets of word study cards, 1,556 six-packs of magnetic letter trays, 1,556 packs of uppercase magnetic letters, and 4,668 packs of lowercase magnetic letters (3 packs per classroom).

Guided reading is a specific teaching approach in which teachers work with students in small groups to provide explicit teaching and support for reading increasingly challenging texts. This method of differentiated instruction is critical to meeting the needs of the various reading levels in our classrooms, which have been exacerbated by the pandemic. The primary purpose of purchasing these materials is to provide K5-8th-grade

teachers with the resources that they need to implement the guided-reading method. These resources have been referenced at ongoing guided-reading professional development.

This purchase is being made under the Interlocal Purchasing System (TIPS) cooperative agreement #210301.

The total cost will not exceed $203,841.70.

Budget Code: S22-0-I-9C3-CI-ESUP (Curriculum & Instruction — Purchases) $203,841.70

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 Lexia Learning Systems, Inc., for LETRS Literacy Training Service

The Administration is requesting authorization to issue a purchase order to Lexia Learning Systems for training in Language Essentials for Teachers of Reading and Spelling (LETRS). Teaching reading requires a deep understanding of the processes and science behind it. And while teachers are the most essential factor in students' success, only about half of teaching institutions effectively prepare teachers for literacy instruction. The LETRS suite is professional learning that provides educators and administrators with deep knowledge necessary to be literacy and language experts in the science of reading by teaching the skills needed to master the fundamentals of reading instruction.

LETRS will be offered to Milwaukee Public Schools district-wide. Cohorts will be provided in six-hour, 12-hour, or 24-hour units of study involving administrators, instructional coaches and school support teachers, pre-K teachers, and K5-3rd-grade teachers.

The LETRS training cohorts would have capacity for 80 school leaders, 40 school support teachers and instructional coaches, 80 K4 teachers, and 320 K5-3rd-grade teachers. Additionally, 10 participants will be afforded the opportunity to become facilitators trained in LETRS in order to provide internal district training in the future.

Currently there are 16 districts in Wisconsin using LETRS.

This purchase is being made under the Interlocal Purchasing System (TIPS) cooperative agreement #210301.

The total cost of the goods purchased will not exceed $436,420.00.

Budget Code: S52-0-S-8H3-CI-ETCS (Early Childhood — ESSER Project 244) $436,420.00

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

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.

B0001498 Eagle Movers

Original Contract Amount $49,999.00
RCC 12/28/22 ..... $49,000.00
Ending amount $98,999.00

On August 1, 2022, the Milwaukee Board of School Directors and Eagle Movers entered into professional services contract number B0001498, with a term of August 1, 2022, through July 31, 2023, for moving services. On December 28, 2022, additional funds of $49,000 were added due to an increased demand for moving services related to textbooks.

C030627 Cooperative Educational Service Agency #1 (CESA #1)

Original Contract Amount $261,800.00
RCC 1/5/23 ..... $39,000.00
Ending amount: $300,800.00

On July 1, 2022, the Milwaukee Board of School Directors and Cooperative Educational Service Agency #1 (CESA #1) entered into professional services contract number C030627, with a term of July 1, 2022, through June 30, 2023, for instructional coaching. On January 5, 2023, additional funds of $39,000 were added to cover additional coaching in the Central Region's Comprehensive Support and Improvement Schools.

C029837 Bicycle Federation of Wisconsin

Original Contract Amount $410,700.00
RCC 11/7/2022.....$206,000.00
Ending amount $616,700.00

On July 1, 2021, the Milwaukee Board of School Directors and Bicycle Federation of Wisconsin entered into professional services contract number C029837, with a term of July 1, 2021, through June 30, 2023, for instructors, bikes, and helmets. On November 7, 2022, additional funds of $206,000 were added due to increased demand.

Routine Monthly Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
German Immersion School	Consulate General	$15,058.50	General School Supplies
	Total Monetary Donations over $5,000	*$15,058.50*	
Monetary Donations			
Audubon Technology and Communication Middle School	Paul & Kathy Oman	$500.00	General School Supplies
Audubon Technology and Communication Middle School	Charities Aid Foundation America	$500.00	General School Supplies
Auer Avenue School	Jeanne Stadler	$200.00	General School Supplies
Auer Avenue School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
Auer Avenue School	Karen M Brubakken	$1,000.00	My Very Own Library
Brown Street School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
Browning School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
Clement Avenue School	Natural Resources Foundation of Wisconsin	$500.00	Go Outside Trips
Doerfler School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
Eighty-first Street School	Particia Ellis	$100.00	T-Shirts for School
Elm Creative Arts School	Alisha Jones	$50.00	PBIS Store
Fratney Street School	Anonymous	$40.00	Recruitment and Retention
Gaenslen School	Charities Aid Foundation America	$500.00	General School Supplies
German Immersion School	Anonymous	$25.00	Playground Supplies
Hayes Bilingual School	Generac Power Systems*	$250.00	Generac Gives Program
Hopkins Street School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library

Location	Donor	Amount	Gift or Purpose
Gwen T. Jackson School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
Albert E. Kagel School	United Way Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
King High School	Anonymous	$65.00	Choral Concert
King High School	Renee Joos & Brandt Mylott	$250.00	RKHS Cross Country
Kluge School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
Lincoln Avenue School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
Lincoln Middle School	Mix Church, Jake Wirth	$500.00	Thanksgiving Food HEP Students
Longfellow Elementary	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
Milwaukee School of Languages	Center for the Humanities, UWM-Madison	$1,600.00	Great World Text WI Program
Office of Academics - Montessori	Educators Credit Union Via Brett Nielsen	$500.00	Montessori School Summit
Obama School of Career and Technical Education	Unforgettable Events Milwaukee, LLC	$100.00	Prom
Parkside School	Whole Kids Foundation	$3,000.00	Garden Program
Riley School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
Milwaukee Sign Language School	Kidsgardening.org	$1,000.00	Budding Botanist
Strategic Partnerships and Customer Service	Stafford Rosenbaum	$250.00	MPS Mitten Tree Drive
Strategic Partnership and Customer Service	Christine Jameson	$25.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Dolores Kaczkowski	$25.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Roderick Place	$100.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Chr Hansen Inc.	$500.00	MPS School Supply Drive
Thoreau School	Educators Credit Union	$500.00	General School Supplies
Townsend School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
Trowbridge School	William Reitman	$100.00	STEAM
Trowbridge School	Andrew Ish	$150.00	STEAM
Trowbridge School	Roberta Drews	$300.00	STEAM
Trowbridge School	Anonymous	$400.00	Families In Need
Vincent High School	Milwaukee County Farm Bureau	$3,500.00	AG Program
Zablocki School	United Way of Greater Milwaukee & Waukesha County	$1,000.00	My Very Own Library
	Total Monetary Donations	*$29,530.00*	
Non-monetary Donations			
Allen-Field School	DonorsChoose	$422.91	General School Supplies
Doerfler School	DonorsChoose	$446.14	General School Supplies
Auer Avenue School	Heather & Aaron Klug	$500.00	Large Doll House and 3 Bins of Doll House Items
Bay View High School	DonorsChoose	$521.72	Kitchen Supplies
Bradley Trade & Tech	DonorsChoose	$273.10	Books
Kilbourn School	DonorsChoose	$306.02	General School Supplies
Dr. B. Carson Academy of Science	DonorsChoose	$179.49	General School Supplies
Dr. B. Carson Academy of Science	DonorsChoose	$185.59	Loving Llama Llama

Location	Donor	Amount	Gift or Purpose
Dr. B. Carson Academy of Science	DonorsChoose	$747.55	Food, Clothing & Hygiene
Dr. B. Carson Academy of Science	DonorsChoose	$795.05	Feelin' Good at School
Engleburg School	DonorsChoose	$373.52	Food, Clothing & Hygiene
Forest Home Avenue School	DonorsChoose	$260.15	Art Supplies
Meir School	DonorsChoose	$391.31	Sensory Stimulation
Greenfield School	DonorsChoose	$137.39	I Finally Like Books
Greenfield School	DonorsChoose	$362.93	General School Supplies
Gwen T. Jackson School	DonorsChoose	$591.34	New Supplies for 1st Grade
Vincent High School	DonorsChoose	$895.60	General School Supplies
Hartford University School	DonorsChoose	$430.14	Roaring into Reading
Hayes Bilingual School	DonorsChoose	$219.57	General School Supplies
Hayes Bilingual School	DonorsChoose	$371.09	Student Desks for Every Student
Hayes Bilingual School	DonorsChoose	$399.00	S.T.E.A.M. Everyday
Hayes Bilingual School	DonorsChoose	$415.18	Welcoming Great Start
Thoreau School	DonorsChoose	$299.22	Essential Items for the Library
Thoreau School	DonorsChoose	$418.67	In-School Sewing Club
Thoreau School	DonorsChoose	$425.41	Art Supplies
Hi-Mount School	DonorsChoose	$241.04	3rd Grade Reboot 2022
Riley School	DonorsChoose	$568.35	Instructional Technology
Keefe Avenue School	Kai Trimble-Lea	$4,000.00	Toys
Keefe Avenue School	DonorsChoose	$349.54	Kalimba + Kids = Kaleidoscopic
King High School	Brian McClain, Jr.*	$4,958.33	Music Technology Equipment Donation
Kluge School	Really Good Stuff c/o Discount School Supply	$724.16	Book Donation
Goodrich School	DonorsChoose	$362.96	General School Supplies
Goodrich School	DonorsChoose	$539.79	Endless Words
Goodrich School	DonorsChoose	$1,235.54	1st Grade Reboot
Maple Tree School	DonorsChoose	$266.10	K5 Supplies
Bethune Academy	DonorsChoose	$450.71	Sensory Supports
Milwaukee School of Languages	DonorsChoose	$283.48	General School Supplies
Spanish Immersion School	DonorsChoose	$536.48	General School Supplies
Morgandale School	DonorsChoose	$434.94	Start The Year Prepared
Ninety-fifth Street School	DonorsChoose	$158.28	ABC Board Books
Ninety-fifth Street School	DonorsChoose	$278.88	Yummy Snowman Mittens
Ninety-fifth Street School	DonorsChoose	$329.32	Art Supplies
Ninety-fifth Street School	DonorsChoose	$343.52	Wobbles for Wiggles
Holmes School	DonorsChoose	$452.17	Legos in the Library
Holmes School	DonorsChoose	$587.45	Building and Having Fun
Riverside High School	DonorsChoose	$171.63	Feed the Children
Riverwest Elementary	Alex Ayala	$1,500.00	Turkey Dinners
Sherman School	Nicole Semanski	$1,250.00	Toys For the Students/Holiday
Office of Academics — Specialized Services	MARTA c/o Debra Jupka*	$1,941.43	Socks, Gloves, Bath & Body Works Products HEP Program
Strategic Partnerships and Customer Service	Sarah Bogenschutz	$20.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Barbara Walls	$25.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Ingeborg Hammond	$45.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Andrea Meurer	$82.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Lindsay Garric	$107.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Abby Rojas	$125.00	MPS Mitten Tree Drive

Location	Donor	Amount	Gift or Purpose
Strategic Partnerships and Customer Service	Carol Carlin	$330.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	CMCO Magnetek Inc.	$500.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Taylor Sonnenberg	$27.00	MPS Mitten Tree Drive
Townsend School	DonorsChoose	$468.73	Instructional Technology
Trowbridge School	DonorsChoose	$285.09	Magna-Tiles
Victory School	DonorsChoose	$477.36	Building a Foundation
Vieau School	DonorsChoose	$672.58	Instructional Technology
Walt Whitman School	DonorsChoose	$564.43	General School Supplies
Washington High School	DonorsChoose	$945.48	Back to Basics
William Cullen Bryant School	DonorsChoose	$240.77	Centers Galore
Zablocki School	John Hlavachek	$200.00	Science Supplies
Zablocki School	DonorsChoose	$265.44	Healthy Hydration
	Total non-monetary Donations	*$37,713.07*	
Total Value of Donations		$82,301.57	
**Donations from MPS Alumni*		*$7,149.76*	

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 6) Action on the Award of Professional Services Contracts

RFP 1097 Authorization to Issue a Blanket Contract with CH Coakley for Moving Services

The Administration is requesting authorization to enter into a blanket contract with CH Coakley for moving services. This Contractor will be used to provide moving services for schools and departments. Contractor will primarily be used for moving books, but will also be engaged for a wider variety of moving services between MPS buildings, with occasional off-site pick-ups.

Contractor was chosen pursuant to RFP 1097, which closed on January 16, 2023. The contract will run from March 1, 2023, through February 28, 2026.

The total cost of the contract not exceed $225,000.

Budget Code: 000-0-0-000-BL-ECTS (budget code varies)..... $225,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
94	41	26	Yes	0	NA	NA	NA	100	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

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 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 7) Action on the Award of Professional Services Contracts in the Office of Board Governance

RFP 1039 Authorization to Extend a Contract with Hubbard, Wilson, Zelenkova, LLC, for Legislative and Lobbying Services

The Office of Board Governance is requesting authorization to extend a contract with Hubbard, Wilson & Zelenkova, LLC, ("HWZ") for lobbying services. Legislative liaison and lobbying services are specifically related to working and communicating with state and federal officials and regulatory agencies regarding educational policy, funding, and other related subjects as identified by the Office of Board Governance-Governance Relations.

Contractor was chosen pursuant to RFP 1039. The original contract provided for two one- year options to extend if certain performance metrics were met. The Contract was previously extended for the first, one-year term, from April 1, 2022, through March 31, 2023 (Year 2). Hubbard, Wilson, Zelenkova, LLC, has met the performance metrics codified in the contract during Year 2; therefore, MPS is exercising the second, and final, option year for the contract. This contract extension will run from April 1, 2023, through March 31, 2024, and will not exceed $80,000.

Budget Code: ADT-0-0-OBG-OB-ECTS (Board Governance Contracted 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	No	NA	NA	NA	NA	100	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

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 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 8) Action on the Award of Exception-to-bid Requests

——— Authorization to Issue a Contract with the Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee for Teachers' Professional Development

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 ("UWM") for teachers' professional development services as stated in the Margaret A. Cargill Philanthropies grant MPS Arts: New Teacher Support.

UWM will be used to provide two mentors to support new arts teachers. These mentors will serve visual arts, and one will work with teachers focused on interdisciplinary arts integration during their first five years of service. UWM will also support those art teachers in post-baccalaureate and on-the-job training through coaching, observation, and stipends to support professional development, student field trips, and classroom resource. (There are currently 16 teachers in this cohort). Lastly, UWM will provide arts-integration opportunities as supported through Lynden Sculpture Garden, also working in conjunction with the Cargill program. This will include teacher support through the summer lab, teacher reconvenes, artist workshops, field trips, and residencies. This will provide support to MPS's general education teachers as well as arts teachers.

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 a grant (Administrative Policy 3.09(2)(c)).

The contract will run from March 1, 2023, through February 28, 2025, and will not exceed $170,000.

Budget Code: SDV-0-S-VD3-CI-ECTS (Contracted Services)..... $170,000

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 Human Rights Campaign Foundation to Cultivate a District-wide Cohort of Facilitators for Welcoming Schools

The Administration is requesting authorization to enter into a contract with Human Rights Campaign Foundation to cultivate a district-wide cohort of up to 20 facilitators for Welcoming Schools professional development training. Participants will be chosen through an application process initiated by the school district in collaboration with Welcoming Schools' staff. Successful candidates will have facilitator experience, LGBTQ+ and social justice competence, and the capacity to provide professional development to schools.

Over the last school year, the Department of Gender & Identity Inclusion has been working to support girls of color and LGBTQ+ students throughout the district. Our team understands that building inclusivity practices enhances the overall culture and climate of our schools. We know that working with contractor will allow us the resources and tools to fully equip Milwaukee Public Schools with the ability to ensure that classrooms, schools, and all buildings serving students, families, and staff are inclusive and welcoming for not just LGBTQ+ students and families, but all students and families.

The Human Rights Campaign Foundation will provide a license to use the Welcoming Schools portal and for all facilitators' material and instructional intellectual property for use within the Milwaukee Public Schools system.

The exception to bid was granted on the basis of one-of-a-kind: 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 April 1, 2023, through March 31, 2026. The total cost of the contract will not exceed $64,000, which includes a services fee of $62,000 and an educational materials fees of $100 per participant.

Budget Code: DTI-0-S-8K3-BZ-ECTS (Leadership Services — Contracted Services)..... $64,000

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 TNTP, Inc., for Training, Support, and Other Services to Increase Capacity for the Parent-and-community-engagement Function

The Administration is requesting authorization to enter into a contract with TNTP, Inc., for training, support, and other services to increase capacity for the parent-and-community-engagement function. These services will support MPS and the Family Engagement Team with visioning and alignment; internal capacity building, direct support, and sustainability.

Services will complement the District Improvement Strategic Plan's initiatives that are currently underway. TNTP has experience developing family engagement within school districts similar in size and scope to MPS and their skillset in working with parent coordinators.

The exception to bid has been granted on the basis of one-of-a-kind: 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 March 1, 2023, through June 30, 2024. The total cost of the contract will not exceed $155,725.

Budget Code: PRT-0-S-9D3-IF-ECTS. (Parent Information — Contracted Services)..... $155,725

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

This item authorizes expenditures.

- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee, for Teacher Professional Development;
  SDV-0-S-VD3-CI-ECTS $170,000
- Human Rights Campaign Foundation to Cultivate a Districtwide Cohort of Facilitators;
  DTI-0-S-8K3-BZ-ECTS $64,000

- TNTP, Inc., for Training, Support and Other Services to Increase Capacity for Parent and Community Engagement Function; PRT-0-S-9D3-IF-ECTS $155,725

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 requests 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 a Request to Extend a Contract with Baker Tilly US, LLP, for Fiscal Audit and Student Membership Audit Services in the Office of Board Governance

Background

The Office of Board Governance is requesting authorization to extend a contract with Baker Tilly US, LLP, (formerly Baker Tilly Virchow Krause, LLP) to perform fiscal audit and student membership audit services. This contractor will be used to deliver required audits of the District's financial records and accounts and audits of membership counts.

Baker Tilly provides state- and board-required audits performed in accordance with generally accepted auditing standards, the standards set forth for financial audits in the Government Auditing Standards issued by the Comptroller General of the United States, OMB, and State Single Audit Guidelines issued by the Wisconsin Department of Administration.

Baker Tilly was chosen pursuant to RFP 1028, which closed on February 5, 2020. The original contract had a term of July 1, 2020, through June 30, 2023, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The performance metrics that were applicable were met by Baker Tilly. Based on continuity of services, along with continuity of Baker Tilly's team that has performed this engagement, it is requested that the first one-year option be approved at this time.

The term of the contract will be from July 1, 2023, through June 30, 2024, and will not exceed $327,170

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 as indicated in the attachments to the minutes of your Committee's meeting.

Budget Codes: SCF-00-CTG-DW-EAUS (Special & Contingent Fund — Audit Services) $277,170
ADT-0A-1Ax-OB-EAUS (Title I — Audit Services) $50,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
3,900+	611	1.870	No	25%	25%	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 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 Committees' reports.

* * * * *

(Item 10) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract, Contract Modification, and Report of Emergency Contract

Professional Services Contract

RFP 6094 Elevator & Lift Testing at Various MPS Locations

In response to a request for proposal (RFP) issued by Facilities and Maintenance Services to obtain a firm to provide testing for elevators and lifts at various MPS sites, Northwestern Elevator II Co. was selected. The contract period is February 24, 2023- February 23, 2026.

Budget Code: Various $212,596.00

Contract Modification

——— Authorization to Increase a Contract with Decibel Associates, LLC

The Administration is requesting approval to increase the expenditure authority with Decibel Associates, LLC, by an additional $150,000 per year, for a total expenditure authority not to exceed $250,000 for each year of the contract.

The vendor was chosen pursuant to RFP #22-003, blanket contract BC1001290, with a term of May 27, 2022, through May 26, 2025.

Budget Code: Various

Report of Emergency Contract

This emergency contract is being reported as required by Administrative Policy 3.09, Purchasing and Bidding Requirements. This is an informational item, and no action is required.

——— Lease of Portable Modular Classrooms from Vesta Housing Solutions, LLC, for Milwaukee High School of the Arts

The exterior curtain/window wall system and classroom-unit ventilators are being replaced at Milwaukee High School of the Arts as part of the ESSER II construction work. The Department of Facilities & Maintenance Services (DFMS) has been working with the IDP contractor which had procured equipment and developed the final schedule for completing the work. It became apparent that additional temporary classroom space would be necessary. Construction work is scheduled to begin March 1, 2023, requiring the temporary classroom structure to be in place in early February 2023 to allow utility connections and other occupancy activities prior to March 1.

In September 2022, DFMS chose to work with Vesta Housing Solutions, LLC, (Vesta) based on their pricing per the E&I Cooperative Services contract, Master Agreement #CNR01524. DFMS ensured Vesta could meet the schedule with a building that met the needs of MPS. DFMS also began working with the City of Milwaukee to review building-permit issues and confirm that the design which Vesta had provided would be allowed. On December 5, 2022, MPS received a proposal from Vesta that met the requirements.

MPS has been working with the City of Milwaukee to issue a building permit based on Vesta's plans. DFMS has also been working with Vesta on the development of the contract, which includes the delivery, installation, and eventual removal of the structure, along with the leasing terms. Due to the time necessary to

finalize the contract with Vesta and to delays due to the holidays, the contract was not ready to be presented to the Board at its January meeting; therefore, the contract was issued and is being reported as an emergency to allow the delivery of the building on February 1, 2023.

The contract was funded through ESSER II funds.

Budget Code: CST0A9J3FMECNC, Project 8327..... $230,325.

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

- Northwestern Elevator II Co., for elevator lift testing at various sites;
various $212,596.00

Contract Amendment

- Decibel Associates, LLC, for low-voltage inspection and project management at various MPS locations; Code;
various — an additional $150,000.00 per year, not to exceed annually $250,000.00

Report of Emergency Contract:

- Lease of Portable Modular Classrooms from Vesta Housing Solutions, LLC, for Milwaukee High School of the Arts;
CST0A9J3FMECNC..... $230,325.00

Implementation and Assessment Plan

Upon the Board's approval, the professional services contract and contract amendment, 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 the contract amendment 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 11) Report with Possible Action on Limited-term Employees, July-December 2022

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 accordance with 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 during July through December 2022.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.37, Limited-term Employment Positions

Fiscal Impact Statement

N/A

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

* * * * *

REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Garcia 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 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.

Multi-Tiered System of Supports and Interventions, February 7, 2023

The following report is an update of activities to support proactive approaches through a Multi-tiered System of Support (MTSS) in alignment with the Five Priorities for Success.

Proactive Supports and Interventions

All Discipline Champions received guidance and best practices on culture and climate throughout the year. The focus in January was on bullying awareness. Best practices from Children's Wisconsin, teaching digital citizenship, and other sources were shared with school leaders and Discipline Champions. Time was spent sharing the 4-A Response Process of affirming the student's feelings, asking questions, assessing the child's safety, and acting.

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.

Every school has a Building Intervention Team (BIT) which ensures that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of Tier 2 and Tier 3 interventions provided year to date for the 2022-23 school year.

Tier 2/Tier 3 Intervention	Students
Check-in/Check-out (CICO)	1,699
Individualized CICO	376
Social Academic Instructional Group (SAIG)	1,112
Behavior Assessment/Intervention Plan (BAIP)	102
FBA/BIP	172
Educational Wraparound and RENEW	113
Total Interventions	3,574

In January, sessions of Courageous Conversations about Race (CCAR) Exploration were held with elementary teachers, school secretaries, and Central Services staff members. A new cohort with seven staff members began working with Courageous Conversations about Race working towards becoming a certified

Courageous Conversations about Race Practitioner. Cohort involves a book study, multiple webinars, module completion, and racial-equity coaching. Upon completion, participants are recognized as CCAR Practitioners.

Total documented classroom strategies used for January 1 through January 31, 2023, across all schools are included in the table below.

Strategy	Total
Brain Breaks	142
Behavioral Contract	98
Rewind/Broken Record	187
Buddy Classroom	578
Community Service	13
Collection of Property	293
Engagement opportunities	100
Go Guardian	31
Independent work	77
Mindfulness	120
Moving their seats	544
One-on-one conversation	5,987
Proximity Control	914
Praise 5:1	40

Strategy	Total
Parental Contact	3,812
Planned ignoring	1,207
Redirection	4,583
Recovery area (within room)	278
Referral to BIT	52
Restorative conversation	262
Restorative Circle	31
Secret Signal	17
Support staff consultation	1,897
Self-monitoring	53
Tangible Acknowledgement System	144
Reflection sheet	116
VABB	11

Student, Staff, and Community Collaboration

A mid-year analysis was conducted of all Student Discipline Committees' minutes throughout the year. The table below shows topics selected most often by students to discuss at their meetings.

Relationships with staff	37	Mental health	17
School policies	27	Safe at school	16
Relationships with students	24	Instruction/curriculum	12
School pride	18	District policies	9
Classroom engagement	17		

Our second quarterly Community Conversation occurred virtually on January 11, 2023. The topic was the MPS Culture, Climate & Alternatives to Suspension Toolkit and promoting positive attendance.

Next Steps:

We will be hosting virtual Courageous Conversations about Race collaborations to use protocols to discuss disciplinary disproportionality and anti-racism.

A presentation on interrupting bias within classroom management from the Culture, Climate and Alternatives to Suspension Toolkit will be facilitated at the Principal Leadership Institute.

A 28-day challenge will take place in February for staff to reflect on disciplinary disproportionality through daily articles and videos shared throughout the district.

Data for January 1-31, 2023

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

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Arson				4				4
Assault	5		1	17		2	1	26
Battery	6			54		1	1	62
Bomb Threats				1				1
Bullying	2	0	0	15	0	0	2	19
Burglary				2				2
Chronic Disruption or Violation of School Rules	58	2	3	402	1	8	18	492
Disorderly Conduct	104	1	4	461	1	14	23	608
Endangerment of Physical Safety/Mental Well-being	30	1	4	194		6	5	240
False Fire Alarms				1				1
Fighting	73	1	10	488		7	13	592

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Gambling				10				10
Gang Activity				8				8
Inappropriate Personal Property	2		1	26			3	32
Inappropriate use of electronic communication devices	8			51			2	61
Leaving the Classroom without Permission	1			6		1		8
Loitering				1				1
Other Substances/Materials	5			39		1		45
Personal Threat	9	1		33		3	2	48
Possession of Drug Paraphernalia	5			11				16
Possession/Ownership/Use of Alcohol				3			1	4
Possession/Ownership/Use of Drugs	11	1		34		1	2	49
Possession/Ownership/Use of Weapon Other Than Gun	2			1				3
Robbery	5			22		2	2	31
Sexual Assault				1				1
Sexual Harassment	1			8				9
Skipping Class				4				4
Substantial Environmental Disruption	5			44		1	3	53
Theft				9				9
Use of Tobacco, Including Chewing	16		1	28		2	3	50
Vandalism	3			9				12
Verbal Abuse/Profanity/Harassment	5		1	21		4		31
Grand Total	359	7	25	2,013	2	53	82	2,541

Total Suspension Events by Grade Level

K4-K5	16	5th Grade	112	10th Grade	316
1st Grade	27	6th Grade	263	11th Grade	191
2nd Grade	27	7th Grade	329	12th Grade	70
3rd Grade	64	8th Grade	422		
4th Grade	78	9th Grade	626		

Alternatives to Suspension

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

Conference	155	Mediation	100	Repairing Harm Circle	5
Counselling	1,294	Referral to BIT	23	Restorative Conference	54
Detention	85	Referral to Support Staff	47		

Suspension Events

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic
Population	28%	1%	8%	50%	≈0%	9%	4%
YTD Suspension Events	14%	1%	1%	79%	≈0%	2%	3%

Positive Behavior Interventions & Supports (PBIS)

Vision

The vision of PBIS in Milwaukee Public Schools is for students to feel validated, affirmed, and empowered to succeed.

Mission Statement

The mission of PBIS in MPS is to use a proactive, data-informed, systemic approach to school-wide behavior within an equitable multi-tiered system of supports framework.

Tiers

Tier 1

- Build meaningful relationships and community
- Co-create expectations, procedures, and agreements
- Collectively teach and practice expectations, procedures, and agreement
- Develop a system for holding self and others accountable
- Acknowledge all students and recognize their worth

Tier 2

- Check-in/Check-out
- Social Academic Instructional Group (SAIG)
- Behavioral Assessment/Intervention Plan (BAIP)

Tier 3

- RENEW
- Educational wraparound
- FBA/BIP

Coaching

- PBIS Tier 1 Teams
- Building Intervention Teams (BIT)
- Schoolwide strategies, systems, expectations, and procedures
- Classroom Tier 1 universal supports
- Best practices

School Improvement

- Continuous-improvement process
- Culture and climate strategies
- Monthly minutes
- Tiered Fidelity Inventory (TFI)

Professional Development

- Facilitate schoolwide and district professional development
- Sessions available through LMS

Data

- Monthly snapshot to determine needs
- Behavioral interventions
- Progress monitoring

Lancaster School

Valencia Tank, Principal
K-8th Grade, 332 students

Vision

The Lancaster Community is a school where all participants are engaged in moving students forward to high school and beyond. All staff will analyze data frequently to adjust instruction to meet all students' needs. Lancaster will engage, inspire, and challenge our school community to prepare students to be innovative citizens in a complex, interconnected, changing world.

- Positive relationships as the anchor of everything
- "Knight Way Is the Right Way!"
- Greeting scholars upon arrival and at each class period
- Intentional morning meetings
- Mending relationships after trust has been broken or poor behavior has been displayed
- Including parents into the Lancaster community
- Behavior Check-in/Check-out (CICO)
- Opportunity to check-in with multiple teachers
- Positive reinforcement to change behavior
- There's a positive in every day
- Monthly assemblies

- Bi-weekly PBIS acknowledgement
- Positive phone calls home and positive attendance calls
- Visual attendance information throughout the building
- Celebrations and contests

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 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) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

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 #10	Inappropriate Identification in Specific Disabilities Categories
Indicator #2	Drop-out Rates	Indicator #11	Timely Evaluation
Indicator #3	Assessments	Indicator #12	Pre-school Transition, Part C, Part B
Indicator #4	Suspensions/Expulsion	Indicator #13	Transition Goals, Ages 16 and over
Indicator #5	Educational Placement, Ages 6-21	Indicator #14	Post-school Outcomes
Indicator #6	Educational Placements, Ages 3-5	Indicator #15	Resolution Sessions
Indicator #7	Pre-school Outcomes	Indicator #16	Mediation
Indicator #8	Parental Involvement	Indicator #17	State Systemic Improvement Plan
Indicator #9	Inappropriate Identification in Special Education		

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 the number of 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 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 with the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have IEPs, including speech and language services.

	State's Target	May 2022	August 2022*	September 2022	October 2022	November 2022	December 2022	January 2023
5A	70.00%	84.22%	85.45%	85.39%	85.68%	85.89%	86.32%	86.89%
5B	7.90%	15.32%	14.11%	14.22%	13.99%	14.05%	13.17%	11.64%
5C	0.95%	0.28%	0.27%	0.25%	0.25%	0.25%	0.20%	0.17%

*The data for the August 2022 LRE report is 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.

The additional reports attached to the minutes of your Committee's meeting include the District's information as well as each school's percentage.

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

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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 Approve the MPS FY23 Head Start Federal Continuation Grant Application

Background

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 through the review, feedback, and approval of the MPS FY23 Head Start Federal Continuation Grant Application.

The funded enrollment for the federal MPS Head Start grant is 1,506. The federal grant is expected to be in the amount of $11,650,539.

The FY23 MPS Head Start Federal Continuation Grant Application is due March 1, 2023.

Attached to the minutes of your Committee's meeting are the Head Start Final Narrative and the Head Start Budget Narrative, 2023-28.

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

Does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will submit the FY23 Head Start Federal Continuation Grant Application to the Office of Head Start.

Committee's Recommendation

Your Committee is reporting this item to the Board without recommendation.

Director Gokalgandhi moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

* * * * *

(Item 2) Update with Possible Action on Resolution 2223R-012 Student Voter Education and Registration

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 December 22, 2022, the Board adopted Resolution 2223R-012, which directed the Administration, in accordance with state law and the Wisconsin Standard for Social Studies, to develop a specific plan and timeline to increase voter registration and actual voting by eligible high-school students.

This update provides information on the process to date, including information on the plan, timeline, and activities.

Voter Registration Plan

Goals

- To get students the needed paperwork and IDs necessary to register and to vote
- To register all students who are eligible
- To ensure students can get to their polling sites for the November and April elections.

Timeline

August and January

Communications

- Correspondence will go out to the schools
- Coordinators and Voter Champion teams will be identified

Training

- Voter Champion Teams will be trained in how to register voters

September

- Milwaukee Public Schools' Week of Civic Engagement, September 24-30, 2023
- Voter Registration Event, September 26, 2023

Interim Months

Engage with Future Eligible Students

- Prepare for subsequent years' registration and voting
- Voter champion teams will work with students to assess their needs
- Voter champion teams will review major data points

April and November

Ensure students can get to a polling site for the November and April elections.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.18, Student Involvement in Decision Making

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 3) Report with Possible Action on the Regional Showcase — Citywide 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

The monthly Regional Showcase item provides a thorough picture of a particular region, including goals and progress made 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 Citywide Region is featured. The Citywide Region, which comprises 13 schools, serves 4,883 students in diverse settings to meet their varied needs. Schools in the Citywide Region include Alcott; Andrew Douglas; Gaenslen; Hi-Mount; Lincoln Center of the Arts; Martin Luther King, Jr; Morse Middle; River Trail; Roosevelt; Rufus King Middle; Townsend; and Wedgewood.

Citywide Regional Showcase

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

- Our Scholars: 4,883
- Our Schools: 13
- Our Staff: 587
- Students with disabilities: 25.3%
- English-language learners: 5%
- Our Regional Team: 6

Demographics

- 0.1% Native Hawaiian or Other Pacific Islander
- 0.5% American Indian or Alaskan Native
- 3.2% Asian
- 4.1% White
- 4.7% Multi-ethnic
- 15.2% Hispanic/Latino
- 72.2% Black or African American

- 25.3% Students with Disabilities
- 5.0% English Learners
- 82.8% Economically Disadvantaged

Elementary Schools (K-8th Grades)

School	Special Programs
Alcott	Neighborhood School
Gaenslen	Orthopedically-impaired Students
Grantosa	Community School
Hi-Mount	Neighborhood School
King Elementary	Community School; African American Immersion
River Trail	Agriculture Science Focus
Townsend	Neighborhood School

Middle Schools (6th-8th Grades)

School	Special Programs
Douglas	Neighborhood School; African Immersion
King Middle	International Baccalaureate
Lincoln Middle	Arts Integration
Morse	Gifted and Talented; International Baccalaureate Candidate
Roosevelt	Arts Integration
Wedgewood	International Baccalaureate

State Report Card, 2021-22

	Accountability Rating	
K-8 Schools		
Alcott	68.1	Meets Expectations
Gaenslen	58.3	Meets Expectations
Grantosa	57.1	Meets Few Expectations
Hi-Mount	57.7	Meets Few Expectations
King, Jr.	70.9	Exceeds Expectations
River Trail	69.2	Meets Expectations
Townsend	55.6	Meets Few Expectations

	Accountability Rating	
Middle Schools		
Douglas	37.3	Fails to Meet Expectations
King MS	48.5	Meets Few Expectations
Lincoln Ctr/Arts	55.3	Meets Few Expectations
Morse	37.6	Fails to Meet Expectations
Roosevelt	55.6	Meets Few Expectations
Wedgewood	63.7	Meets Expectations

Opportunities for growth

- Citywide regional goals
- Increase student voice and choice (ESCC and YRBS)
- Increase and improve teachers' feedback
- Increase proficiency levels
- Improve attendance
- Improve culture and climate
- Foundational skills in early literacy
- High-school readiness
- Extracurricular activities
- Parental involvement and expectations for success

School Spotlight: Alcott Elementary School

Mission Statement

Alcott Elementary School is to instill lifelong learning through a positive and well-structured multicultural learning environment in which all students attain a quality education. This will be achieved through the development of strong academic programs, the enhancement of technological skills, and involvement in extracurricular activities.

Data Points

- Attendance average of 89.3%
- Suspension fate of 2.9%
- STAR participation rate of 94%
- Regional intervention winner
- State Report Card Overall Score of 68.1, Meets Expectations

Points of Pride

- Increased Enrollment
- Celebration of different cultures
- Focus on art
- Good News club
- Successful CICO systems
- SEL curriculum led by social worker
- Class-attendance competitions
- After-school activities
- Ballroom dancing
- Annual field day

Foundational Skills

Early Childhood Success

- Hands-on Learning
- Frog Street Centers
- Math Counting Collections
- Parental Involvement
- Monthly Projects
- End-of-year surveys

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 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. And
- Strengthening Outcomes: 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.

Update

Demographics

- 2,013 students
- 8 schools
- 0.2% English-language learners
- 24.3% students with disabilities
- 88.3% economically disadvantaged

0.3% American Indian
0.3% Asian
92.8% Black/African American
3.7% Hispanic
0.1% Hawaiian/ Pacific Islander
0.6% White
2.2% Multi-ethnic

Initiative's Actions Since October

- Hired new 53206 Initiative Coordinator
- Hosted Community Conversation at North

- African American Immersion Program
- 53206 Promise Partnership School Leaders meet and collaborate monthly

53206 Performance Measures

53206 Cohort STAR Performance Measures

Percent of Students Performing Proficient or Advanced

	Benchmark (Spring 2022)	Target	Actual (Winter 2022)
Early Literacy	8.4%	13.4%	14.7%
Reading	2.0%	7.0%	2.8%
Mathematics	1.8%	6.8%	1.8%

53206 Cohort WSAS Performance Measures

Percent of Students Performing Proficient or Advanced

	Benchmark (2022)	Target (Spring 2023)
English Language Arts	2.0%	7.0%
Mathematics	0.8%	6.0%
Science	2.1%	7.0%
Social Studies	4.8%	10%
ACT: English Language Arts	0.0%	5.0%
ACT: Math	2.0%	5.0%

53206 Cohort School Climate Performance Measures

Last-Year-to-Date (LYTD) Compared with Year-to-Date (YTD)

	LYTD	YTD
Daily Attendance Rate	66.8%	74.2%
Four-Year Cohort Graduation Rate (LYTD=2021 v. YTD=2022)	30.1%	48.5%
Classroom Incident Referrals	11,345	4,783
Positive Resolutions	NA	

53206 Cohort Staffing Performance Measures

Last-Year-to-Date (LYTD) Compared with Year-to-Date (YTD)

	LYTD	Target	YTD
Certified Vacancy Fill Rate	71%	100%	58%
Two-year Teacher Retention Rate	76%	100%	61%
Three-year Teacher Retention Rate	57.7%	100%	58%

Recruitment Efforts

- Monthly meetings with the Senior Director of Human Resources
- Recruitment Fairs scheduled for the year
- 53206 "Our Lights are On!"
- 17 teachers (two International) have been hired to serve 53206 schools

Retention Efforts

- On-boarding guide/calendar shared with school leaders
- The 53206 Stay Incentive will be promoted during the hiring cycles A and B this year
- To date, seven of the 17 new teachers hired have signed the Stay Incentive

Recognition Efforts

- A calendar of activities to support and recognize staff throughout the year
- Focus on identifying positive behaviors in staff and students

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 on Black Lives Matter Week Campaign and Planning for 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

In August 2020, the Board adopted Resolution 2021R-010, instituting an annual Black Lives Matter Week of Action. The Administration has implemented the resolution 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. 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 Quarterly Update

Areas of Engagement

- Community Connections
- Partnerships
- District Initiatives

Mission

MPS Black Lives Matter aims to decrease the racial and social disparities by activating our voice, sparking action in our steps, ensuring that equitable practices exist, and uniting humanity for a better tomorrow.

Theme

A Lifetime of practice with Power in our Voice and Action in our Steps

Curriculum Committee Updates

December

- Presented BLM monthly activity and yearly initiatives during the AP & SST Institute
- Developed culturally-responsive teaching modules to be placed in the Learning Management System

January

- Revisited the proposal to support direct training and to develop a plan on district-wide use of the assessment tool

February

- Provided curricular resources in social studies and literacy with coaching and modeling and interactive technology support from instructional coaches

Week of Action Committee Updates

December

- Completed T-shirt logo contest and selected a winner, Brenda Robbins, a 7th-grade student from Roosevelt Middle School, who was presented with an award from our partners, the MTEA
- Distributed T-shirt order forms to departments and administrators to order BLM T-shirts with the 2023 student logo
- Confirmed Week of Action's keynote speaker, empowering activities, and facilitators/participants

January

- Finalized the Week of Action
- Advertised the Week of Action on approved social media and district platforms

February

- Hosted the Week of Action, "A Lifetime of Practice, with Power in our Voice and Action in our Steps," February 6-10

Monthly Activities Updates

December

- Planned monthly activities for January and February
- Selected MLK Writing Contest winners

January

- Focused on Collective Value: Individuals with Disabilities
- Collaborated with C&I: MLK Celebration was held on January 16, 2023

February

- Created and provided activities aligned with Black history to teachers during Learning Institutes with principals, AP's and SSTs

Strategic Plan Compatibility Statement

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

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 6) 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 is the instructional framework for the 2022-23 school year. It embodies the District's Five Priorities for Success, focusing on increasing academic achievement and accountability, developing our staff, and strengthening communication and collaboration. The Ambitious Instruction Plan, which aligns with the Academic Standards presented on September 29, 2022, serves as the foundation for instruction in the classroom and for professional development for school staff, school leaders, and families.

The Ambitious Instruction Plan and Professional Development Roadmap help schools identify how to provide impactful leaning experiences for all students in the various content areas.

Ambitious Instruction: Accelerating Learning includes all content areas in ensuring that all students are provided with equitable access to high-quality, grade-appropriate instruction covered in the Common Core State Standards (CCSS), Common Core Essential Elements (CCEE), Next Generation Science Standards, English Development Standards (ELD), Wisconsin Model Early Learning Standards (WMELS), or Wisconsin Academic Standards.

Ambitious Instruction Update

Diving D.E.E.P. (Developmentally-informed [grade-level appropriate], Evidence-based, Equitable Practices)-er!

Ambitious Instruction: Accelerating Learning

- Formative Practices
- Explicit Instruction
- Engagement

Impact of Formative Practices

Science

The phenomenon-and inquiry-based approach to instruction has led to a 39% increase in STEM Fair participation.

Reading

91% of K5/K-8 schools have attended guided-reading training.

ELA

89 more teachers are implementing formative writing assessments.

Mathematics

Through ESSER, 15,875 students have engaged with new high-quality instructional materials.

Impact of Explicit Instruction

Language Acquisition

Oracy training district-wide has had an impacted on approximately 12,000 English-learners

Music

13,932 student musicians are building beats using Sound Trap

Social Studies

4,923 students and 618 teachers are using DBQ (Document-based Questions)

Physical Education

10,800 students have been impacted by the SPARK™ curriculum (an evidence-based physical education and physical-activity program)

Joy in Learning

- Learning to teach in early childhood
- Learning to be a nurse
- Using science to teach English
- Working alongside WE Energies
- Exploring STEM on Saturdays
- Integrating art into math

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.02, Instructional Priority Objectives

Fiscal Impact Statement

N/A

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(Item 7) 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 Update

Completed Work

- Conducted Montessori Advisory Committee's monthly meetings
- Finalized process for Montessori-sponsorship documents
- Held teacher sessions on Montessori's secondary expectations
- Revised Infinite Campus Grade Book
- Attended Kindergarten Enrollment Fair
- Held All-Montessori professional development

Current Work

- Holding monthly Montessori principals' meetings
- Supporting orders for social studies textbook-adoption alternative
- Establishing secondary Materials Standard of Care
- Determining staffing needs
- Attending Association Montessori International's annual conference
- Holding Montessori Community Summit
- Capturing new marketing photographs

Montessori-specific Professional Development

Cultivating Antiracist Instruction in the Montessori Environment, presented by Britt Hawthorne

Montessori Community Summit

- Saturday, February 11, 2023, 1-4 p.m.
- See Glass Classrooms and attend breakout sessions
- Enrollment resources are available onsite.

- Free childcare for school-aged children.

Staffing

Sponsorship — Process developed
Recruitment — Survey
Retention — Coaching
Certification — New graduates

Next Steps

March 2023

- Montessori Advisory Committee meeting on March 13, 5:30pm
- Sponsorship information session on March 13, 4:30 p.m.
- American Montessori Society's conference — teacher recruitment
- Social studies textbook-adoption alternate purchases approval process

April 2023

- Montessori Advisory Committee meeting on April 17, 5:30 p.m.
- Sponsorship information session on April 17, 4:30 p.m.
- Developing Montessori secondary material standard of care

May 2023

- Montessori Advisory Committee meeting on May 8, 5:30 p.m.
- Sponsorship information session on May 8, 4:30 p.m.
- Finalizing Montessori summer school curriculum

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 2.10, Board Advisory Committees

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 8) Report with Possible Action on Gifted and Talented Identification

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

Wisconsin Statutes, chapters 121.02(1)(t) and 118.35, require school boards to establish guidelines for identification of, 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 2nd-grade 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 under-represented students.

This presentation will review this year's CogAT and TOPS nominations results. This screening process has been expanded to result in a more equitable identification of giftedness. 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 for identified students will be discussed.

Report on Gifted and Talented Identification

Screener Analysis of Local Norms

MPS Students with High Ability, High Potential

National Norms = 204 Students
Local Norms = 395 Students

National norms compare a student's performance to grade-level peers across the nation. Local norms compare a student's performance to grade-level peers within the same district.

	Norm Used	
	National	Local
American Indian or Alaska Native	6.37%	7.34%
Asian	8.82%	8.10%
Black or African American	10.78%	17.22%
Hispanic	24.02%	28.35%
Native Hawaiian or Other Pacific Islander	<1%	<1%
White	50.00%	38.99%
Multi-ethnic	<1%	<1%
Special education students	7.84%	9.62%
EL status	11.76%	13.67%
Economically disadvantaged	41.18%	50.63%
Female	52.94%	52.91%
Male	47.06%	47.09%

Identified Students from CogAT Screener, Fall 2022

The CogAT screener identified 204 second-grade students who scored in the 7th, 8th, or 9th stanines nationally, making them eligible for the post-screener. Those identified students came from 52 different schools, compared with 65 schools in 2021, 67 schools in 2019, 73 schools in 2018, and 37 schools in 2017.

Twenty-nine percent of students (92) who took the post-screener scored in the 9th stanine on at least one section of the assessment, compared with 31% in 2021.

Additional identification of students at the 8th stanine on at least one section of the assessment added 71 students, bringing the total to 131.

Expanding Identification Criteria

To attain equity and to increase representation of ethnically-diverse students, MPS will use local norms to identify students with high ability/high potential to meet their advanced learning needs.

Students Identified to Take the Post-screener

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.

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.

Identification using Teachers' Observation of Potential in Students (TOPS) in Javits Schools

US DOE Javits Grants, 2022-23

SEE US! Schools

School	Region	School	Region	School	Region
Bethune	Central	Sherman	Central	Stuart	Northwest
Clarke	Central	Story	Central	Thoreau	Northwest
Clemens	Central	Congress	Northwest	Siefert	East
Jackson	Central	Kilbourn	Northwest		
Keefe	Central	Parkview	Northwest		

SURGE Schools

School	Region	School	Region	School	Region
Hartford	East	Lowell	Southwest	Emerson	Northwest
Garland	East	Manitoba	Southwest		
Hawthorne	Northwest	Rogers St.	Southwest		
Hayes	Southwest	Zablocki	Southwest		

Expanding Excellence (Expansion) Schools

School	Region
ALBA	Southwest
AAL	Southwest
Allen-Field	Southwest
Forest Home	Southwest

Students Identified Using TOPS

	Students		Students		Students
2017-18	180	2020-21	336	Total	1,930
2018-19	248	2021-22	413		
2019-20	301	2022-23	452		

Other Services for G/T Students

- Grade or subject acceleration
- Flexible grouping
- Access to STEM/STEAM camps
- Summer enrichment camps
- Advanced courses offered during Summer Academy for grades 1-5
- Parental-engagement activities (e.g., informational meetings, GT101, family STEM nights, parental support)

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.14, Gifted Students: Programs

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 9) Report with Possible Action on Sustainability Collaboration and Climate Justice

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 February 27, 2020, the Milwaukee Board of School Directors referred Resolution 1920R-016 by Director Peterson to the Committee on Student Achievement and School Innovation (SASI). At its meeting on March 17, 2020, the Board adopted Resolution 1920R-016. 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. In response to the Board's action, the Administration is providing its regular quarterly report relative to implementing the resolution.

The Office of Academics is leading the Climate Justice Curriculum Advisory Committee, and the Office of School Administration is leading the District Sustainability Team. To ensure alignment to the resolution and consistency, there is cross-representation between them. The Climate Justice Team presented to your Committee work completed in partnership with the Department of Public Instruction. We have curated a Milwaukee Public Schools Climate Justice Resource Hub, which will be the future site of the online climate-justice resources for the District.

The Climate Justice Curriculum Advisory Team has been re-established and met in January to begin work on this important initiative. The District Sustainability and Climate Justice Curriculum Teams, along with a partnering non-profit organization, hosted a delegation from Seattle, Washington, to share best practices with climate-change initiatives and sustainability practices. Grant work is being done to look at the health outcomes for students using our Green and Healthy Schoolyards, installing raised-bed pollinator gardens across the district, and implementing new methods to improve recycling.

The District Sustainability Team presented to your Committee statistics regarding green schoolyard constructed since program inception, including number of trees planted, gallons of water captured, and asphalt surfacing removed. $5.6 million in grant funding has been secured for the next cohort of five schoolyards to be transformed in summer 2023. Applications have been submitted for both federal- and-state level renewable energy grants.

The District Sustainability and Climate Justice Curriculum teams collaborated with School Nutrition Services and the GE Innovation Labs to share their operations, facilities, and opportunities for waste reduction. MPS high-school students in an environmental intern program organized by a local non-profit agency have presented their spring service projects and are working toward spring project completion.

Strategic Plan Compatibility Statement

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

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 reports from its delegates to the Wisconsin Association of School Boards (WASB), to the Head Start Policy Council, and to the District Advisory Council.

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

In an effort to support the goals identified by MPS as essential to the accomplishment of MPS's Vision and Mission, the President's activities from January and February 2023 included the following:

Academic Achievement

- Attended the monthly meetings of the Board and its committees
- Met twice with social studies teachers and the Administration to discuss high-school graduation requirements in social studies
- Met with social studies leaders to discuss status of critiques of social studies textbooks
- Met with Dr. Posley and DPI Superintendent Jill Underly
- Met with the social studies leader and a consultant regarding status of the Inclusive Perspective Social Studies Committee
- Attended ribbon cutting at Gaenslen library and enjoyed speaking with staff
- On January 27, met with Jennie Ektstein, social studies specialist
- Met with Climate Justice Instructional Coach and Sustainability Manager
- Attended the Wisconsin State Reading Association's convention
- Joined a webinar on ecopsychology, an inter-disciplinary and trans-disciplinary field that focuses on the synthesis of ecology and psychology and the promotion of sustainability

Effective and Efficient Operations

- Toured MPS's production kitchens with school nutrition workers
- Went on a walk-through of a building near Rufus King High School with facilities personnel
- Attended the kindergarten enrollment fair
- Visited La Escuela Fratney for a tour of three-year-old learning environments

Student, Family, and Community Engagement

- Worked with Director Garcia on an upcoming resolution and worked with Director Leonard to create a resolution regarding an Early Years Success Center
- Supported the work of Resolution 2223r-012 on student voter education & registration
  - Met with administrators to discuss implementation
  - Met with community members
  - Attended a follow-up meeting on voter ID
- Attended national meetings of the Educator Climate Action Network to share the work of MPS and to learn from other districts about climate justice. Also attended several other meetings of the Network
- Met with members of Common Ground to discuss its tutoring program
- Mett with Governor Evers regarding budget and other matters
- Joined Dr. Martin Luther King, Jr., Day festivities, including the breakfast and the Speech, Writing, and Art Contest celebration
- Attended the Wisconsin Association of School Boards' state conference
- Received an update on the Reagan renovation.in a meeting with the Superintendent, Sean Kane, and Director O'Halloran
- Responded to emails and phone-call inquiries, questions, and concerns from parents, students, staff, and community.

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RESOLUTIONS

Resolution 2223R-014

By Directors Peterson and Leonard

WHEREAS, Milwaukee Public Schools is legally obligated and committed to serve all students; and WHEREAS, There exists a need for additional supports for students who have experienced repeated behavior challenges that extend beyond what current programs can address; and

WHEREAS, Some of the students with these severe needs can be successfully serviced and taught at their school of origin, while others require a temporary placement in programs away from their school of origin; and

WHEREAS, MPS has one program in particular for 4th-12th-graders called the Success Center that has proven successful in servicing students whose "behavioral challenges create a significant barrier to their success, happiness; and well-being at school' with the goal of transitioning those students back to their school of origin after 12 weeks; and

WHEREAS, There has been conversations among some MPS staff about the need to create a similar "Early Years Success Center" for students in K-4 to 3rd grades who have similar behavioral challenges; now, therefore, be it

RESOLVED, That the Administration, working with appropriate staff members including educators from the Success Center, develop a comprehensive plan with the goal of starting a "Early Years Success Center" no later than two months after the start of the (traditional) 2023-24 school year; and be it

FURTHER RESOLVED, That such a plan include the identification of an appropriate MPS facility and a plan to have the Early Years Success Center fully staffed in time for adequate training and planning before receiving students; and be it

FURTHER RESOLVED, That the Administration report back to the Board in the April 2023 board cycle with:

a) a timeline and description of how they will approach the necessary planning, and
b) a detail of the anticipated costs so that such costs can be included in the 2023-2024 budget.

Referred to the Committee on Student Achievement and School Innovation

Resolution 2223R-015

by Director Garcia

WHEREAS, Board Governance Policy 1.01, Vision and Mission, states that "[i]ncreased operational and financial efficiencies are consistently pursued to support learning opportunities for our students"; and

WHEREAS, Administrative Policy 4.04, Student Transportation Services, states that "[t]he major purpose of the Milwaukee Public Schools' Transportation Services is to provide safe, adequate, efficient, and economical service to all eligible Milwaukee resident student"; and

WHEREAS, The Board has consistently adopted budget parameters to "explore operating efficiencies including those related to transportation"; and

WHEREAS, On July 16, 2020, the Board approved an MPS School Reopening Plan for the 2020- 2021 school year which included adoption of a three-tier bell schedule to maximize the efficiency of bus utilization and support social distancing needs under the COVID-19 pandemic; and

WHEREAS, The implementation of the three-tier bell schedule moved eight schools from their previous Tier 1 starting time of 7:30 a.m. to a new Tier 3 starting time of 9:00 a.m.; and

WHEREAS, The eight schools that moved from Tier 1 to Tier 3 were selected with the intent to equitably distribute the impacts of such a change throughout the District and the city; and

WHEREAS, At the conclusion of the 2022-2023 school year, three full school years will have elapsed, providing a reasonable sample of time and data which may be used to analyze and assess the impacts of the Tier changes; now, therefore, be it

RESOLVED, That the Board direct the Administration, in collaboration with the Office of Accountability and Efficiency, to review the impacts of the Tier changes on the eight schools that moved from Tier 1 to Tier 3; and be it

FURTHER RESOLVED, That the analysis of impacts related to the Tier movement include, but not be limited to, enrollment rates at effected schools and those surrounding; and be it

FURTHER RESOLVED, That this review and possible recommendations be brought back to the Board no later than the June 2023 board cycle.

Referred to the Committee on Accountability, Finance and Personnel

Resolution 2223R-016

By Director Carr

WHEREAS, Milwaukee Public Schools is perfectly positioned to engage in the exploration of new and innovative school instructional models that will meet the needs of today's student learners and teachers, while also mitigating learning loss, improving districtwide culture and climate, establishing healthy partnerships, demonstrating fiscally responsible spending, and recruiting and retaining quality talent; and

WHEREAS, While the COVID-19 pandemic has presented many new challenges and has widened the pre-existing academic disparities that have significantly impacted historically disadvantaged students the hardest, the pandemic simultaneously has presented opportunities to design and to implement rigorous strategies of evidence-based initiatives, including the piloting and monitoring of new and innovative approaches; and

WHEREAS, Even before the COVID-19 pandemic interrupted learning, many of MPS's students were at a severe disadvantage with disproportionate representation in the lowest percentile of academic achievement in mathematics, reading and science, due to many factors including the digital divide, insufficient academic interventions and special education services, social deprivation, and persistent mental health crises; and

WHEREAS, According to the recent National Assessment of Education Progress (NAEP) report, for grade levels K-8, 14% of MPS students were proficient in English Language Arts while 8% were proficient in Math - MPS achievement data has consistently reflected declines for several years; and

WHEREAS, Many school districts across the country have adopted innovative, robust, and culturally responsive school restructuring strategies/models to prioritize: planning and professional development for Educators; extended, rigorous reading and mathematics instruction; the mental health and social emotional needs of students; student extended-learning opportunities with the support of businesses and community-based organizations; and

WHEREAS, Milwaukee Public Schools' "Mission Aligned Partners"' initiative supports the training and development of parents, students, teachers and industry leaders to: gain access to career exploration opportunities, align academic instructional plans to workforce labor market demands, and provide increased flexibility for students to earn credit beyond the traditional school day; and

WHEREAS, Community organizations, small minority-owned businesses, and leaders in youth development have all expressed a desire to collaborate with MPS to provide additional educational and youth-development services, including drivers education, dual enrollment, restorative practices, financial literacy, career pathways and college readiness, and other life-skills training and development opportunities; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby directs the Administration to explore the feasibility of implementing an innovative, robust, and culturally responsive modified school week and instructional model such as a four/five day school week; year-round schools; an early release day once per week; or a late start day once per week. The purpose of this study is to determine how to create more innovative and effective ways to retain our teachers, recruit more, establish a strong and safe districtwide culture, urgently address academic achievement and mental health of students, and leverage community businesses and organizations to support the other non-academic needs of our students and families; and be it

FURTHER RESOLVED, That this feasibility study shall include, but not be limited to:

- analyses of a representative sampling of districts that are comparable with MPS which have implemented a modified school week schedule or innovative instructional model, including the impacts on student achievement; school culture and climate; recruitment and retention of teachers and staff; and any other factors that may have been engendered by such implementation;
- the Wisconsin Department of Public Instruction's mandates for instructional time and structures, including the legality and enforceability of different types of modified school week schedules;

- the probability of students, Teachers, families, community-based organizations, small businesses, funders, and other prospective community partners funding and participating in this initiative;
- the support and resources for, and the feasibility of, employers and business partners supporting this effort with paid internships and apprenticeships and professional extended learning opportunities for students and families of the district;
- the legality and practicality of using underutilized MPS buildings to support local, small minority- owned and -operated businesses with youth-specific service models and deliveries;
- the impact of an innovative school-week schedule on families' needs for childcare, food and nutritional services, and transportation, and ways in which to address these needs; and
- the feasibility of developing a Parent Engagement Institute where Parent Coordinators will provide additional supports to the parents and families of MPS students; and be it

FURTHER RESOLVED, that the feasibility study should contemplate and make recommendations regarding the design and implementation of a potential pilot program for a modified school week schedule in order to gain a better understanding of the costs and benefits before considering district- wide implementation; and be it

FURTHER RESOLVED, That a School Scheduling Task Force be created to ensure the fidelity of the study, to engage diverse stakeholder groups who are affected by the school day and school week schedule, consider the final conclusions of the feasibility study and make recommendations to the Board for its consideration; and be it

FURTHER RESOLVED, That the Administration and the School Scheduling Task Force are to report their findings to the Board no later than the December 2023 board cycle.

Referred to the committee on Student Achievement and School Innovation

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Having disposed of the balance of its agenda, the Board returned to Item Two of the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance.

(Item 2) 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 Senior Director, Office of Accountability and Efficiency

Background

Consideration will be given to employment, compensation, and performance-evaluation data relative to the Senior Director, Office of Accountability and Efficiency.

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."

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

Recommendation

The recommendation is that the Board retire to a closed session, pursuant to Wisconsin Statutes, §19.85(1)(c), to consider employment, compensation, and performance-evaluation data relative to the Senior Director, Office of Accountability and Efficiency.

Director Carr moved to retire to closed session to consider employment, compensation, and performance-evaluation data relative to the Senior Director, Office of Accountability and Efficiency, pursuant to Wisconsin Statutes, §19.85(1)(c).

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

The Board retired to closed session at 8:38 p.m.

The Board adjourned from the closed session at 9:06 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 23, 2023

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

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, O'Halloran, Siemsen, Taylor (departed at 6:04 p.m.), and President Peterson — 8.
Absent and Excused — Director Leonard — 1.

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

- Nancy Docter, a teacher at Cooper School;
- Dereon Duke, a student at James Madison Academic Campus;
- Davion Patterson, a student at Milwaukee Excellence;
- Mary Shine, a children's health assistant at Milwaukee Spanish Immersion School;
- Ronnell Smith, a student at Douglas Middle School; and
- Maria Walwork, a retired principal from Grantosa Drive School.

AWARDS AND COMMENDATIONS

Recognition of Women's History Month

Since 1987, Women's History Month has been observed in March. The celebration of women's contributions to culture, society, and American history began in the public school district of Sonoma, California, in 1978. In 1980, President Jimmy Carter proclaimed the week of March 8 as National Women's History Week, and six years later, Congress expanded the event to the entire month of March. In honor of Women's History Month:

- Director Garcia wishes to recognize Marcela Garcia-Chavoya, Hayes Bilingual School.
- Director Gokalgandhi wishes to recognize Director Meghan O'Halloran.
- Director O'Halloran wishes to recognize Sheila Cochran.
- Director Siemsen wishes to recognize Martha Aracely Lopez.
- Director Taylor wishes to recognize Latonya Baker, North Division alumna, and Gloria Rodgers, school support teacher at Congress.

The gavel was passed to Vice President Taylor at 5:41 p.m. and returned to President Peterson at 5:57 p.m.

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Recognition of the North Division Blue Devils' Black Excellence Award Recipients

On March 8, 2023, the First Annual Black Excellence Award Ceremony was held, during which recognition was given to educators and alumni from North Division in order to shine a light on the impact that North Division has had on so many. The following honorees were chosen by a committee of nine former North Division Blue Devils:

Congresswoman Gwen Moore	Daryl Thomas	Robert Kern
Gaulien "Gee" Smith	Barry Applewhite	Kevin C. Williams
Michael Cummings	Luisene Roth	Francine Ogelsby
Coach Kern	Lois Simmons	Frank Gatson, Jr.

The gavel was passed to Vice-President Taylor at 5:57 p.m. and returned to President Peterson at 5:59 p.m.

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At 6:04 p.m. Director Taylor asked to be excused for the remainder of the meeting.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of February 2023 were approved as presented 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

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 February through mid-March are also included in the following report.

National Days in March

National Women's History Month

Several observances take place during the month of March, starting with National Women's History Month. National Women's History Month was proclaimed in 1980 first as National Women's History Week to recognize the importance of women in American history and the teaching of women's history in schools across America. National Women's History Month also correlates with International Women's Day, March 8, which recognizes women's achievements without regard to divisions, whether national, ethnic, linguistic, cultural, economic, or political.

National School Breakfast Week

National School Breakfast Week, March 6-10, is a time to recognize our very own Department of Nutrition Services for providing students with nutritious breakfasts daily. The school breakfast program is critical to the health and education of students, giving them the energy source needed to start their day of learning.

School Social Work Week

In every MPS school, social workers are crucial members of the school teams. During School Social Work Week, which took place March 5-11, MPS social workers were recognized throughout the district for being vital to the lives of many of our students. Students and families may have various needs with which school social workers can assist through listening carefully, helping to address needs, locating resources, or providing supports. Meeting these needs has shown to increase children's academic achievement and help them to thrive.

We want to take a moment to recognize the women, nutrition staff, and school social workers who continue to work for the success of our students and to make differences in the lives of others each day. Thank you!

Wisconsin School Music Association (WSMA)

Music is an important part of the school curricula. For many students, music can be either a passion or a hobby, but for all children who find music to be of particular interest, it is a language — a way to communicate and to express oneself. Being introduced to music can make the difference for many children.

On Saturday, March 4, the Milwaukee Public Schools' music department hosted the Wisconsin School Music Association's Solo and Ensemble Festival at Rufus King High School. More than 500 MPS student musicians from 15 schools performed. Of the 500 student musicians who participated, 99 were selected to perform at the state competition on April 29, 2023.

We congratulate all of the student musicians who participated and wish good luck to the 99 musicians moving on to the state competition.

20th Annual Special Needs Prom

Washington High School hosted the20th annual MPS district-wide prom for students with significant disabilities on Friday, March 24, 2023, from 6:00 to 9:30 p.m. Last year's prom hosted nearly 200 guests, and this year we anticipated more than 200 participants. This year's theme was "A Night at the MPSPYS" — a nod to ESPN network's ESPYs (Sports Performance Yearly) awards — where students showcased their fashion sense and engage in an evening of dining, dancing, photos, and awards.

MPS Poetry Slam

MPS hosted its first annual poetry slam for students in K-grade 12 on Wednesday, March 22, 2023. The poetry slam was an opportunity for students to share their voice by combining their academic learning with their creativity to develop pieces that showcase their integrated talent. Students were invited to submit by March 8, 2023, an original poem or short piece of writing for publication or presentation. Five students were selected from each grade band (K-2, 3-5, 6-8, and 9-12), for a total of 20 participants. Selected participants received notification of their selection during the week of March 13, 2023.

Multicultural Exposition Fair

Milwaukee Public Schools is continuing its work with the Seal of Biliteracy program. This year, MPS hosted the first districtwide Multicultural Exposition Fair at South Division High School on Saturday, March 25, 2023. Students at this event presented projects in sociocultural competency, one of the three components necessary to prove proficiency for graduating with the Seal of Biliteracy.

Winter Sports

The girls'/boys' basketball, boys' swimming, and girls'/boys' wrestling have now concluded their seasons. The 21 MPS City Conference programs had more 1,500 participants, with several individuals making it to state tournaments in swimming and wrestling. We also witnessed Hamilton boys' basketball team win the sectional semifinals as they took us on a thrilling run to the sectional championships, where they played their talent but fell just short of making an appearance at the state tournament.

We are extremely proud of all our student-athletes and are looking forward to spring sports.

Summer Academy

Registration for Summer Academy is now open. Opportunities for all students are available, including Montessori, English as a second language, special education, and bilingual programming.

High-school students may participate in programs that include credit acceleration, career camps, internships, or credit-recovery courses.

- Session I: June 6-22, 2023, Monday-Friday, 8:00 a.m.-1:00 p.m.
  Registration for Session I will close on Monday, May 15, 2023, at 11:59 p.m.
- Session II: June 26-July 27, 2023, Monday-Friday, 8:00 a.m.-1:00 p.m.
  Registration for Session II will close on Monday, June 5, 2023, at 11:59 p.m.

Elementary/middle-school student programming includes hands-on activities, field trips, STEM, literacy, mathematics, gifted and talented, career exploration, community learning exploration, and recreation camps.

- Five-week Session: Monday, June 26-Friday, July 28, 2023, 8:00 a.m.-noon
  Registration for the five-week session will close on Monday, June 5, 2023, at 11:59 p.m.

Families may learn more and access online registration links by visiting the MPS 2023 Summer Academy page.

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(Item 2) Action on a Request to Approve a Technical Amendment to the MPS FY23 Head Start Federal Continuation Grant Application

Background

At its regular meeting on February 23, 2023, the Board approved the MPS FY23 Head Start Federal Continuation Grant Application. A technical amendment to the application is now needed, as the funded enrollment count incorrectly listed in the original item read 1,506, instead of the correct enrollment count of 1,291. The need for this technical amendment is to confirm that the enrollment count for the MPS FY23 Head Start Federal Continuation Grant Application is 1,291.

With the corrected enrollment count of 1,291, the agenda item would read:

> 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 through the review, feedback, and approval of the MPS FY23 Head Start Federal Continuation Grant Application.

The funded enrollment for the federal MPS Head Start grant is 1,291. The federal grant is expected to be in the amount of $11,650,539.

The FY23 MPS Head Start Federal Continuation Grant Application is due March 1, 2023.

Statute, Administrative Policy, or Board Rules Implication Statement

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

Fiscal Impact Statement

Does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval of the technical amendment to MPS FY23 Head Start Federal Continuation Grant Application, the Administration will submit the application to the Office of Head Start.

Recommendation

The Administration recommends that the Board approve the technical amendment for submission of the MPS FY23 Head Start Federal Continuation Grant Application.

Director Siemsen moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

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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

At the state level, the budget process continues with the Legislative Fiscal Bureau developing budget items for the consideration of the Joint Committee on Finance. School districts continue to communicate the need for an inflationary adjustment of $1,510 over the biennium and a 60% reimbursement level for students with disabilities.

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 Rules Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

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:

- Accountability and Transparency Services
- Process Improvement and Efficiency Services
- Contract Compliance Services.

The following report includes activities from late February through mid-March.

Report to the Milwaukee Board of School Directors, March 2023

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability in 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 its FY23 Work Plan.

Accountability and Efficiency Services

Between February 11, 2023, and March 11, 2023, Accountability and Efficiency Services fulfilled seven requests for information/research, two constituents' inquiries, and three special projects. Accountability and Efficiency Services also completed one request for data analysis.

Accountability and Efficiency Services collaborated with the Office of Finance and the Office of Human Resources to review the District's position vacancies. This analysis provided a runway for future analysis of additional staffing performance metrics, including retention rates and turnover rates.

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 staff members focused on Historically Underutilized Business (HUB) and student-engagement programming. CCS fulfilled five requests for certified HUB firms. As a result of satisfying these requests, three new HUB firms were awarded contracts for MPS's general construction bids.

Additionally, CCS continues to support students by collaborating with the Career and Technical Education (CTE) department as it prepares for the upcoming district-wide junior and senior job fairs. Three additional resumé sessions were held. Eight MPS contractors/vendors are registered to participate in the fairs to interview and to hire MPS students on the spot for sustainable career opportunities.

Lastly, MPS high-school students were interviewed for internships in administrative services, building helper assistant, culinary arts, technology, and urban agriculture. Four 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 Rules 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 27 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times for the Board's consideration:

- March 2, 2023, at 9:00 a.m., 10:30 a.m., 11:30 a.m., 12:30 p.m., and 2:00 p.m.
- March 3, 2023, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 1:15 p.m., 2:00 p.m., and 3:00 p.m.
- March 6, 2023, at 10:00 a.m. and 12:00 p.m.
- March 7, 2023, at 11:00 a.m. and 12:00 p.m.
- March 8, 2023, at 8:30 a.m., 10:00 a.m., 11:00 a.m., 12:00 p.m., and 1:30 p.m.
- March 13, 2023, at 9:00 a.m., 10:00 a.m., and 11:00 a.m.,
- March 21, 2023, at 1:00 p.m., 2:00 p.m., 3:00 p.m., and 4:00 p.m.

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

Director Garcia moved that the Board approve the reports of the Independent Hearing Officers of March 2, 3, 6, 2 7, 8, 13, and 21, 2023.

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel, Item Six, 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 Contracts under $50,000 and Cumulative Total Report; and Acceptance of Donations, which had been set aside at the request of Director Carr;
- Report of the Committee on Legislation, Rules and Policies, Item One, Action on a Request to Approve Revisions to Administrative Policy 8.13, Student Attendance/Absences/Tardies, and to Administrative Policy and Procedure 8.14, Truancy, and to Adopt Administrative Procedure 8.13, Student Attendance/Absences/Tardies, which had been set aside at the request of the Administration;
- Report of the Committee on Legislation, Rules and Policies, Item Two, Action on a Request to Approve Revisions to Administrative Policy 8.52, Bullying, and to Adopt Administrative Procedure 8.52, Student Bullying, which had been set aside as it had been forwarded to the Board without recommendation; and
- Report of the Committee on Student Achievement and School Innovation, Item Two, Action on Resolution 2223R-016 on a Feasibility Study for a Modified School Schedule, which had set aside at the request of Director Herndon.

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, Herndon, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Herndon 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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
4	Juan Pacheco-Hernandez	Building Service Helper I	$15.90/hr.	02/13/2023
2	Tayvion Wilson	Building Service Helper I	$15.90/hr.	01/30/2023
2	Ashley Burris	Children's Health Assistant	$21,236.00	02/21/2023

Code	Name	Position	Salary	Date
2	Danielle Cannon	Food Service Assistant	$16.38/hr.	02/21/2023
2	Atlantis Carter	Food Service Assistant	$16.38/hr.	02/21/2023
2	Lakicia Douglas	Food Service Assistant	$15.90/hr.	02/21/2023
2	Kimberly Gibbs	Food Service Assistant	$15.90/hr.	02/21/2023
4	Felicia Ortiz	Food Service Assistant	$15.90/hr.	02/21/2023
2	Shalonda Twyman	Food Service Assistant	$15.90/hr.	02/21/2023
4	Jaime Torres Jr	IT Service Technician	$53,724.00	01/31/2023
5	Brian Benn	Paraprofessional	$20,241.00	02/08/2023
4	Karina Diaz	Paraprofessional	$19,758.00	02/07/2023
2	Saquan Dowery	Paraprofessional	$19,758.00	02/21/2023
2	Paula Greenlaw	Paraprofessional	$19,758.00	02/13/2023
2	Shondee Haralson	Paraprofessional	$19,758.00	01/31/2023
2	Jessie Jones	Paraprofessional	$20,970.00	02/22/2023
2	Brianna Nimox	Paraprofessional	$19,758.00	02/07/2023
5	James Ray	Paraprofessional	$19,758.00	02/10/2023
5	Katiria Roman Soto	Paraprofessional	$19,758.00	02/07/2023
5	Wil Savage	Paraprofessional	$19,758.00	01/30/2023
2	Marshia Scott	Paraprofessional	$19,758.00	02/22/2023
2	Ashley Simmons	Paraprofessional	$19,758.00	01/31/2023
5	Addison Yurachek	Paraprofessional	$19,758.00	02/07/2023
2	Victor Williamson	Paraprofessional — Hourly	$17.61/hr.	02/21/2023
2	Pamela Collins	School Safety Assistant	$24,624.00	02/02/2023
2	Deangelo Lee	School Safety Assistant	$24,624.00	02/02/2023
2	Deborah Mcghee	School Safety Assistant	$24,624.00	02/02/2023
2	Maurice Moore	School Safety Assistant	$24,624.00	02/02/2023
2	Gregory Renfro	School Safety Assistant	$24,624.00	02/03/2023
2	Aida Simpson	School Safety Assistant	$25,238.00	02/02/2023
2	Drewnette Hines	Secretary I — 10-month	$28,332.00	02/22/2023
2	Temetria Johnson	Secretary I — 10-month	$26,329.00	02/07/2023
4	Rebecca Morales	Secretary I — 10-month	$26,329.00	02/21/2023
2	Carina Moreno	Secretary I — 10-month	$29,333.00	02/22/2023
1	Shyanne Pitts	Secretary I — 12-month	$39,624.00	02/06/2023
2	Sharon Burnam	School Kitchen Manager I	$30,577.00	02/06/2023
5	Karlene Barg	School Kitchen Manager Trainee	$17.22/hr.	02/01/2023
2	Emily Hughes-Rouse	School Kitchen Manager Trainee	$17.22/hr.	02/01/2023
5	Sam Krajewski	Youth Apprentice	$13.50/hr.	02/13/2023
		Promotions		
4	Karina Arrizon	Human Resources Assistant	$44,045.00	02/06/2023
4	Andrew de Junco	Paraprofessional	$19,758.00	02/06/2023
4	Anitxa Ortiz De Jesus	Paraprofessional	$19,758.00	02/21/2023
2	Latasha Sims	Paraprofessional	$19,758.00	02/07/2023
2	Chiquitia Edwards	School Bookkeeper — 10-month	$37,136.00	02/06/2023
2	Teshona Marion	Social Work Aide II	$18,212.00	02/06/2023
		Rehires		
2	Jamie Phoenix	Children's Health Assistant	$20,827.00	02/13/2023
2	Rose Adong	Paraprofessional	$23,876.00	02/13/2023
2	Shyla Barnett	Paraprofessional	$20,241.00	02/14/2023
2	Anthony Dowery	Paraprofessional	$20,241.00	02/21/2023
4	Norma Gonzalez Garcia	Paraprofessional	$20,241.00	02/07/2023
2	Christopher Jones	Paraprofessional	$20,241.00	02/08/2023
2	Elizabeth Martin	Paraprofessional	$20,970.00	02/15/2023
2	Robin Garrett	School Bookkeeper — 12-month	$51,043.00	01/30/2023

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
Teachers					
5, r	Babcock, Barbara L	SAGE	01/BA	$72,876.00	2/6/2023
4, nr	Cruz, Liliana	Regular (Five-year-old) Kindergarten	01/BA	$74,603.00	2/27/2023
5, r	Downing, Austin	Title I, School-wide	01/BA	$46,979.00	2/13/2023
5, nr	Heuer, Melissa	Spec Ed Multi-categorical	01/MA	$67,211.00	2/21/2023
4, nr	Ibarra, Edward	Regular (Five-year-old) Kindergarten	01/BA	$74,603.00	2/27/2023
5, r	Rickaby, Andrew	SAGE	01/BA	$60,791.00	2/6/2023
Teachers, Early Start					
1, r	Arce, Roberto	Science	01/BA	$46,979.00	2/21/2023
5, r	Bowman, Kirsta	AMP Music	01/BA	$46,979.00	2/20/2023
2, r	English, Tranace	Mathematics	01/BA	$55,611.00	2/8/2023
3, nr	Gamelo, Digna M	Science	01/BA	$74,603.00	2/17/2023
5, nr	Geracie, Matthew P	Cat. English, High-school	01/MA	$80,431.00	2/27/2023
3, nr	Perales, K when Mikka	Gen'l Elem & K8, All Grades	01/BA	$55,611.00	2/17/2023
2, r	Uwaezuoke, Shalom	Trade and Tech Ed	01/BA	$52,158.00	1/26/2023
2, r	Vasquez, William	Foreign Language	01/BA	$74,603.00	2/24/2023
Permit Teachers					
2, r	Abney, Tazha	Gen'l Elem & K8, All Grades	XX/4W2	$46,144.00	2/21/2023
2, r	Bates, Wynter E	AMP Music	XX/4W2	$46,144.00	2/27/2023
4, r	Chamorro, Jose F	Day-to-day Teacher	XX/4W2	$46,144.00	2/13/2023
4, r	Estrada Alvaarez, Lizbeth	Spec Ed Multi-categorical	XX/4W2	$50,570.00	1/30/2023
2, r	Jiardini, Isaac T	Gen'l Elem & K8, All Grades	XX/4W2	$46,979.00	2/13/2023
5, nr	Milton, Jordyn E	Spec Ed Multi-categorical	XX/4W2	$46,144.00	2/13/2023
2, r	Olatunde, Omolayo Esther	Gen'l Elem & K8, All Grades	XX/4W2	$46,810.00	1/26/2023
2, r	Oni, Bamidele Sunday	Gen'l Elem & K8, All Grades	XX/4W2	$46,144.00	1/31/2023
2, r	Riley-Henricks, Kissha A	Gen'l Elem & K8, All Grades	XX/4W2	$46,144.00	2/8/2023
2, r	Smith, Stephen D	Multi-categorical Comp. SEN	XX/4W2	$46,144.00	2/7/2023
5, r	Storniolo, Carl	Music	XX/4W2	$46,144.00	2/20/2023
2, r	Whitsell, Diamond K	Gen'l Elem & K8, All Grades	XX/4W2	$46,144.00	2/27/2023
5, r	W orzalla, Michael	Gen'l Elem & K8, All Grades	XX/4W2	$46,144.00	2/13/2023
Permit Teachers, Early Start					
2, r	Adeleke, Olapeju	Science	XX/4W2	$49,860.00	1/26/2023
2, r	Franklin, Regina L	Middle School — General	XX/4W2	$46,144.00	2/20/2023
2, r	Mba, Chioma Idika	Mathematics	XX/4W2	$49,860.00	1/31/2023
5, nr	Meyers J.D., David Anthony	Science	XX/4W2	$46,144.00	2/6/2023
2, r	Mutonya, Francis Maina	English as Second Language	XX/4W2	$46,144.00	1/31/2023
2, r	Oloyede, Olufunke Owowunmi	Mathematics	XX/4W2	$49,860.00	1/31/2023
4, nr	Salinas Femandez, David	Social Studies	XX/4W2	$46,144.00	1/30/2023
2, r	White, Nicole M	Mathematics	XX/4W2	$46,144.00	2/21/2023
Permit School Counselor, Early Start					
5, nr	Radke, Breanna C	Guidance	XX/4W2	$46,144.00	2/7/2023

Code		Teachers	SSWs	Psychs	Other	Total
1	Native American	1	0	0	0	1
2	African American	17	0	0	0	17
3	Asian/Pacific Islander	2	0	0	0	2
4	Hispanic	5	0	0	0	5
5	White	10	0	0	1	11
6	Other	0	0	0	0	0
7	Multi-ethnic	0	0	0	0	0
	Male	17	0	0	0	17
	Female	18	0	0	1	19

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

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, November 2022		
Matthew Kickbush	Itinerant-System Wide	November 8, 2022
Peter Manning	Burbank Elementary	November 9, 2022
Kelly Muck	North Division High School	November 28, 2022
Illness Leave, December 2022		
Dena Platow	Madison Academic Campus	December 9, 2022
Illness Leave, January 2023		
Ida Butler	Grantosa Drive School	January 3, 2023
Illness Leave, February 2023		
Jessica Heinlein	Central Service building	February 15, 2023
Stephanie Rasmussen	Central Service building	February 21, 2023
Personal Leave, February 2023		
Ameshia Greer	Andrew Douglas Middle School	February 7, 2023
Personal Leave, March 2023		
Melissa Avery	Allen-Field School	March 4, 2023

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Retire	24.0	5	Carrie Aabye	Teacher	Zablocki	06/16/2023
Retire	25.4	5	Joyce Bernhardt	Teacher	WCLL	05/24/2023
Personal	13.6	5	Erica Breitbarth	Teacher	Ronald Reagan	05/24/2023
Personal	2.0	5	Jenna Brown	Teacher	Curtin	06/16/2023
Retire	27.5	5	Dawn Calarco	Teacher	Zablocki	06/19/2023
Personal	6.5	7	Talesha Campbell	Teacher	Bay View HS	02/06/2023
Retire	32.3	5	Tammy Denlinger	Teacher	Wedgewood Park	02/02/2023
Personal	0.6	5	Grace DeWolff	Teacher	Meir	02/28/2023
Personal	0.1	5	Stephanie Drake	Teacher	Carson	02/01/2023
Other Work	0.4	2	Carlot Dorve	Teacher	Central Svcs	02/13/2023
Other Work	15.4	5	Karra Esenberg	Teacher	Hamilton	02/10/2023
Retire	11.0	5	Michael Foti	Teacher	Central Svcs	05/26/2023
Retire	16.0	2	Romona Frye	Teacher	Bradley Tech	05/24/2023
Retire	21.5	5	Linda Gaspardo	Teacher	AAL	06/17/2023
Personal	7.5	5	Jessica Glowinski	Teacher	Hawley	02/20/2023
Retire	32.5	5	Heidi Grudnowski	Teacher	Grant	06/16/2023
Personal	2.0	5	Rachel Hegreberg	Teacher	Lafollette	06/16/2023
Personal	8.5	5	Daniel Holmstrom	Teacher	South Division	05/24/2023
Retire	5.6	5	Jane Janicki	Teacher	Lowell	06/17/2023
Other Work	5.7	5	Elliot Jones	Teacher	Rogers Street	06/16/2023
Personal	5.0	5	Joseph Kral	Teacher	Morse	05/24/2023
Other Work	0.6	5	Cecilia LaBonte	Teacher	Riverside	02/27/2023
Retire	31.0	5	JoAnn Lens	Teacher	Hawley	06/16/2023
Other Dist	0.5	5	Ainslie Lounsbury	Teacher	Thurston Woods	01/31/2023
Other Work	0.1	2	Ronald Maheia	Spec I	Central Svcs	02/17/2023
Other Dist	10.3	5	Sarah Mankowski	Teacher	MacDowell	05/24/2023
Retire	37.0	5	Christine Milani	Teacher	Honey Creek	06/16/2023
Personal	11.0	5	Andrew Moriarity	Teacher	Ronald Reagan	02/27/2023
Personal	0.3	5	Kelly Muck	Teacher	North Division	02/20/2023
Retire	21.5	2	Olubanke Ogunkunle	Counselor	Central Svcs	06/22/2023
Retire	25.0	5	Mary Olson	Teacher	Fairview	06/16/2023
Retire	21.0	5	Kenneth Palzewicz	Teacher	Hamilton HS	03/03/2023
Personal	0.2	4	Cenobio Plascencia	Teacher	MSL	01/31/2023
Retire	34.0	5	Mary Quesada	Teacher	Fernwood	06/16/2023
Personal	9.0	5	Kaitlynn Radloff	Teacher	HS of the Arts	05/24/2023

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	8.0	5	Teal Restum	Teacher	Story	06/16/2023
Retire	31.0	5	Erika Schrauth	Teacher	Lloyd Barbee	04/09/2023
Personal	2.0	5	Anna Silberg	Teacher	South Acc Acad	08/01/2023
Other Dist	1.0	5	Allison Smith	Teacher	Thurston Woods	01/19/2023
Retire	21.0	5	Carol Van Lare	Teacher	Central Svcs	06/01/2023
Retire	30.9	5	Michael Van Pelt	Teacher	Riverside	06/30/2023
Retire	29.8	5	Nicholas Verban	Teacher	Central Svcs	05/26/2023
Retire	21.7	5	Sean Veternick	Teacher	Parkside	07/25/2023
Personal	4.8	4	Mahaly Villegas	Teacher	Spanish Imm	06/17/2023
Retire	31.0	5	Erin Walsh	Teacher	Riverside	05/28/2023
Other Work	10.4	5	Aaron Wanserski	Teacher	Rogers Street	06/16/2023
Other Dist	10.8	5	Stephanie Weinfurter	Teacher	Ronald Reagan	05/24/2023
Other Work	0.4	5	Andrea Worthey	Teacher	Milw Sign Lang	01/30/2023
Classified Retirements						
Retire	26.3	5	John Dobizl	Electrician	Elec Shop	02/25/2023
Retire	15.2	1	Karen Jeffrey	Para	Fernwood	02/04/2023
Retire	30.3	4	David Torres	Elect Chg	Elec Shop	02/25/2023
Retire	46.5	2	Willie Wade	Para	Elm	02/22/2023

Summary

Other District 4
Other Work 7
Personal 16
Retirement ..... 25 (4 Classified & 21 Certificated)

Affirmative Action Report

The monthly Affirmative Action personnel transaction report for February 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, r	Nicholas Sinram	Director II, Financial Planning & Budget	Office of the Chief of Finance	03	15A	$120,000
5, r	Denise Fields	Manager I, State & Federal Programs	Office of the Chief of Finance	03	11A	$116,986
2, r	Darryl Moore	Manager I, Professional Development	Office of the Chief of Academics	03	11A	$116,986
2, r	Donnyea Ellis	Principal, King Middle School	Office of the Chief of School Administration	03	14T	$114,502
5, r	Allison Foyer	Supervisor I — Early Childhood	Office of the Chief of Academics	03	09A	$111,477

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
4, nr	Cassandra Morales Salcedo	Talent Management Specialist I	Office of the Chief of Human Resources	03	08A	$79,650
2, r	Shimale Robinson	Supervisor I, System Administration	Office of the Chief of Communications & School Performance	03	09A	$78,755
2, r	Kai Burns	Benefits Associate I	Office of the Chief of Human Resources	03	03A	$74,422
4, r	Zennia Sifuentes Perez	Talent Management Specialist I	Office of the Chief of Human Resources	03	08A	$73,777
4, r	Olivia Averhart	Technology Support Technician	Office of the Chief of Communications & School Performance	03	03A	$61,656
5, r	Katrina Feldner	Data Support Analyst III	Office of the Chief of Communications & School Performances	03	07A	$72,000
5, r	Nicholas Welytok	System Administrator, Video Surveillance	Office of the Chief of Communications & School Performance	03	06A	$69,497
2, r	Nicole Ewing	Planning Assistant II, Organizational Development	Office of the Chief of Academics	03	02A	$69,224
5, nr	Jennifer Portillo	Account IV, General Accounting	Office of the Chief of Finance	03	06A	$67,207
2, r	JaTerrance Young	Associate II, Recreation — After-school Programs	Office of the Chief of Operations	03	04A	$66,514

Recommended Reassignments

Your Committee recommends that the following individuals be reassigned to the positions indicated, to be effective upon approval by the board

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, nr	Richard Bukosky	Principal on Special Assignment, Bradley Tech High School	Office of the Chief of School Administration	03	13T	$123,912
6, nr	Cynthia Wilson	Principal on Special Assignment, Riverside High School	Office of the Chief of School Administration	03	13T	$120,628

Recommended Salary Adjustments

Your Committee recommends the following adjustments be made to the salaries of the following individuals as indicated, to be effective upon approval by the Board.

Codes	Name	Position	Location	Salary Sched	Salary Range	Salary Amount
4, nr	Claudia Garcia	Fiscal Associate I	Office of Accountability & Efficiency	03	03A	$74,422

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	Assignment	Hourly Wage	Dates
3, r	Carole Mukai-Tyrrell	Specialized Services	Office of the Chief of Academics	$40.00	01/03/23-05/24/23
2, r	Kai Burns	Benefits Associate	Office of the Chief of Human Resources	$35.00	03/03/23-03/23/23
5, nr	Lori Acken	Content Specialist	Office of the Chief of School Administration	$35.00	02/15/23-06/15/23

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Melanie Zurheide	Evaluation Teams Building Coordinator	Office of the Chief of Academics	$30.00	01/03/23-05/24/23
5, r	Teri Knight	IB Support Teacher	Office of the Chief of Academics	$30.00	04/10/23-10/10/23
5, r	Sandra Schroeder	Operations Supervisor	Office of the Chief of School Administration	$30.00	03/01/23-06/30/23
5, nr	Angela Chojnacki	School Nutrition	Office of the Chief of Finance	$24.25	02/10/23-06/16/23
5, r	Dawn Butler	School Kitchen Manager Mentor	Office of the Chief of Finance	$22.51	02/10/23-06/16/23
4, r	Alma Lopez	School Secretary	Office of the Chief of Academics	$21.69	02/09/23-08/09/23
6, r	Samone Washington	Data Support Analyst	Office of the Chief of Academics	$16.00	02/03/23-08/03/23

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 Resolution 2223R-015 by Directors Garcia and O'Halloran to Direct a Review of Three-tier Busing

Background

At its regular meeting on February 23, 2023, the Board referred Resolution 2223R-015 by Director Garcia to the Committee on Accountability, Finance, and Personnel to review the impacts of three-tier busing on the eight schools moved from a Tier 1 to a Tier 3 busing model:

WHEREAS, Board Governance Policy 1.01, Vision and Mission, states that "[i]ncreased operational and financial efficiencies are consistently pursued to support learning opportunities for our students"; and

WHEREAS, Administrative Policy 4.04, Student Transportation Services, states that "[t]he major purpose of the Milwaukee Public Schools' Transportation Services is to provide safe, adequate, efficient, and economical service to all eligible Milwaukee resident student"; and

WHEREAS, The Board has consistently adopted budget parameters to "explore operating efficiencies including those related to transportation"; and

WHEREAS, On July 16, 2020, the Board approved an MPS School Reopening Plan for the 2020-2021 school year which included adoption of a three-tier bell schedule to maximize the efficiency of bus utilization and support social distancing needs under the COVID-19 pandemic; and

WHEREAS, The implementation of the three-tier bell schedule moved eight schools from their previous Tier 1 starting time of 7:30 a.m. to a new Tier 3 starting time of 9:00 a.m.; and

WHEREAS, The eight schools that moved from Tier 1 to Tier 3 were selected with the intent to equitably distribute the impacts of such a change throughout the District and the city; and

WHEREAS, At the conclusion of the 2022-2023 school year, three full school years will have elapsed, providing a reasonable sample of time and data which may be used to analyze and assess the impacts of the Tier changes; now, therefore, be it

RESOLVED, That the Board direct the Administration, in collaboration with the Office of Accountability and Efficiency, to review the impacts of the Tier changes on the eight schools that moved from Tier 1 to Tier 3; and be it

FURTHER RESOLVED, That the analysis of impacts related to the Tier movement include, but not be limited to, enrollment rates at effected schools and those surrounding; and be it

FURTHER RESOLVED, That this review and possible recommendations be brought back to the Board no later than the June 2023 board cycle.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 4.04, Student Transportation Services

Fiscal Impact Statement

The fiscal impact will be estimated in the full review and reported back to the Board in June 2023.

Implementation and Assessment Plan

In accordance with the resolution as written, the Administration will work with the Office of Accountability and Efficiency to review the impacts of the tier changes to the eight schools and report back to the Board in June 2023.

Implementation will be determined upon completion of the review and reported back to the Board in June 2023.

Committee's Recommendation

Your Committee recommends the Board approve Resolution 2223R-015 by Directors Garcia and O'Halloran to direct a review of the three-tier busing model.

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

* * * * *

(Item 4) Action on a Request to Discontinue the MPS COVID-19 Testing Program

Background

The Wisconsin Department of Health Services (DHS) has offered COVID-19 testing support to all Wisconsin K-12 schools since the start of the 2021-22 school year. Testing support includes funding of COVID-19 test kits and on-site administration of COVID-19 tests.

Milwaukee Public Schools is a participating district in DHS's COVID-19 K-12 School Testing Program. As part of the program, DHS covers the costs associated with the daily COVID-19 testing provided at MPS sites. This includes the costs associated with the twice weekly COVID-19 testing required of unvaccinated staff with accommodations pursuant to the District's COVID-19 vaccine mandate.

On January 27, 2023, DHS announced that it will be ending its COVID-19 School Testing Program. April 30, 2023, will be the last day DHS will provide support to schools for COVID-19 testing. Any district that wishes to continue providing COVID-19 testing will have to cover all costs associated with COVID-19 testing after April 30, 2023.

In light of the current trends regarding COVID-19 hospitalization and death rates and the costs associated with continuing to provide COVID-19 testing at our sites, the Administration recommends that, effective May 1, 2023, the District no longer provide on-site COVID-19 testing to students and staff and discontinue the requirement that unvaccinated staff with accommodations be tested for COVID-19 twice a week.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, and effective May 1, 2023, the Administration will no longer provide on-site COVID-19 testing to students and staff and will no longer require unvaccinated staff with accommodations to be tested twice a week for COVID-19.

Committee's Recommendation

Your Committee recommends that the Board approve ending on-site COVID-19 testing for students and staff and discontinuing the requirement that unvaccinated staff with accommodations be tested for COVID-19 twice a week, to be effective May 1, 2023.

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

* * * * *

(Item 5) Action on Monthly Facilities Matters: FMS Award of Construction and Professional Services Contracts, Material Purchases, Contract Modification, Exception-to-bid, and Monthly Report on Air Quality

Construction Contracts

2023 Green Infrastructure Upgrades

Division 1 — Milwaukee German Immersion Elementary School

Prime Contractor
Property Solutions Contracting
7243 West Concord Creek Drive
Mequon, WI 53092

Low Bidder, base bid of $1,233,455.90, plus $30,000.00 for Mandatory Alternate
Bid #1, for an overhead structure, for a total cost of..... $1,263,455.90

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	8	1	No	12%	12%	$148,014.70	15%	100	10

Funds are available for the green infrastructure upgrades project from account code MBM HA G53 GI EMTC (Project No. 7331). The project's contracted start date is scheduled for March 24, 2023, and completion date is August 25, 2023.

Division 2 — Frederick J. Gaenslen K-8 School

Prime Contractor
Poblocki Paving Corp.
525 South 116th Street
West Allis, WI 53214

Low bidder, base bid of $1,031,587.00, plus $89,603.00 for Mandatory Alternate
Bid #1, for an overhead structure, for a total cost of..... $1,121,190.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
193	76	13	No	10%	10.85%	$112,000.00	15%	100	10

Funds are available for the green infrastructure upgrades project from account code MBM HA G53 GS EMTC (Project No. 8176). The project's contracted start date is scheduled for March 24, 2023, and completion date is August 25, 2023.

Division 3 — Alexander Mitchell Elementary School

Prime Contractor
Property Solutions Contracting
7243 West Concord Creek Drive
Mequon, WI 53092

Low Bidder, base bid of $942,521.00, plus $30,000.00 for Mandatory Alternate
Bid #1, for an overhead structure, for a total cost of..... $972,521.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	8	1	No	10%	18%	$172,700.00	15%	100	10

Funds are available for the green infrastructure upgrades project from account code MBM HA G53 MI EMTC (Project No. 8174). The project's contracted start date is scheduled for March 24, 2023, and completion date is August 25, 2023.

Division 4 — James Whitcomb Riley Elementary School

Prime Contractor
Eddy's Landscaping Services LLC
P.O. Box 342673
Milwaukee, WI 53234-2673

Low Bidder, base bid of..... $833,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
15	15	0	Yes	12%	73.58%	$613,000	15%	100	10

Funds are available for the green infrastructure upgrades project from account code MBM HA G53 RI EMTC (Project No. 8175). The project's contracted start date is scheduled for March 24, 2023, and completion date is August 25, 2023.

Division 5 — Richard Kluge Elementary School

Prime Contractor
Poblocki Paving Corp.
25 South 116th Street
West Allis, WI 53214

Low Bidder, base bid of $1,737,215.00, plus $89,603.00 for Mandatory Alternate
Bid #1, for an overhead structure, for a total cost of..... $1,826,818.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
193	76	13	No	12%	12.05%	$209,675.00	15%	100	10

Funds are available for the green infrastructure upgrades project from account code MBM HA G53 KL EMTC (Project No. 7429). The project's contracted start date is scheduled for March 24, 2023, and completion date is August 25, 2023.

Heating Plant Replacement

Grant Gordon Learning Center

Prime Contractor
Belonger Corporation Inc.
2334 Stonebridge Circle, Unit D
West Bend, WI 53095

Low bidder, base bid of $2,310,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
28	4	2	Yes	15%	100%	$2,310,000.00	20%	800	10

Funds are available for the Grant Gordon heating plant replacement project from account code FAR 00 MM2 LE ECNC (Project No. 4502). The project's contracted start date is scheduled for March 24, 2023, and completion date is August 23, 2023.

Fire Alarm Upgrades

Neeskara Elementary School

Prime Contractor
ALLCON LLC
12704 West Arden Place
Butler, WI 53007

Low bidder, base bid of $814,629.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
39	13	6	Yes	0	100%	$814,629.00	0	300	0

Funds are available for the Neeskara fire alarm upgrades from account code MBM 0A 9J3 FM ECNC (Project No. 8161). The project's contracted start date is scheduled for March 24, 2023, and completion date is August 18, 2023.

Golda Meir Upper Years

Prime Contractor
ALLCON LLC
12704 West Arden Place
Butler, WI 53007

Low bidder, base bid of $288,102.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
39	13	6	Yes	0	100%	$288,102.00	0	200	0

Funds are available for the Golda Meir fire alarm upgrades project from account code MBM 0A 9J3 FM ECNC (Project No. 8159). The project's contracted start date is scheduled for March 24, 2023, and completion date is August 11, 2023.

Summary

Total construction contract dollars awarded..... $9,429,715.90
Total dollars HUB participation $4,668,120.70
% of HUB participation 50.79%
% Minority employees within company 47.36%
% Women employees within company..... 8.06%

Professional Services Contracts

RFP #23-004 Authorization to Approve Job-order Contracting Blanket Contracts at Various MPS Sites

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain proposals from firms to provide job-order contracting service for the categories of general construction, mechanical, electrical, plumbing, painting, flooring and landscaping. A job-order contract is an indefinite-quantity construction contract pursuant to which the contractor may perform an ongoing series of individual projects at different locations.

Proposals, which were received for four of the seven categories, were evaluated on the basis of cost, responsiveness to requirements, experience, references, and ability to meet the needs of MPS.

The contractors recommended below have been reviewed and approved by Contract Compliance Services.

Recommended Contractor	Trade/Technical Area
FH Paschen, SN Nielsen & Associates, LLC	General Construction
Robe, Inc.	General Construction
Bear Construction Company	General Construction
Dardon Construction	General Construction
ALLCON, LLC	General Construction
Vertex Electrical	Electrical
Roman Electric	Electrical
ALLCON, LLC	Electrical
Belonger Corporation, Inc.	Mechanical
Bear Hartwig JV	Plumbing

Contracts will be issued on an as-needed basis in alignment with the pre-approved adjustment factor to be applied to the unit prices as set forth in the Construction Task Catalog.

Requested expenditure authority for the job-order contracting program is not to exceed $24,000,000 over the three-year term, March 24, 2023-March 23, 2026. Funds to support the job-order contract services are budgeted as part of individual projects or are funded by the individual schools, departments, or programs.

Budget Code: Various $24,000,000

Information relative to actual participation by the HUB firms will be included in the annual HUB report to the Board.

RFQ #6518 Tree-removal and Pruning Services at 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
Dorshak Family Tree & Landscape, Inc.
M&M Tree Care, LLC

Requested expenditure authority is not to exceed $300,190.00 over the contract period of March 24, 2023-March 23, 2024.

Budget Code: STS 00 RFI RC ECNC $300,190.00

Material Purchase

Exterior Door Replacement

Bruce School

Prime Contractor
Quality Door & Hardware
P.O. Box 668
Wisconsin Rapids, WI 54495-0668

Base bid of $115,385.47

Funds are available for the exterior door replacement project account code FCM 00 ECE BU ECNC7 (Project No. 8418).

Cooling System Replacement

Special Services Center

Prime Contractor
C-D-P, Incorporate/Vertiv Corporation
505 North Cleveland Avenue
Westerville, OH 43082

Base bid of $295,208.00

Funds are available for the cooling system replacement project account code MBM 0A 9J3 FM ECNC (Project No. 8457).

Contract Modification

——— Authorization to Increase a Contract with Outdoor Home Services Holdings LLC, d/b/a TruGreen

The Administration is requesting approval to increase the expenditure authority with Outdoor Home Services Holdings LLC, d/b/a TruGreen, by an additional $50,000 per year, for a total expenditure authority not to exceed $100,000 for each year of the contract.

The vendor was chosen pursuant to RFP #22-001, blanket contract BC1001231, with a term of March 25, 2022, through March 24, 2025.

Budget Code: Various $100,000

Exception-to-bid Request

——— Siemens Industry, Inc., for Desigo Server Upgrades 2023

The Administration recommends that the Board authorize the sole-source (exception-to-bid) contract with Siemens Industry, Inc., for Desigo Server Upgrades 2023. 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)).

Budget Code: MBM 0A 8M3 FM ECNC (Project No. 7561)..... $635,182.20

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 that 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 the procuring of consultants and the status of findings during the site investigations as part of their scope, steps toward procuring contractors to perform testing and balancing, identification of any deficiencies in mechanical systems, and evaluation of potential

deficiencies and establishment of 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. Following is a report of project activities through February of 2023.

Air-quality Report/Summary of Project Activities through February 2023

Project Design Status

Since the last project-status update in November of 2022, 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. These 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 conjunction with the ongoing team meetings, each of the IPD teams have 95% finished Schematic Design and 100% bid documents and plan sheets for each of the scope's phases.

In addition to general project oversight, MPS's design-related activities in 2022 have focused primarily on abatement planning and design and coordinating with the City of Milwaukee on the zoning and code-language impacts that will affect the outdoor-classroom scopes and other projects that are targeted for City Plan Review and permitting submissions. The MPS Environmental team continues to coordinate with the IPD teams to identify project-specific abatement needs, locations, and quantities. This process aims to ensure that the identified 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.

The Owner's Representative team, led by the Concord Group (CG), alongside MPS's Department of Facilities & Maintenance Services (DFMS), 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.

Each of the teams approached the timing of the completion of various design phases — which include the bottle-filling stations, outdoor classrooms, capital projects for heating, ventilation & air conditioning (HVAC) upgrades, unit ventilators, temperature-control systems, window and security-screen replacements, and carpeting and flooring — in a slightly different sequence. Each of the teams have completed the drawing sets and scope specifications for inclusion in bid packages for release to bidding by subcontractors.

The outdoor-classroom design process continues after a review of bids received and adjustments made, with the City of Milwaukee currently reviewing plan-review submissions from the IPD teams in advance of obtaining permits and initiating construction of these spaces across the district.

The outdoor-classroom design process has been wrapped up, with the exception of a couple of schools, with the submission of historical district-related documentation needs required at 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.

Project Procurement Status

The procurement process of bottle-filling stations has been completed, with the final orders having been placed with Ferguson by MPS, and the submission of the outdoor-classroom structure orders is nearly completed, with the vast majority of required structures having been delivered to the IPD teams. The final small subset of structures ordered are targeted to be in hand in March 2023. Some additional early-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 project's completion.

The IPD teams continued to release bid packages and award subcontracts for materials, equipment, and labor, having wrapped up nearly 100% of bidding. The teams anticipate awarding the remaining pieces of the contracted work shortly to ensure that all subcontractors are in place to complete all construction by September 2023.

Project Construction Update

MPS coordinated asbestos-abatement-removal activities across the district in parallel with the carpet/flooring-replacement projects and will continue in the immediate future and continues planning stages and active removals of abatement materials required for capital replacement projects. To date, 116,051 square

feet of flooring has been removed and abated in advance of replacement flooring being installed. This is broadly the equivalent of an area of just under 2.5 football fields. The abatement team has additionally removed approximately 1.7 miles of pipe wrap in advance of HVAC valve and equipment replacements.

Construction activities are ongoing by all of the IPD teams. Current ongoing work involves the replacement of outdated water fountains with new water-bottle-filling stations. That work continues to take place during the school year, with a goal of being as minimally intrusive as possible. To date, 282 bottle-fillings stations have been replaced with new units, with an additional 121 in progress and 142 to be installed. Flooring-replacement activities have also continued over the last several months, and to date, 340,662 square feet of flooring construction has been completed. This completed work is the equivalent of approximately 7.1 football fields.

IPD's testing and balancing of schools' HVAC systems is currently ongoing at various school sites across the district, with the remainder to follow as soon as is feasible. That work continues to be coordinated with school engineering and administrative staff. Additional construction activities anticipated to continue during the next four months are localized flooring and piping-insulation abatement, the installation of window and security screens, and carpet and resilient-flooring installation as we are able to coordinate with the schools. Preparation for the outdoor-classroom-related site work is currently ongoing at sites that have the design and bidding activities completed.

For work that is anticipated to take place during the remainder of the school year and the upcoming Spring Break, MPS, CG, and the IPD teams will be meeting with schools on an individual basis to minimize disruption and inconvenience to school staff and students and to identify acceptable start dates for move management, removal of existing finishes, replacement of finishes and ancillary cleaning, and the date the students and staff can reoccupy spaces.

Fiscal Impact Statement

Listed below are the construction and professional services contracts, material purchases, contract modification and exception-to-bid requests recommended for the Board's approval:

Construction Contracts

- Property Solutions Contracting for Green Infrastructure-German Immersion;
  Code: MBM HA G53 GI EMTC $1,263,455.90
- Poblocki Paving Corp. for Green Infrastructure-Gaenslen;
  Code: MBM HA G53 GS EMTC $1,121,190.00
- Property Solutions Contracting for Green Infrastructure-Mitchell;
  Code: MBM HA G53 MI EMTC $972,521.00
- Eddy's Landscaping Services, LLC for Green Infrastructure-Riley;
  Code: MBM HA G53 RI EMTC $833,000.00
- Poblocki Paving Corp. for Green Infrastructure-Kluge;
  Code: MBM HA G53 KL EMTC $1,826,818.00
- Belonger Corp. for Heating Plant Replacement-Grant Gordon;
  Code: FAR 00 MM2 LE ECNC $2,310,000.00
- ALLCON LLC for Fire Alarm Upgrades-Neeskara;
  Code: MBM 0A 9J3 FM ECNC $814,629.00
- ALLCON LLC for Fire Alarm Upgrades-Golda Meir;
  Code: MBM 0A 9J3 FM ECNC $288,102.00

Total Construction Contracts Requested $9,429,715.90

Professional Services Contracts

- Various firms for job-order contracting at various sites;
  Code: Various, not to exceed over the three-year term $24,000,000.00
- Various firms for tree-removal and pruning services at various sites;
  Code: STS 00 RFI RC ECNC, not to exceed $300,190.00

Total Professional Services Contracts Requested, not to exceed $24,300,190.00

Material Purchases

- Quality Door & Hardware, for Exterior Door Replacement at Bruce;
  Code: FCM 00 ECE BU ECNC7 ..... $115,385.47
- C-D-P, Incorporate/Vertiv Corporation, for Cooling System Replacement at the Special Services Center;
  Code: MBM 0A 9J3 FM ECNC $295,208.00

Total Material Purchases Requested $410,593.47

Additional Expenditure Authority

- Outdoor Home Services Holdings LLC, d/b/a TruGreen (blanket contract BC1001231);
  Code: Various, $50,000.00 per year, total annual amount not to exceed $100,000.00

Exception to Bid

- Siemens Industry, Inc., for Desigo Server Upgrades 2023;
  Code: MBM 0A 8M3 FM ECNC (Project No. 7561) $635,182.20

Implementation and Assessment Plan

Upon the Board's approval, the construction and professional services contracts, material purchases, contract modification, and exception to bid, 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 and professional services contracts, material purchases, contract modification, and exception to bid, 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 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 Contracts under $50,000 and Cumulative Total Report; and Acceptance of Donations

Purchases

——— Authorization to Purchase a Subscription from MESA Cloud for the Mesa 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 through 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, to flag, and to fix errors that jeopardize a student's trajectory. The purchase is being made under the BuyBoard Cooperative agreement #661-22.

The subscription will run from July 1, 2023 through June 30, 2024, and will not exceed $69,871.

Budget Code: GDC-0-S-9Y3-EO-ETRS $69,871.00

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 5795 Authorization to Extend Blanket Purchase Orders with Nassco, Inc., and San-A-Care, Inc., for Building-operations Supplies for the District

The Administration is requesting authorization to extend blanket purchase orders to purchase building-operations supplies from Nassco, Inc., and San-A-Care, Inc. The vendors were chosen pursuant to RFB 5795, which closed on January 31, 2022. In accordance with the terms of the Request for Bid, the vendors chose to submit a joint proposal. Due to the size of the district, each vendor will deliver supplies to its assigned schools and departments.

The blanket purchase orders will run from May 1, 2023, through April 30, 2025. The total cost of the blanket purchase orders with Nassco, Inc., ($2,000,000) and San-A-Care, Inc., ($2,000,000) will not exceed $4,000,000

Budget Code: BL0-0-0-000-00-0000 (varies by location)..... $4,000,000

Nassco, Inc./San-A-Care, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
157	15	35	No	5%	5%	TBD	NA	600	20

RFP 1042 Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt Publishing Co. for Decodable Books and Leveled Readers

The Administration is requesting authorization to issue a purchase order to Houghton Mifflin Harcourt Publishing Co. for 97 school sets of decodable books and leveled reader libraries for K5-5th-grade teachers. The primary purpose of purchasing these texts is to provide teachers with the resources they need to provide small-group guided reading instruction. Guided reading is a specific teaching approach in which teachers work with students in small groups to provide explicit teaching and support for reading increasingly challenging texts. This method of differentiated instruction is critical to addressing the needs of students who are reading at various reading levels in our classrooms.

The vendor was chosen pursuant to RFP 1042, which closed on March 19, 2021. The total cost will not exceed $378,775.30.

Budget Code: S22-0-I-9C3-CI-ETXB (Curriculum & Instruction — Purchases)..... $378,775.30

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	0	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.

C030207 Sebastian Family Psychology Practice LLC

Original Contract Amount $330,000.00
RCC 2/18/2022..... $30,000.00
1st & 2nd Contract Extensions..... $720,000.00
RCC 1/26/2023..... $50,000.00
Ending amount $1,130,000.00

On October 1, 2021, the Milwaukee Board of School Directors and Sebastian Family Psychology Practice LLC entered into Professional Services Contract number C030207, with a term of October 1, 2021, through June 30, 2022, for activities related to the School Community Partnership for Mental Health (SCPMH). On February 18, 2022, a Request to Change Contract (RCC) was received to increase the contract by $30,000,

using DPI grant funds. The first and second contract extensions were approved by the Board with a term of October 1, 2022, through September 30, 2024, with compensation not to exceed $720,000. On January 26, 2023, additional funds of $50,000 were added from DPI's Mental Health Grant, and Zablocki was added to the list of schools served.

Routine Monthly Reports

The report on revenues and expenses; the monthly expenditure control report; and the report on contracts awarded with a value under $50,000 and cumulative total report 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 — Curriculum and Instruction	Milwaukee Public Schools Foundation Inc	$11,958.63	STEM Fair Reimbursement
	Total Monetary Donations over $5,000	*$11,958.63*	
Monetary Donations			
Audubon Technology and Communication Middle School	Milwaukee School of Engineering	$500.00	Robotics Sponsorship
Auer Avenue School	Mount Carmel Lutheran Church	$1,000.00	Holiday Bazaar
Bay View High School	Gerald W. Hollander, PhD	$250.00	Gay Straight Alliance Support
Bay View Montessori School	Beth Lukomski	$260.00	Cross Country
Browning School	The Blackbaud Giving Fund	$900.00	PBIS
Browning School	The Blackbaud Giving Fund	$1,000.00	Clothing
Fairview School	D Johnson	$100.00	General School Supplies
Fernwood School	Michael Martin	$500.00	General School Supplies
German Immersion School	Frederick Kessler	$500.00	General School Supplies
King High School	Kathleen J Dreyer	$500.00	Wrestling Team
Lancaster School	United Way	$1,000.00	My Very Own Library
Milwaukee School of Languages	Box Tops for Education	$68.50	General School Supplies
Milwaukee School of Languages	Frederick P Kessler	$300.00	German Materials
Milwaukee School of Languages	Jet Constellations LLC	$333.33	Outstanding Teacher Award
Milwaukee School of Languages	Marisa Minard	$544.00	AATG National German Exams
North Division High School	CAF America Cyber Grants	$500.00	General School Supplies
Office of School Administration	United Way	$1,500.00	Black Lives Matter Week of Action
Ronald Reagan High School	Maja Davidovic*	$2.00	General School Supplies
Ronald Reagan High School	Wisconsin Associate Principal — AWSA	$1,000.00	Associate Principal of the Year Award
Starms Early Childhood School	Maureen McDonald	$506.00	General School Supplies
Trowbridge School	Jolene Plautz	$30.00	STEAM
Trowbridge School	Kenneth Krei	$250.00	STEAM
Wisconsin Conservatory	Box Tops for Education	$20.90	General School Supplies
	Total Monetary Donations	*$11,564.73*	
Non-monetary Donations			
Academy of Accelerated Learning	DonorsChoose	$817.99	Books
Albert E. Kagel School	DonorsChoose	$278.58	Attend Today, Achieve Tomorrow!
Bay View High School	DonorsChoose	$585.16	Comfortable Listening
Bay View Montessori School	Nichole Lutz*	$75.00	Books
Benjamin Franklin School	DonorsChoose	$595.22	Let's Read to Succeed!
Bradley Trade & Tech	DonorsChoose	$322.02	Instructional Technology
Bradley Trade & Tech	American Acrylics, LLC	$10,000.00	Laser Engraver

Location	Donor	Amount	Gift or Purpose
Browning School	Direct Supply's Black Inclusion Group	$2,000.00	75 Coats and 75 Undies
Bruce School	The Lueder Financial Group	$200.00	Christmas Gift Cards
Bruce School	The Lueder Financial Group	$250.00	Grocery Gift Cards for Families for Thanksgiving
Burbank School	DonorsChoose	$343.47	Books and Buddies!
Burbank School	DonorsChoose	$490.21	Educational Kits & Games
Burdick School	DonorsChoose	$492.00	Art Supplies
Carver Academy	DonorsChoose	$644.37	Feelin' Good at School!
Clara Barton School	DonorsChoose	$283.66	Classroom Basics
Clarke Street School	DonorsChoose	$643.35	Flexible Seating
Clement Avenue School	DonorsChoose	$403.94	Making Awesome Writers!
Congress School	Jess Card	$300.00	Walmart e-Gift Card
Craig Montessori School	DonorsChoose	$401.94	Instructional Technology
Doerfler School	DonorsChoose	$132.46	ASD Meltdown Lifesavers
Doerfler School	DonorsChoose	$234.90	Who Wants To Be a Millionaire?
Doerfler School	Educator's Credit Union	$298.00	Workbooks
Doerfler School	Educator's Credit Union	$743.00	Financial Booklets
Dr. B. Carson Academy of Science	DonorsChoose	$161.39	We Love Our Porcine Wonder!
Dr. B. Carson Academy of Science	DonorsChoose	$163.11	Books
Fernwood School	DonorsChoose	$163.74	Lab Equipment
Fernwood School	DonorsChoose	$294.40	The Montessori Classroom
Fernwood School	DonorsChoose	$314.29	Educational Kits & Games
Fifty-third Street School	DonorsChoose	$509.02	Zen Tiger Den!
Forest Home Avenue School	DonorsChoose	$169.56	Time for Kids to Read!
Forest Home Avenue School	DonorsChoose	$427.47	Stupendous Seat Sacks
Forest Home Avenue School	DonorsChoose	$481.72	Supply and Demand
Fratney Street School	DonorsChoose	$233.00	Instructional Technology
Gaenslen School	DonorsChoose	$397.41	Classroom Basics
German Immersion School	DonorsChoose	$2,216.75	H-O-R-S-E Let's Play It Again
German Immersion School	DonorsChoose	$3,897.48	Going Gaga for Gaga Ball!
German Immersion School	DonorsChoose	$4,047.30	Playing the Song in Our Hearts
Grant School	DonorsChoose	$652.33	There's Nothing Good to Read
Grantosa Drive School	DonorsChoose	$264.96	Back to School
Grantosa Drive School	DonorsChoose	$569.08	Promoting Student Attendance!
Gwen T. Jackson School	DonorsChoose	$441.99	Reading Nooks, Desks & Storage
Gwen T. Jackson School	DonorsChoose	$494.33	Educational Kits & Games
Hartford University School	DonorsChoose	$275.54	Mastering Math Fundamentals
Hartford University School	DonorsChoose	$334.50	Student Resources
Hayes Bilingual School	DonorsChoose	$178.09	The Magic of Playtime!
Hayes Bilingual School	DonorsChoose	$312.44	Classroom Basics
Hayes Bilingual School	DonorsChoose	$505.70	Fresh Start to Fifth Grade!
Hayes Bilingual School	DonorsChoose	$518.90	Book Battle!
Holmes School	DonorsChoose	$549.92	Library Supplies Need!
James Fenimore Cooper School	DonorsChoose	$169.36	Reading Nooks, Desks & Storage
Keefe Avenue School	Kimberly Hardison*	$250.00	Gently-used Hats, Jackets, T-shirts, Boots, Shoes, Sweaters, Purses, Soap, Toothbrushes
Keefe Avenue School	DonorsChoose	$133.47	Mindfulness Matters
Keefe Avenue School	DonorsChoose	$381.79	Winter Ready!
Kluge School	Lettuce Grow	$549.00	Lettuce Grow Farm Stand
Kluge School	DonorsChoose	$423.77	Art Supplies
Kluge School	DonorsChoose	$442.97	Let's Get Situated!
Lancaster School	DonorsChoose	$375.08	First Aid Essentials
Lincoln Middle School	DonorsChoose	$431.74	Comfy Wobble Cushions
Lincoln Middle School	DonorsChoose	$435.53	Food, Clothing & Hygiene
Lincoln Middle School	DonorsChoose	$449.04	Please Help Us Learn

Location	Donor	Amount	Gift or Purpose
Lincoln Middle School	Letina Jones	$60.00	Winter Hats
Lincoln Middle School	Letina Jones	$500.00	2 Electric Keyboards
Lowell School	DonorsChoose	$199.80	Everyday Supply Needs!
Lowell School	DonorsChoose	$217.20	Learning Through Play
Lowell School	DonorsChoose	$220.65	Dry Erase Basics
Lowell School	DonorsChoose	$258.40	Sharpen Up My Classroom
Lowell School	DonorsChoose	$262.04	Basic Supplies
Lowell School	DonorsChoose	$304.51	Stickers and More
Lowell School	DonorsChoose	$334.12	Sensory Needs
Lowell School	DonorsChoose	$500.36	Back to School Snacks
MacDowell Montessori	DonorsChoose	$131.50	Instructional Technology
MacDowell Montessori	DonorsChoose	$143.50	Giant Visual Timer
MacDowell Montessori	DonorsChoose	$194.64	Get to the Point!
MacDowell Montessori	DonorsChoose	$241.64	Fine Motor Fun!
MacDowell Montessori	DonorsChoose	$387.14	Art Supplies
Maple Tree School	DonorsChoose	$1,669.26	Curriculum Basics
Marshall High School	DonorsChoose	$347.98	Books
Meir School	DonorsChoose	$167.33	School Social Work Necessities
Milwaukee High School of the Arts	DonorsChoose	$154.67	Clean Classroom
Milwaukee School of Languages	DonorsChoose	$285.67	Scholastic Super Readers
Milwaukee Sign Language School	DonorsChoose	$269.97	Chapter Books! Let's Do It!
Milwaukee Sign Language School	DonorsChoose	$280.65	Lighting Our Way to Success
Milwaukee Sign Language School	DonorsChoose	$334.50	Engage and Educate
Mitchell School	DonorsChoose	$424.92	Incentives for Doing My Work
Mitchell School	DonorsChoose	$1,075.41	5th Grade Junior Art Docents
Morgandale School	DonorsChoose	$194.28	Listen Up!
Morgandale School	DonorsChoose	$330.38	Supplies for Success
Morgandale School	DonorsChoose	$733.70	Seal and Save
Neeskara School	DonorsChoose	$329.28	Everybody Needs the Right Book
Ninety-fifth Street School	DonorsChoose	$136.52	Learning in Pre-K
Ninety-fifth Street School	DonorsChoose	$151.59	Sensory Bins and Puzzles
Ninety-fifth Street School	DonorsChoose	$171.66	Instructional Technology
Ninety-fifth Street School	DonorsChoose	$202.67	Indoor Recess to the Rescue
Ninety-fifth Street School	DonorsChoose	$219.84	Dry and Clean Clothes
Ninety-fifth Street School	DonorsChoose	$233.35	Launching Literacy Stations
Ninety-fifth Street School	DonorsChoose	$252.99	Best Christmas Novel Ever
Ninety-fifth Street School	DonorsChoose	$287.61	Reading Nooks, Desks & Storage
Ninety-fifth Street School	DonorsChoose	$325.04	A Book of My Very Own
Ninety-fifth Street School	DonorsChoose	$464.98	Art Supplies
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Listol WEC Energy Group BRG	$1,000.00	MPS Mitten Tree Drive
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Patricia Krauss	$40.00	MPS Mitten Tree Drive
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Aurora Healthcare ENT Clinics	$120.00	MPS Mitten Tree Drive
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Amanda Fordyce	$300.00	MPS Mitten Tree Drive
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Dr. Adetoye Adeniyi and Dr. Mrs. Folake Adeniyi	$500.00	Gift Cards for International Recruited Teachers
Office of Communications and School Performance — Strategic Partnerships and Customer Service	John Mikich, Milwaukee Area Technical College	$500.00	MPS Mitten Tree Drive

Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance — Strategic Partnerships and Customer Service	Nigerian Community in Milwaukee (NCIM)	$5,000.00	International New Teacher Welcome Reception and Gifts
Parkside School	DonorsChoose	$280.90	Peace Place with a Purpose
Parkview School	DonorsChoose	$559.80	Hands-on Experimentation
Riverwest Elementary	Patrick Mcvey	$580.00	Let's Color with Shiba Inu Coloring Books
Riverwest Elementary	Pierre Washington*	$600.00	Keyboard Yamaha
Riverwest Elementary	Danilo Cordences Alex Ayala	$1,000.00	Classroom Holiday Gifts
Riverwest Elementary	Rodney Bourrage, Sr.	$1,000.00	Toys Holiday Gift
Rogers Street Academy	DonorsChoose	$976.03	Flexible Seating
Roosevelt Middle School	DonorsChoose	$490.73	Feeding Tomorrows Leaders!
Roosevelt Middle School	DonorsChoose	$858.90	Educational Kits & Games
Siefert School	DonorsChoose	$243.89	Reading Buddies
Siefert School	DonorsChoose	$300.78	Letters for Learning!
Spanish Immersion School	DonorsChoose	$292.87	Reading Nooks, Desks & Storage
Spanish Immersion School	DonorsChoose	$776.04	Flex Seating Classroom
Story School	DonorsChoose	$172.18	Cutting Edge Thinking
Story School	DonorsChoose	$259.48	Sports & Exercise Equipment
Story School	DonorsChoose	$503.11	Art Supplies
Story School	DonorsChoose	$504.94	Books
Success Center	DonorsChoose	$489.57	Educational Kits & Games
Thoreau School	DonorsChoose	$278.39	Family Game Night
Thurston Woods	Aurora Family Service	$800.00	Turkey Vouchers
Victory School	DonorsChoose	$596.55	The Write Stuff
Vieau School	DonorsChoose	$172.58	Holly Jolly Reading
Vieau School	DonorsChoose	$179.13	Molecular Modeling
Vieau School	DonorsChoose	$188.17	A Refresh for Winter
Vieau School	DonorsChoose	$222.82	Mini Fridge for Healthy Snacks
Vieau School	DonorsChoose	$235.17	Reading Can be Fun for All!
Vieau School	DonorsChoose	$362.86	Building My Community
Vieau School	DonorsChoose	$383.00	What Can I Hear?
Vieau School	DonorsChoose	$392.28	Organized and Efficient
Vieau School	DonorsChoose	$475.02	Flexible Seating for Learning
Vieau School	DonorsChoose	$475.16	Books
Vieau School	DonorsChoose	$624.84	Classroom Basics
Walt Whitman School	DonorsChoose	$463.68	Tools for Success!
William Cullen Bryant School	DonorsChoose	$144.78	Food, Clothing & Hygiene
William Cullen Bryant School	DonorsChoose	$343.19	Library Upgrade!
Wisconsin Conservatory	DonorsChoose	$174.37	Classroom Basics
Total Non-monetary Donations		*$80,012.40*	
Total Value of Donations		$103,535.76	
*Donations from MPS Alumni		$927.00	

Committee's Recommendation

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

Director O'Halloran moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Herndon, O'Halloran, Siemsen, and President Peterson — 6.
Noes — None.
Recused — Director Carr — 1.

* * * * *

(Item 7) Action on the Award of Exception-to-bid Contracts

——— Authorization to Issue a Blanket Purchase Order to Athletic Equipment Repair Co. for Cleaning, Conditioning, and Repair of Athletic Equipment and Clothing

The Administration is requesting authorization to issue a blanket purchase order to Athletic Equipment Repair Co. for cleaning, conditioning, and repair of athletic equipment and clothing. Athletic Equipment Repair Co. will provide services to 20 MPS City Conference-member schools — Arts, Audubon, Bay View, Bradley Tech, Golda Meir, Hamilton, Juneau, King, Madison, Marshall, Milwaukee School of Languages, Obama, North Division, Pulaski, Reagan, Riverside, South Division, Vincent, Washington, and WCLL.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of one-of-a-kind (Administrative Policy 3.09(7)(E)(1)(b)(i)). This was the only vendor within a fifty-mile radius that is able to provide the required services of pickup and delivery.

The term of the blanket purchase order will run from April 1, 2023, through March 31, 2026. The total cost of the goods purchased will not exceed $295,409.45.

Budget Code: Varies by purchase… $295,409.45

——— Authorization to Contract with Cream City Futsal, LLC, for Soccer Officials for Milwaukee Recreation Soccer Leagues

The Administration is requesting authorization to enter into a contract with Cream City Futsal, LLC, to provide soccer officials for the various Milwaukee Recreation soccer leagues and special events. The leagues include adult sports, youth sports, elementary and middle schools, Summer Stars, and midnight sports soccer leagues.

Cream City Futsal, LLC, will work with several Milwaukee Recreation departments to fulfill the officiating assignments and payments to officials for all Recreation-run soccer leagues. Cream City will recruit, train, and work with resource staff to hire, to schedule, and to manage officials.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of delivery (Administrative Policy 3.09(7)(E)(1)(b)(vii)). Several vendors were contacted regarding their availability to provide these services, but none had the capacity to fulfill our needs.

This contract will run from March 27, 2023, through March 26, 2024. The total cost of the contract will not exceed $87,835.00.

Budget Codes:
RYS-0-0-PRC-RC-ECTS $48,841.00
RMS-0-0-PRC-RC-ECTS..... $7,659.00
RTW-0-0-MCC-RC-ECTS..... $6,335.00
RAS-0-0-MCC-RC-ECTS..... $13,650.00
RAS-0-0-PRC-RC-ECTS $11,350.00

——— Authorization to Enter into a Contract with Distributed Website Corporation, d/b/a rSchool Today, for Software Systems and Training for Athletics Registration and Facility Scheduling

The Administration is requesting authorization to enter into a contract with Distributed Website Corporation, d/b/a rSchool Today, for software systems and training for MPS athletic programs and facility scheduling. The contractor will provide software systems and training to Milwaukee Public Schools' Interscholastic Athletics and its 21 City Conference-member schools — Arts, Audubon, Bay View, Bradley Tech, Carmen Northwest, Golda Meir, Hamilton, Juneau, King, Madison, Marshall, Milwaukee School of Languages, Obama, North Division, Pulaski, Reagan, Riverside, South Division, Vincent, Washington, and WCLL — as well as Milwaukee Recreation and its youth sports and district permitting process.

rSchool Today provides content-management system solutions for more than 8,000 MPS student-athletes and 1,200+ coaches, athletic directors, officials, scorers/timers, and event staff for the MPS City Conference-member schools. Annually, there are more than 5,600 MPS high-school athletic contests scheduled. Housing this volume of games in one system is critical to maintaining efficient operations. The system's multitude of features include, but are not limited to athlete registration, tracking of required eligibility documentation,

real-time mass communication, and coaches' pay management. The use of the rSchool Today software will expand to Milwaukee Recreation youth sports registrations, league assignments, online ticketing management, and the District's external permitting process. More than 90% of the high schools in the State of Wisconsin are using rSchool Today.

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 April 1, 2023, through March 31, 2026. The total cost of services under this contract will not exceed $298,713 in the three-year period. $156,571 will be encumbered for year 1 under budget codes OSD-0-0-TLN-DW-EMTC ($90,571) and CSV-0-0-PRC-RC-ECTS ($66,000). Year 2 and 3 budget codes will be encumbered on or prior to anniversary dates of contract.

Budget Codes:	OSD-0-0-TLN-DW-EMTC (Recreation — Contracted Services)	$90,571.00
	CSV-0-0-PRC-RC-ECTS	66,000.00
	Years 2 and 3 to be encumbered prior to anniversary dates	142,142.00
	Total	$298,713.00

——— Authorization to Enter into a Contract with EDBLOX, Inc., d/b/a Elevate K12, for Online Instruction with Licensed Wisconsin Teachers

The Administration is requesting authorization to extend the contract with EDBLOX, Inc., d/b/a Elevate K12, to provide licensed Wisconsin teachers for online instruction at the high-school level as well as for early-start middle schools. Elevate K12 will provide online teacher coverage for approximately 160-175 periods for high-demand positions within the district. Middle-school areas of focus will include grades 6-8 mathematics, English language arts (ELA), science (earth and space, life and physical). High-school areas of focus will include early start in content areas of mathematics, science (physics, biology, chemistry, environmental, and physical science), ELA, and special education. Instruction will take place in real time during the instructional day.

Elevate K12 shall assign one operations manager (OM) for the school district's program held at designated schools. A virtual academic performance manager (APM) assigned by Elevate K12 will monitor the performance of the instruction sessions virtually. MPS will provide one classroom manager to each classroom.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of an emergency need due to an increased number of resignations and openings (Administrative Policy 3.09(14).

The original contract had a term of August 1, 2022, through July 31, 2023, and compensation not to exceed $2,506,300. This contract extension will run from August 1, 2023, through July 31, 2024. The total cost of the contract will not exceed $3,900,000.00.

Budget Code:	GOE-0-I-9Y4-HR-ECTS	$3,900,000.00

——— Authorization to Contract with Milwaukee Area Technical College (MATC) to Provide Writing Coaches for a Piloted M^3 Coaching and Tutoring Program for High-school Students

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College (MATC) to provide writing coaches for a piloted M-Cubed (M^3) Writing Coaches Program/Extended Learning. The program is an innovative coaching and tutoring program that will serve 9-12 grade students from 15 MPS high schools: The Alliance School of Milwaukee, Audubon Technology & Communication Center, Bay View High School, Bradley Technology & Trade, Alexander Hamilton High School, James Madison Academic Campus, Milwaukee High School of the Arts, Milwaukee Marshall High School, North Division High School, Barack Obama School of Career and Technical Education, Riverside University High School, South Division High School, Harold S. Vincent High School, Washington High School of Information Technology, and Wisconsin Conservatory of Lifelong Learning.

This contract is for an M3 Writing Coaches Program between MATC, the University of Wisconsin-Milwaukee (UWM), and Milwaukee Public Schools (MPS). The rationale behind the program is to increase students' willingness to be curious, creative, and open-minded when engaging with coursework that focuses

on writing. The program allows students to enhance and to develop their writing skills with assistance from trained writing coaches from MATC. Coaching will take place during the school day in select MPS classrooms and schools. The program will consist of one program manager, 15 writing coaches, 450 hours per week of tutoring, and more than 9,000 hours throughout the year. The coaches will work with the same students for the duration of the program for continuity, assessment, data collection, and mentorship.

The exception from the requirement of a competitive procurement process for this contract has been granted based on the continuity of services. MATC is used for this program as it is a part of the M^3 initiative that requires the participation and collaboration of MPS, UWM, and MATC (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

This contract will run from March 24, 2023, through September 30, 2024. The total cost of the contract will not exceed $205,283.00.

Budget Code: GEN-H-I-9Y3-EO-ECTS (College & Career Readiness)..... $205,283.00

——— Authorization to Contract with the Board of Regents of the University of Wisconsin System on Behalf of the University of Wisconsin-Milwaukee to Provide Writing Coaches for a Piloted M3 Coaching and Tutoring Program for MPS High-school Students

The Administration is requesting authorization to enter into a contract with the Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee (UWM) to provide writing coaches for a piloted M-Cubed (M^3) Writing Coaches Program/Extended Learning. The program is an innovative coaching and tutoring program that will serve 9^{th}-12^{th}-grade students from select MPS high schools — The Alliance School of Milwaukee, Audubon Technology & Communication Center, Bay View High School, Bradley Technology & Trade, Casimir Pulaski High School, Alexander Hamilton High School, James Madison Academic Campus, Milwaukee High School of the Arts, Milwaukee Marshall High School, Milwaukee School of Languages, North Division High School, Barack Obama School of Career and Technical Education, Riverside University High School, Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, South Division High School, Harold S. Vincent High School, Washington HS of Information Technology, and Wisconsin Conservatory of Lifelong Learning.

This contract is for an M^3 Writing Coaches Program between the University of Wisconsin-Milwaukee (UWM), Milwaukee Area Technical College (MATC), and Milwaukee Public Schools (MPS) that allows students to enhance and to develop their writing skills with assistance from trained writing coaches from UWM. The rationale behind the program is to increase students' willingness to be curious, creative, and open-minded when engaging with coursework that focuses on writing.

Coaching will take place during the school day in select MPS classrooms and schools. The program will consist of one program manager, 15 writing coaches, 450 hours per week of tutoring, and more than 9,000 hours throughout the year. The coaches will work with the same students for continuity, assessment, data collection, and mentorship.

UWM has identified three existing partnership programs — Pathways to Academic Success, Dual Enrollment, and Milwaukee Youth Poet Laureate — within MPS schools that focus on improving students' writing and whose teachers would welcome writing coaches.

The exception from the requirement of a competitive procurement process for this contract has been granted based on continuity of services. UWM is used for this program as it is a part of the M^3 initiative that requires the participation and collaboration of MPS, UWM, and MATC (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

This contract will run from March 24, 2023, through September 30, 2024, and the total cost of the contract will not exceed $231,779.00.

Budget Code: GEN-H-I-9Y3-EO-ECTS (College & Career Readiness)..... $231,779.00

——— Authorization to Issue a Purchase Order to Imagine Learning, Inc., for Instructional Materials and Professional Learning for Comprehensive Support and Improvement Schools (Grades 6-12)

The Administration is requesting authorization to issue a purchase order to Imagine Learning, Inc., for high-quality instructional materials and professional learning to our Comprehensive Support and Improvement (CSI) schools. This request includes illustrative math materials for grades 6, 7, and 8, along with algebra, geometry, and algebra 2 course materials. 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 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 as we expand to CSI schools that need immediate high-quality math materials.

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)).

Imagine Math is a supplementary program to assist the teacher in developing learning paths for students in illustrative math. Imagine Math is being requested to help teachers develop individualized lessons in illustrative math to better meet the needs of students. Professional learning will also be provided.

The purchase is for a multiple year purchase order to ensure pricing and to meet the requirements of the grant being used for purchase.

The purchase is being made through a Department of Public Instruction grant that requires purchase and payment by June 30, 2023, for instructional materials and professional learning by August 30, 2023. Licenses and services will be provided through June 30, 2026.

The total cost of the purchase will not exceed $2,013,847.00.

Budget Codes: OPI-0-I-2Z3-RH-ESUP (Instructional materials)..... $1,795,347.00
OPI-0-I-2Z3-RH-ECTS (Professional Learning) $218,500.00

——— Authorization to Issue a Purchase Order to Savvas Learning Company, LLC, for Instructional Materials and Professional Learning for Comprehensive Support and Improvement Schools (Grades K-5)

The Administration is requesting authorization to enter into a contract with Savvas Learning Company, LLC, for high-quality instructional materials and professional learning to our Comprehensive Support and Improvement (CSI) schools (grades K-5). This request includes the purchase of enVision 2024 edition, which is a comprehensive mathematics instruction that develops deep conceptual understanding with flexible assessments connected to adaptive acceleration for all and which is 100% aligned to WI standards. enVision is ranked as "Meets Expectations" by edreports.org as a high-quality instructional material for math. The purchase is a bridge for the schools that currently do not have high-quality instructional materials until a district adoption can be completed.

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)). Currently, schools are using an older version of this program; therefore the continuity will support a quick transition to the new higher-quality materials, so teachers are able to implement the new program immediately.

The purchase is being made through a Department of Public Instruction grant that requires purchase and payment by June 30, 2023, for instructional materials and professional learning by August 30, 2023. Pricing includes one year of all teacher and student print and digital materials, shipping, and Clever integration.

The total cost of the purchase order will not exceed $1,755,727.00.

Budget Codes: OPI-0-I-2Z3-RH-ESUP (Instructional materials)..... $1,405,727.00
OPI-0-I-2Z3-RH-ECTS (Professional Learning) $350,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules 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:

- Athletic Equipment Repair Co for Cleaning, Conditioning, and Repair of Athletic Equipment and Clothing;
  Budget Code: Varies by purchase $295,409.45
- Cream City Futsal LLC for Soccer Officials for Milwaukee Recreation Soccer Leagues
  Budget Codes: RYS-0-0-PRC-RC-ECTS..... $48,841.00
  RMS-0-0-PRC-RC-ECTS..... $7,659.00
  RTW-0-0-MCC-RC-ECTS $6,335.00
  RAS-0-0-MCC-RC-ECTS $13,650.00
  RAS-0-0-PRC-RC-ECTS..... $11,350.00
  Total $87,835.00
- Distributed Website Corporation, dba rSchool Today, for Software Systems and Training for Athletics Registration and Facility Scheduling;
  Budget Codes: OSD-0-0-TLN-DW-EMTC..... $90,571.00
  CSV-0-0-PRC-RC-ECTS..... $66,000.00
  Years 2 and 3 to be encumbered..... $142,142.00
  Total $298,713.00
- EDBLOX, Inc., d/b/a Elevate K12, for Online Instruction with Licensed Wisconsin Teachers;
  Budget Code: GOE-0-I-9Y4-HR-ECTS $3,900,000.00
- Milwaukee Area Technical College to Provide M^3 Writing Coaches;
  Budget Code: GEN-H-I-9Y3-EO-ECTS..... $205,283.00
- Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee to Provide M^3 Writing Coaches;
  Budget Code: GEN-H-I-9Y3-EO-ECTS..... $231,779.00
- Imagine Learning, Inc., for Instructional Materials and Professional Learning for Comprehensive Support and Improvement Schools;
  Budget Codes: OPI-0-I-2Z3-RH-ESUP $1,795,347.00
  OPI-0-i-2Z3-RH-ECTS $218,500.00
  Total $2,013,847.00
- Savvas Learning Company, LLC, for Instructional Materials and Professional Learning for Comprehensive Support and Improvement Schools;
  Budget Codes: OPI-0-I-2Z3-RH-ESUP $1,405,727.00
  OPI-0-I-2Z3-RH-ECTS $350,000.00
  Total $1,755,727.00

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 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 a Request to Approve a Memorandum of Understanding (MOU) with the Milwaukee Public Schools Foundation, Inc., Formalizing the Relationship between Milwaukee Public Schools and the Milwaukee Public Schools Foundation, Inc.

Background

In 1997, the Milwaukee Board of School Directors (MBSD) authorized the establishment of the Milwaukee Public Schools Foundation, Inc., (Foundation) with the mission to promote educational excellence and to strengthen community participation in MPS.

In an effort to codify the relationship between the MBSD and the Foundation, the Administration is bringing forward the Memorandum of Understanding (MOU), as attached to the minutes of your Committee's meeting, for approval by the Board.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rules Implication Statement

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

Fiscal Impact Statement

This item does not directly authorize expenditures; however, three full-time positions are dedicated to the MPS Foundation's work.

Implementation and Assessment Plan

Upon the Board's approval, the MOU will be executed.

Committee's Recommendation

Your Committee recommends that the Board authorize the Memorandum of Understanding with the Milwaukee Public Schools Foundation, Inc., as attached to the minutes of your Committee's meeting.

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

* * * * *

REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Peterson 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 8.13, Student Attendance/Absences/Tardies, and Administrative Policy and Procedure, 8.14, Truancy, and to Adopt Administrative Procedure 8.13, Student Attendance/Absences/Tardies

Background

The Administration recommends a revision to Administrative Policy 8.13, Student Attendance/Absences/Tardies, to update the period attendance calculation and reasons for legally excused absences. The policy also clarifies the circumstances for which a student should be excused during inclement weather. The new Administrative Procedure 8.13 outlines the steps that schools will employ when addressing legally excused absences and tardies.

The revisions to Administrative Policy and Procedure 8.14, Truancy, create clarity by transferring the general guidelines currently in the procedure to the policy and by removing the procedures in the policy and aligning them in administrative procedure.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 8.13, Student Attendance/Absences/Tardies

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will publish the final policies and procedures.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve revisions to Administrative Policy 8.13, Student Attendance/Absences/Tardies, and to Administrative Policy and Procedure, 8.14, Truancy, as attached to the minutes of your Committee's meeting; and
2. adopt Administrative Procedure 8.13, Student Attendance/Absences/Tardies, as attached to the minutes of your Committee's meeting.

Subsequent to the Committee's consideration of this item, the Administration provided a revision to Administrative Procedure 8.13, as provided under separate cover, to clarify the records-retention requirement.

Director Garcia moved to adopt the Committee's recommendation, inclusive of the additional revisions to Administrative Procedure 8.13.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Siemsen, and President Peterson — 6.
Noes — None.
Abstain —Director O'Halloran — 1.

* * * * *

(Item 2) Action on a Request to Approve Revisions to Administrative Policy 8.52, Bullying, and to Adopt Administrative Procedure 8.52, Student Bullying

Background

The Administration recommends revisions to Administrative Policy 8.52, as attached to the minutes of your Committee's meeting, to clarify the District's prohibition of any form of bullying and the commitment to promoting a safe educational environment through evidence-based resources for prevention.

Administrative Procedure 8.52, as attached to the minutes of your Committee's meeting, outlines the procedures that are expected to be followed when there are reports of bullying.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 8.52, Bullying

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will make and publish the approved revisions.

Committee's Recommendation

Your Committee is reporting this item to the Board without recommendation.

Director Garcia moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, O'Halloran, Siemsen, and President Peterson — 7.
Noes — None.

* * * * *

(Item 3) Action on a Request to Approve Revisions to Administrative Policy 5.04, Use of Drones on School Property

Background

The Administration recommends revisions to Administrative Policy 5.0, Use of Drones on School Property, to allow for students and staff to use drones for educational and extra-curricular activities in and on district property with prior authorization and proper safety precautions.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 5.04, Use of Drones

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 5.04, Use of Drones on School Property, 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 Revisions to Administrative Policy 7.35, Student Progress Reports to Parents/Guardians

Background

Updates to Administrative Policy 7.35, Student Progress Reports to Parents/Guardians, are recommended to increase communications with the family in the event a high-school student is at risk of failing a course. Family awareness will increase the likelihood of collaboration between school staff and the family. Together they can work with the student to engage in intervention to minimize the failure from occurring. Course failures greatly diminish students' ability to graduate with their cohorst.

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval of the Board, the office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative 7.35: Student Progress Reports to Parents/Guardians, 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) Update with Possible Action on Resolution 2223R-003, Regarding Communications to the Board

Background

In June 2022, the Board passed Resolution 2223R-003 by Director Gokalgandhi regarding communications to the Board. The resolved portion of the Resolution reads as follows:

> RESOLVED, That the Board direct the Office of Board Governance, in collaboration with the Administration and the Office of Accountability and Efficiency, to conduct a review of the policies and procedures that govern communications to the Board; and be it
> FURTHER RESOLVED, That this review consider the duration of time in which appropriate information shall be delivered to the Board;
> FURTHER RESOLVED, That this review consider input from various community stakeholders; and be it
> FURTHER RESOLVED, That this review and possible recommendations be brought back to the Board no later than the September 2022 Board cycle.

As directed by the resolution, the following polices have been reviewed:

- Board Governance Policy BG 2.03, Board Duties and powers;
- Board Governance Policy BG 2.15, Public Concerns
- Board Governance Policy BG 3.02, Role of the Superintendent;
- Board Governance Policy BG 3.05, Role of the Board Clerk;
- Board Governance Policy BG 3.08, Role of the Management of the Office of Accountability and Efficiency;
- Board Rule 1.06, Quorum and Meeting Presence;
- Board Rule 1.08, Meeting Agendas and Reports;
- Board Rule 1.10, Communications, Petitions, Resolutions for Referral; and
- Board Rule 2.11, Advisory Committees.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rules Implication Statement

Board Governance Policy BG 3.01, Board-appointed Officials

Committee's Recommendation

Your Committee recommends that the Board reaffirm the policies, 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 the Proposed 2023-24 Legislative Agenda

Background

The 2023-24 MPS Legislative Agenda remains consistent with ambitious policy goals from years past and builds on the positive momentum to date.

Among other items, the agenda emphasizes the need to provide a level of per-pupil support that, at least, matches the rate of inflation (more than $1,500 for the current four-year period) and a reimbursement level for students with disabilities in public schools that puts them at the same level of support that is afforded to students in private schools, at least 90%. The State has the funding necessary to support both of these policies. In fact, the flat-tax proposal introduced in January 2023 is five times more expensive than is providing 90% support for students with disabilities.

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 Rules Implication Statement

Board Governance Policy BG 2.13, Board Legislation Program

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will pursue appropriate support for students as outlined in the MPS Legislative Agenda.

Committee's Recommendation

Your Committee recommends that the Board adopt the 2023-24 Legislative Agenda, 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) Report, with Possible Action, on Resolution 2223R-011, Regarding Gender Inclusion

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 response to Resolution 2223R-011, which was adopted by the Board on November 15, 2022, the Administration is making recommendations for gender-inclusive policies and gender-neutral restrooms and facilities in district schools, district-wide training for LGBTQ+ and inclusivity, and the collection of pronouns.

Gender-neutral Facilities

A building questionnaire was conducted to determine the number of restrooms designated as gender-neutral in each school. The questionnaire completed by school staff. The verification of code requirements needs to be determined by the contracted consultant

Gender-neutral Bathrooms Identified	Schools Reporting	Bathrooms with Gender-neutral Signage
0	84	0
1	34	14
2	15	6
3 or More	7	3

Facilities Estimates and Schedule

Item	Cost	Timeline
District-wide Site Assessment	$150,000.00	4 months
Design proposal & Construction Services • Based on 100 sites needing modifications/upgrades • Minimum scope with signage added	$1,000,000.00	2 weeks to 6 months
Proposed Construction • Based on all sites that range from $1k to $100k • Major renovation or complex scope of work	$10,000,000.00	6-12 months

Identity Name Changes & Pronouns

- MPS Gender-inclusion Guide informs staff, students, and parents/guardians of the process
- May be affirmed or legal
- Infinite Campus now has the ability to identify affirmed pronouns
- Process in place to facilitate identity changes (name, gender, pronouns) in Infinite Campus

District LGBTQ+ Services

- Facilitated by the Department of Gender & Identity Inclusion
- LGBTQ+-awareness training offered at the request of schools and departments on an ongoing basis
- Information provided in Thursday Updates
- Participants can register using LMS
- GSA (Gender Sexuality Alliance) Advisor Collective
- LGBTQ+ Book Study
- Welcoming Schools Partnership

Next Steps

Gender-neutral Facilities

Short-term

- Gender-neutral bathrooms identified at each MPS facility
- Post gender-neutral signage to code

Long-term

- Review and revise Administrative Policy 5.01, Facilities
- Conduct district-wide assessment (design, ADA accessibility)
- Develop standard operating procedure (SOP) for gender-neutral bathrooms

Identity Name Changes & Pronouns

- Create Administrative Policy and Procedure 8.54, Gender, Identity, and Inclusion
- Update the Gender-inclusion Guide for distribution
- Create an SOP for pronoun collection in Infinite Campus
- Provide training for school staff charged with entering and modifying pronouns into Infinite Campus
- LGBTQ+ training for all current and new staff

* * * * *

REPORT OF THE COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Garcia 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 District 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

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

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 Support (MTSS) in alignment with the Five Priorities of Success.

Proactive Supports & Interventions

All Discipline Champions received guidance and best practices on culture and climate throughout the year. The focus in February was interrupting bias and re-imagining classroom management for equity. Best practices from Sharroky Hollie, Executive Director of the Center for Culturally Responsive Teaching and Learning,. and Richard Milner, President of the American Educational Research Association, were shared throughout the month. Shared strategies to interrupt biased include building background knowledge, stereotype replacement, perspective taking, mindfulness, and empathic listening. Four best practices toward re-imaging classroom management for equity include positive framing, class community, critical reflective practices, and persistent practices. Staff members across the district were invited to participate in a 28-day challenge with a daily article or video as well as personal reflection shared via email and the Remind app.

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.

All schools have Building Intervention Teams (BITs) which ensure that students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of students who received Tier 2 and Tier 3 interventions year to date in the 2022-23 school year.

Check-in/Check-out (CICO) 1,953
Individualized CICO..... 484
Social Academic Instructional Group (SAIG).....1,357
Behavioral Assessment/ Intervention Plan (BAIP)..... 122
FBA/BIP 201

Educational Wraparound and RENEW..... 135
Total Interventions.....4,252

Classroom Strategies

Total documented classroom strategies used for February 1 through February 28, 2023, across all schools are included in the table below.

Brain Breaks..... 129
Behavioral Contract.....61
Rewind/Broken Record..... 179
Buddy Classroom 516
Community Service 27
Collection of Property..... 228
Engagement opportunities..... 140
Go Guardian.....53
Independent work 53
Mindfulness.....86
Moving of seats 373
One-on-one conversation 5,192
Proximity Control..... 651
Praise 5:1 37
Parental Contact.....3,229
Planned ignoring.....1,004
Redirection 3,607
Recovery area (within room) 243
Referral to BIT..... 43
Restorative conversation 224
Restorative Circle 25
Secret Signal..... 15
Support staff consultation.....1,659
Self-monitoring..... 80
Tangible Acknowledgement System.....112
Reflection sheet 64
VABB™ (Validate, Affirm, Build, and Bridge).. 13

Behavioral Events Resulting in Suspensions

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from February 1, 2023, through February 28, 2023, as recorded in Infinite Campus.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Arson	2			1				3
Assault	6			29				35
Battery	5	1	1	32		1	2	42
Bomb Threats						2		2
Bullying	2	0	0	12	0	0	0	14
Chronic Disruption or Violation of School Rules	44	1	2	426		8	9	490
Disorderly Conduct	110	1	4	439		12	13	579
Endangerment of Physical Safety/Mental Well-being	26	2	3	220		4	2	257
False Fire Alarms				2			1	3
Fighting	66	2	5	438		9	5	525
Gambling				6				6
Gang Activity	2							2
Inappropriate Personal Property	6		2	36		2	1	47
Inappropriate use of electronic communication devices	8	3	1	28		3		43
Leaving the Classroom Without Permission				1				1
Other Substances/Materials	8	1	1	42		1		53
Personal Threat	11		1	28		4		44
Possession of Drug Paraphernalia	1		1	13				15
Possession/Ownership/Use of Alcohol	4			1				5
Possession/Ownership/Use of Drugs	2	1		31				34
Possession/Ownership/Use of Weapon Other than Gun	4	1	2	16		1	1	25
Robbery				1				1
Sexual Assault	3			9		3		15
Sexual Harassment	7			8		1		16
Skipping Class	3		1	2				6
Substantial Environmental Disruption	3			41		3		47
Theft	1			9				10
Trespassing			1					1

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-ethnic	Total
Use of Tobacco, Including Chewing	17		4	29				50
Vandalism	6			25				31
Verbal Abuse/Profanity/Harassment	11			28		3		42
Grand Total	358	13	29	1,953		57	34	2,444

Total Suspension Events by Grade Level

K4-K5 16
1st Grade 26
2nd Grade 42
3rd Grade 70
4th Grade 108
5th Grade 133
6th Grade 248
7th Grade 353
8th Grade 371
9th Grade 557
10th Grade 295
11th Grade 149
12th Grade 76

Student Demographics

	MPS Population	YTD Suspension Events
Hispanic	28%	14%
American Indian	1%	1%
Asian	8%	1%
Black	50%	79%
Pacific Islander	<1%	<1%
White	9%	2%
Multi-ethnic	4%	3%

Alternatives to Suspension

The following alternatives to suspension were used by administrators through February 28, 2023.

Conference 156
Counseling 1,190
Detention 117
Mediation 122
Referral to BIT 20
Referral to Support Staff 45
Repairing Harm Circle 11
Restorative Conference 51

Student, Staff, and Community Collaboration

Integration of Courageous Conversations about Race

March 2021-July 2021 ..... 19 sessions
August 2021-July 2022 ..... 23 sessions
August 2022-February 2023 ..... 30 sessions
March 2023-June 2023 ..... 10 sessions

Staff Participation

School Principals 96%
School Psychologists 98%
School Social Workers 98%
School Counselors 83%
Teachers 62%
Paraprofessionals 13%
Parent Coordinators 20%
Assistant Principals 94%
Secretaries 64%
Special Ed Supervisors 76%
Safety Aides 62%
Other 30%

Next Steps

A presentation on proactive practices within classroom management from the Culture, Climate and Alternatives to Suspension Toolkit will be facilitated at the Principal Leadership Institute.

Community Conversation on the multi-tiered system of support took place of March 15, 2023.

Violence Prevention Program (VPP) professional development on historical trauma will be given.

Data-gallery presentation of a variety of district climate qualitative and quantitative data points will be made.

Student focus groups on school climate and student code of conduct will be convened.

Staff-member focus groups on the Culture, Climate & Alternatives to Suspension as well as planning for the 2023-24 school year will be conducted.

Restorative Practices

Values

We center relationships, healing, dignity, justice, joy, and trust in schools.

Vision

We envision a liberated educational community where 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, to strengthen, and to 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 which build inclusive communities founded on shared values that celebrate all cultures and identities.

Racial Justice and Equity	
Proactive	Responsive
Cultivating a restorative mindset Fostering a restorative environment Building community Centering students in the curriculum	Re-engaging community Repairing and healing harm Addressing issues

- Team: supervisor, seven coaches, planning assistant
- Departmental workgroups: school implementation, PD series, high-school elective course, and exploration cohort
- Cohort schools: South Division, Westside Academy, Zablocki, Lincoln Avenue, Lincoln Middle School, Morgandale, Project Stay, OW Holmes
- Coaching support: Three days of in-school coaching

Andrew S. Douglas Middle School

- Zerda Palmer, Principal
- Enrollment: 177
- Demographics: 92.7% Black, 4.5% Hispanic, 2.3% Multi-ethnic

Interventions

- Established goals
- Focused meetings (staff and students)
- Student Ambassadors
- Mediation requests via Google Forms
- Classroom calming corners
- School Community Partnership for Mental Health (SCPMH)
- Lunch-hour reflection

Systems of Support

- Promise Partnership School — 53206 ZIP Code
- Dedicated staff members
- New escorting policy
- Community partners
- PBIS framework with fidelity
- Increase attendance at parent conferences
- Student voice and choice
- Chef's Club & Twilight Connect

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

* * * * *

(Item 2) Update with Possible Action on the Development of School-based Plans to Reduce Suspensions for Chronic Disruption

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 September 2022, the Board directed that a pilot program be developed to address discipline disproportionality by targeting chronic disruption and suspensions in schools with the highest suspension rates for the 2023-24 school year.

The Administration is presenting this program, which will identify strategies and supports needed to address chronic disruption as a suspendable offense at three pilot schools for the 2023-2024 school year.

School-based Plans to Reduce Suspensions for Chronic Disruption Suspensions

Code of Conduct

Chronic Disruption is conduct that is disruptive to the learning environment, that interferes with the teacher's ability to productively teach, and that has not responded to interventions that have been implemented over time.

Referrals and Suspensions for Chronic Disruption

Referrals..... 7,063 (21.4% of all referrals)
Suspensions.....2,214 (15.8% of all suspensions)

Remediation of Chronic Disruption

- Behavioral t-chart
- Documenting behavior and strategy in Infinite Campus
- Tier 1 and Building Intervention Team (BIT)
- Tier 2 PBIS interventions
- Administrative alternatives to suspension

Proposed School-specific Strategies

Attached to the minutes of your Committee's meeting are draft plans to address chronic disruption at the following schools.

Bradley Tech

- Mentoring services
- In-classroom personnel
- Time for staff development and student supports
- New-educator professional development for classroom management and organization

Lancaster

- Defining sub-categories for chronic disruptions
- Capping classroom enrollment to 20:1
- Ongoing professional development for classroom management and organization
- Full-time behavior-interventionist teacher
- Full-time community mentor services (Running Rebels, City Year, etc.)

Audubon

- Restorative practices professional development for all staff

- Restorative practices orientation for students and families
- Peer mediation, peer jury, repairing harm circles, and other restorative disciplinary actions
- Prioritize social-emotional needs & mental health support
- Reduced class sizes
- Classroom rejuvenated as appropriate learning spaces that prioritize all students' learning opportunities

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 8.31, Student Suspension

Fiscal Impact Statement

N/A

* * * * *

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 Resolution 2223R-014 by Directors Peterson and Leonard on an Early Years Success Center

Background

At its regular meeting on February 23, 2023, the Board referred Resolution 2223R-014 by Directors Leonard and Peterson to the Committee on Student Achievement and School Innovation:

> WHEREAS, Milwaukee Public Schools is legally obligated and committed to serve all students; and WHEREAS, There exists a need for additional supports for students who have experienced repeated behavior challenges that extend beyond what current programs can address; and
>
> WHEREAS, Some of the students with these severe needs can be successfully serviced and taught at their school of origin, while others require a temporary placement in programs away from their school of origin; and
>
> WHEREAS, MPS has one program in particular for 4th-12th-graders called the Success Center that has proven successful in servicing students whose "behavioral challenges create a significant barrier to their success, happiness; and well-being at school' with the goal of transitioning those students back to their school of origin after 12 weeks; and
>
> WHEREAS, There has been conversations among some MPS staff about the need to create a similar "Early Years Success Center" for students in K-4 to 3rd grades who have similar behavioral challenges; now, therefore, be it
>
> RESOLVED, That the Administration, working with appropriate staff members including educators from the Success Center, develop a comprehensive plan with the goal of starting a "Early Years Success Center" no later than two months after the start of the (traditional) 2023-24 school year; and be it
>
> FURTHER RESOLVED, That such a plan include the identification of an appropriate MPS facility and a plan to have the Early Years Success Center fully staffed in time for adequate training and planning before receiving students; and be it
>
> FURTHER RESOLVED, That the Administration report back to the Board in the April 2023 board cycle with:
>
> a) a timeline and description of how they will approach the necessary planning, and
>
> b) a detail of the anticipated costs so that such costs can be included in the 2023-2024 budget.

In accordance with the resolution as written, the Administration will work to develop a comprehensive plan with the goal of starting an "Early Years Success Center". Further, the Administration will report back

in April 2023 with a timeline and description of how it will approach the necessary planning and a detail of the anticipated costs.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 7.02, Instructional Priority Objectives

Fiscal Impact Statement

The fiscal impact will be estimated in the full plan and reported back to the Board in April 2023.

Implementation and Assessment Plan

Implementation will be determined upon completion of the planning process and reported back to the Board in April 2023.

Committee's Recommendation

Your Committee recommends the Board adopt Resolution 2223R-014 by Directors Leonard and Peterson for an Early Years Success Center, with the first Resolved revised as follows.

> RESOLVED, That the Administration, working with appropriate staff members including educators from the Success Center, develop a comprehensive plan with the goal of starting a "Early Years Success Center," beginning with grade 3 in January 2024, no later than two months after the start of the (traditional) ~~2023-24~~ 2024-25 school year, adding grades 1 and 2, and beginning with the 2025-26 school year, adding grades K4 and K5…

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

* * * * *

(Item 2) Action on Resolution 2223R-016 on a Feasibility Study for a Modified School Schedule

Background

At its regular meeting on February 23, 2023, the Milwaukee Board of School Directors referred Resolution 2223R-016 by Director Carr to the Committee on Student Achievement and School Innovation:

> WHEREAS, Milwaukee Public Schools is perfectly positioned to engage in the exploration of new and innovative school instructional models that will meet the needs of today's student learners and teachers, while also mitigating learning loss, improving districtwide culture and climate, establishing healthy partnerships, demonstrating fiscally responsible spending, and recruiting and retaining quality talent; and
>
> WHEREAS, While the COVID-19 pandemic has presented many new challenges and has widened the pre- existing academic disparities that have significantly impacted historically disadvantaged students the hardest, the pandemic simultaneously has presented opportunities to design and to implement rigorous strategies of evidence-based initiatives, including the piloting and monitoring of new and innovative approaches; and
>
> WHEREAS, Even before the COVID-19 pandemic interrupted learning, many of MPS's students were at a severe disadvantage with disproportionate representation in the lowest percentile of academic achievement in mathematics, reading and science, due to many factors including the digital divide, insufficient academic interventions and special education services, social deprivation, and persistent mental health crises; and
>
> WHEREAS, According to the recent National Assessment of Education Progress (NAEP) report, for grade levels K-8, 14% of MPS students were proficient in English Language Arts while 8% were proficient in Math - MPS achievement data has consistently reflected declines for several years; and

WHEREAS, Many school districts across the country have adopted innovative, robust, and culturally responsive school restructuring strategies/models to prioritize: planning and professional development for Educators; extended, rigorous reading and mathematics instruction; the mental health and social emotional needs of students; student extended-learning opportunities with the support of businesses and community-based organizations; and

WHEREAS, Milwaukee Public Schools' "Mission Aligned Partners"' initiative supports the training and development of parents, students, teachers and industry leaders to: gain access to career exploration opportunities, align academic instructional plans to workforce labor market demands, and provide increased flexibility for students to earn credit beyond the traditional school day; and

WHEREAS, Community organizations, small minority-owned businesses, and leaders in youth development have all expressed a desire to collaborate with MPS to provide additional educational and youth-development services, including drivers education, dual enrollment, restorative practices, financial literacy, career pathways and college readiness, and other life-skills training and development opportunities; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby directs the Administration to explore the feasibility of implementing an innovative, robust, and culturally responsive modified school week and instructional model such as a four/five day school week; year-round schools; an early release day once per week; or a late start day once per week. The purpose of this study is to determine how to create more innovative and effective ways to retain our teachers, recruit more, establish a strong and safe districtwide culture, urgently address academic achievement and mental health of students, and leverage community businesses and organizations to support the other non-academic needs of our students and families; and be it

FURTHER RESOLVED, That this feasibility study shall include, but not be limited to:

- analyses of a representative sampling of districts that are comparable with MPS which have implemented a modified school week schedule or innovative instructional model, including the impacts on student achievement; school culture and climate; recruitment and retention of teachers and staff; and any other factors that may have been engendered by such implementation;
- the Wisconsin Department of Public Instruction's mandates for instructional time and structures, including the legality and enforceability of different types of modified school week schedules;
- the probability of students, Teachers, families, community-based organizations, small businesses, funders, and other prospective community partners funding and participating in this initiative;
- the support and resources for, and the feasibility of, employers and business partners supporting this effort with paid internships and apprenticeships and professional extended learning opportunities for students and families of the district;
- the legality and practicality of using underutilized MPS buildings to support local, small minority- owned and -operated businesses with youth-specific service models and deliveries;
- the impact of an innovative school-week schedule on families' needs for childcare, food and nutritional services, and transportation, and ways in which to address these needs; and
- the feasibility of developing a Parent Engagement Institute where Parent Coordinators will provide additional supports to the parents and families of MPS students; and be it

FURTHER RESOLVED, that the feasibility study should contemplate and make recommendations regarding the design and implementation of a potential pilot program for a modified school week schedule in order to gain a better understanding of the costs and benefits before considering district- wide implementation; and be it

FURTHER RESOLVED, That a School Scheduling Task Force be created to ensure the fidelity of the study, to engage diverse stakeholder groups who are affected by the school day and school week schedule, consider the final conclusions of the feasibility study and make recommendations to the Board for its consideration; and be it

FURTHER RESOLVED, That the Administration and the School Scheduling Task Force are to report their findings to the Board no later than the December 2023 board cycle.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 7.03, School Year/School Calendar

Fiscal Impact Statement

The financial impact of a feasibility study this size will be known once the procurement process is completed and a provider is selected.

Implementation and Assessment Plan

Upon approval of the Board, it is estimated that the implementation of a feasibility study may take up to 12 months from start to finish, including forming the School Scheduling Task Force, contracting for services of a consultant for the feasibility study, collaboration, listening sessions, data collection, analysis, and report. Upon completion of the feasibility study, the results will be reviewed, and the findings will be shared with the Board.

Committee's Recommendation

Your Committee recommends that the board approve the resolution with the recommended revisions as follows and a report to the Board in January 2024:

WHEREAS, Milwaukee Public Schools is perfectly positioned to engage in the exploration of new and innovative school instructional models that will meet the needs of today's student learners and teachers, while also mitigating learning loss, improving districtwide culture and climate, establishing healthy partnerships, demonstrating fiscally responsible spending, and recruiting and retaining quality talent; and

WHEREAS, While the COVID-19 pandemic has presented many new challenges and has widened the pre- existing academic disparities that have significantly impacted historically disadvantaged students the hardest, the pandemic simultaneously has presented opportunities to design and to implement rigorous strategies of evidence-based initiatives, including the piloting and monitoring of new and innovative approaches; and

WHEREAS, Even before the COVID-19 pandemic interrupted learning, many of MPS's students were at a severe disadvantage with disproportionate representation in the lowest percentile of academic achievement in mathematics, reading and science, due to many factors including the digital divide, ~~insufficient academic interventions and special education services,~~ social deprivation, and persistent mental health crises; and

WHEREAS, According to the recent National Assessment of Education Progress (NAEP) report, for grade levels ~~K-8, 14% of MPS students were proficient in English Language Arts while 8% were proficient in Math – MPS achievement data has consistently reflected declines for several years; and~~ 4 and 8, 12% and 14%, respectively, of MPS students were proficient in reading, while 11% and 7%, respectively, were proficient in math — MPS achievement data in NAEP showed statistically significant declines in math since 2019, but showed no statistically significant change in reading; and

WHEREAS, Many school districts across the country have adopted innovative, robust, and culturally responsive school restructuring strategies/models to prioritize: planning and professional development for Educators; extended, rigorous reading and mathematics instruction; the mental health and social emotional needs of students; student extended-learning opportunities with the support of businesses and community-based organizations; and

WHEREAS, Milwaukee Public Schools' "Mission Aligned Partners"' initiative supports the training and development of parents, students, teachers and industry leaders to: gain access to career exploration opportunities, align academic instructional plans to workforce labor market demands, and provide increased flexibility for students to earn credit beyond the traditional school day; and

WHEREAS, Community organizations, small minority-owned businesses, and leaders in youth development have all expressed a desire to collaborate with MPS to provide additional educational and youth-development services, including drivers education, dual enrollment, restorative practices, financial literacy, career pathways and college readiness, and other life-skills training and development opportunities; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby directs the Administration in conjunction with an independent feasibility consultant to explore the feasibility of implementing an innovative, robust, and culturally-responsive modified school week and instructional model such as a four/five-day school week; year-round schools; an early release day once per week; or a late start day once per week. The purpose of this study is to determine how to create more innovative and effective ways to retain our teachers, recruit more, establish a strong and safe districtwide culture, urgently address academic achievement and mental health of students, and leverage community businesses and organizations to support the other non-academic needs of our students and families; and, be it

FURTHER RESOLVED, That this feasibility study shall include, but not be limited to:

a) analyses of a representative sampling of districts that are comparable with MPS which have implemented a modified school week schedule or innovative instructional model, including the impacts on student achievement; school culture and climate; recruitment and retention of teachers and staff; and any other factors that may have been engendered by such implementation;

b) the Wisconsin Department of Public Instruction's mandates for instructional time and structures, including the legality and enforceability of different types of modified school week schedules;

c) the probability of students, Teachers, families, community-based organizations, small businesses, funders, and other prospective community partners funding and participating in this initiative;

d) the support and resources for, and the feasibility of, employers and business partners supporting this effort with paid internships and apprenticeships and professional extended learning opportunities for students and families of the district;

e) the legality and practicality of using underutilized MPS buildings to support local, small minority-owned and -operated businesses with youth-specific service models and deliveries;

f) the impact of an innovative school-week schedule on families' needs for childcare, food and nutritional services, and transportation, and ways in which to address these needs;

g) the feasibility of developing a Parent Engagement Institute where Parent Coordinators will provide additional supports to the parents and families of MPS students; and be it

FURTHER RESOLVED, That, depending on the results of the feasibility study *[sic]* contemplate and make recommendations regarding the design and implementation of a potential pilot program for a modified school week schedule in order to gain a better understanding of the costs and benefits before considering district-wide implementation; and be it

FURTHER RESOLVED, That a School Scheduling Task Force be created to ensure the fidelity of the study, to engage diverse stakeholder groups who are affected by the school day and school week schedule, consider the final conclusions of the feasibility study and make recommendations to the Board for its consideration; and be it

FURTHER RESOLVED, That the Administration and the School Scheduling Task Force are to report their findings to the Board no later than ~~the December 2023~~ January 2024 ~~board cycle~~.

Director Carr moved approval of the Committee's recommendation.

The motion failed, the vote being as follows:

Ayes — Directors Carr and Garcia — 2.
Noes — Directors Gokalgandhi, Herndon, O'Halloran, Siemsen, and President Peterson — 5.

* * * * *

(Item 3) Action on a Request to Approve the Contracts for Behavioral-reassignment Seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2023-24 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.

MPS continues to have a need to partner with community-based agencies to serve students that have been reassigned for designated periods of time due to violations of the MPS code of conduct. In March 2022, the Milwaukee Board of School Directors approved one-year contracts for educational services with the following BR schools:

- Banner Prep, 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 behavioral issues have become major barriers to their success in school;
- Southeastern Education Center (Southeastern), 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), located at 2820 W. Grant Street. The current contract specifies services for 90 BR seats in grades 6 through 12 and 20 at-risk seats in grades 9 through 12, for a total of 110 seats. Synergy's mission is to guide growth, to reach potential, and to live responsibly.

In January 2023, a team met to review the data for each of the schools. Each review was conducted at the respective school's location and included a presentation by the school's representatives 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 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 2023-24 school year. The 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 contracts for BR seats. The representatives agree with the modification of the contracts, as attached to the minutes of your Committee's meeting, for the Board's approval.

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 Rules Implication 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 the District's needs.

Upon the Board's approval, the contracts will become effective for the 2023-24 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the contracts for behavioral-reassignment seats, as attached to the minutes of your Committee's meeting, with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2023-24 school year.

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

* * * * *

(Item 4) Action on a Request to Approve an Agreement with Milwaukee Area Technical College for At-risk Students

Background

In accordance with Wisconsin Statutes, Section 118.153(1)(b), Milwaukee Public Schools (MPS) has partnered with Milwaukee Area Technical College (MATC) 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. MPS has partnered with MATC since 2000.

On March 24, 2022, the Milwaukee Board of School Directors approved a one-year agreement with MATC and authorized 45 full-time-equivalent pupils for the 2022-23 school year. In February, 2023, a team met to review the data for MATC. The review also included a presentation by school representatives and staff, parent, 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 2022-23 school year, the Administration recommends a one-year agreement renewal with MATC for the 2023-24 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 agreements that are attached to the minutes of your Committee's meeting:

a. MATC will provide a program named the MATC Emerging Scholars Program to serve a maximum of 45 full-time-equivalent (FTE) pupils as set forth in the agreement that is attached to the minutes of your Committee's meeting;
b. MATC will serve at-risk students who are 16 years of age or older and are seeking high-school diplomas through the credit-earning system;
c. MATC will serve students who are 17 years of age or older and are 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; and
e. students completing the program will receive an MPS diploma.

Technical revisions also have been made throughout the agreement to reflect current practices.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

MPS will be charged an hourly per-pupil rate for the 2023-24 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 FY24 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the agreement will become effective for the 2023-24 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the agreement, as attached to the minutes of your Committee's meeting, with Milwaukee Area Technical College for at-risk students, as defined in Wisconsin Statutes, Section 118.15, for the 2023-24 school year.

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 the Non-instrumentality Charter School Contract with Hmong American Peace Academy, Ltd., for Hmong American Peace Academy (HAPA)

Background

Hmong American Peace Academy (HAPA) was established as a non-instrumentality charter school beginning with the 2004-05 school year. The current contract is for up to a maximum of 2,010 full-time-equivalent (FTE) pupils in grades K4 through 12. HAPA has two campuses: HAPA's main campus, which serves grades K4 through 2 and grades 6 through 12, is located at 4601 N. 84th St.. HAPA's Denver campus., which serves grades 3 through 5, is located at 8202 W. Denver Ave.

HAPA's mission is to provide students with rigorous academics, character development, and Hmong cultural values, preparing them to excel in college, universities, and careers. HAPA envisions that students will enjoy college and career success, value Hmong culture and heritage, and exhibit responsible and peaceful leadership in local and global communities.

On December 22, 2022, the Board approved a five year renewal for HAPA 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 Hmong American Peace Academy, Ltd., for HAPA.

In February 2023, representatives from Hmong American Peace Academy, Ltd., for HAPA, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model non-instrumentality charter school contract and agreed to the redline contract as attached to the minutes of your Committee's meeting.

Contingent upon the Board's approval, Hmong American Peace Academy, Ltd. for HAPA accepts the non-instrumentality charter contract, with the modifications indicated, as 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 Rules Implication Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY24 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2023-24 school year and ending with the 2027-28 school year.

A copy of the contract will be forwarded the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve non-instrumentality charter school contract with, as attached to the minutes of your Committee's meeting, Hmong American Peace Academy, Ltd., for

Hmong American Peace Academy, to begin with the 2023-24 school year and end on the last regularly scheduled day of the 2027-28 school year.

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

* * * * *

(Item 6) 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 second of three updates 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 to be 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 began offering the course.

Personal Finance Update

Personal Finance Implementation

Cohort 1 (2026) — 2021 Fall

- Green Tree Prep
- Hamilton
- Riverside

Cohort 2 (2027) — 2022 Spring

- Bay View
- Bradley Tech
- MacDowell
- Marshall
- Milwaukee High School of the Arts
- Project Stay
- Vincent Accelerated Academy
- Wisconsin Conservatory of Lifelong Learning

Cohort 3 (2027) — 2022 Fall

- Alliance
- Audubon
- James Madison Academic Campus
- King IB High School
- MKE Co Youth Education Center
- Milwaukee School of Languages
- Pulaski

Cohort 4 (2028) — 2023 Spring

- Golda Meir
- Obama
- Reagan
- South Division
- Vincent
- Washington

Professional Development Data and Plan, 2022-23

- Twenty-two teachers have received more than 30 hours of PD
- Total personal finance teachers' PD hours = 1,551
- Professional Learning Institute
- Experience-based CTE licenses for personal finance teachers

Our Partners

- Next Gen Personal Finance
- Educators Credit Union
- Secure Futures, formerly Make A Difference-Wisconsin
- Asset Builders
- UEDA (Urban Economic Development Association of Wisconsin)
- Junior Achievement
- U.S. Bank
- CLIMB (Communities Learning to Invest and Mobilize for Business)
- EVERFI
- EconomicsWisconsin
- Riverworks Development Corporation

Events and Engagement Strategies

- Asset Builders' Finance and Investment Challenge Bowl
- Educators Credit Union's Reality Check Day
- MPS's Family FinLit Night
- Finlit Fridays
- Authors' visits
- Money Smart Week
- Junior Achievement Volunteer Day
- Student-led newsletter published

What's Next?

- Improve partnerships: Expand and improve partnerships
- Prepare staff: Provide continued professional development
- Develop student's leadership skills
- Reach out to families: Provide school-based parental financial-literacy workshops
- Expand programming: Expand financial-literacy programming to middle schools

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 7.37, Graduation Requirements

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(Item 7) Report with Possible Action Regarding Art Education

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 January 2020, 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 an administrative policy 7.45 regarding art education. The committee included MPS art educators, MTEA, Board members, and the Offices of Academics, of Accountability and Efficiency, of Board Governance, of Finance, and of 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 (March and August) updates by the Administration relative to the progress in implementing the policy, as well as next steps.

Visual Arts Update

Staffing and Expansion

- Cycle A's vacancies posted on February 28
- Interviews for 1.0 FTE positions at individual schools to be completed at the school level

- Paired-position interviews done by the Fine Arts Team

School	FTE Positions FY23	FY24	Increase
Obama	1.5	2.0	0.5
Metcalfe	0.6	1.0	0.4
Neeskara	0.6	1.0	0.4
Zablocki	0.6	1.0	0.4
Pratt	0.4	0.6	0.2
Maple Tree	0.3	0.4	0.1
Jackson	0.4	0.6	0.2
Westside	0.2	0.4	0.2
Total Increase			2.4

Recruitment and Retention

- Cargill grant continues to focus on recruitment and retention of art teachers in years 0-5 of employment.
- We have partnerships with UWM's education department and the Peck School of the Arts.
- All new teachers receive one year of coaching through the Fine Arts Department.
- Teachers in years 2-3 can access peer mentors.
- Teachers in years 4-5 have the opportunity to host an artist-residency program.
- Cohorts have monthly meetings and workshops.

High-quality Art Materials

Teachers can request high-quality art materials whenever needed through ESSER and referendum funding.

Teachers can also request technology such as classroom sets of Chromebooks, smartboards, laptops, document cameras, and traditional or digital cameras.

Teachers are also able to request equipment such as kilns, clay equipment, and printmaking equipment, as well as new furniture and storage.

High-quality Art Experiences

- Holiday Folk Fair
- Kohler Arts Center
- MLK, Jr., Art Contest
- Community displays

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative 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 following report from the Administration. Although this item has been noticed for possible action, no action is required.

Background

At its regular meeting of August 2019, 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 an Administrative policy regarding 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 (March and August) updates by the Administration relative to the progress in implementing the policy, as well as next steps.

Music Update

Music Events

The Music Department hosted the Wisconsin School Music Association's (WSMA's) Solo and Ensemble Festival at Rufus King High School on Saturday, March 4. More than 500 MPS student musicians performed solos and ensembles. Students who received scores of 1 will prepare for the WSMA's State Festival in May.

The Music Department will host the Wisconsin School Music Association's Large-group Festival at the Milwaukee Youth Arts Center in March

Teacher Recruitment

- Attended the Texas Music Educators Association's conference
- Met with the president of the TBME (Texas Black Music Educators)
- Talked to music-education faculty at multiple Texas universities about our Milwaukee music expansion
- Attended a day of music-technology workshops
- Talked about curriculum with the director of the Young Producers Group

Music Staffing

- Vacancies filled at Milwaukee Academy of Chinese Language, Wedgewood, Bethune Academy, and Riverwest/Siefert
- Music positions for the 2023-24 school year are posted on WECAN (Wisconsin Education Career Access Network) and the MPS Portal
- Principals and school teams will conduct interviews for full-time positions in individual schools
- The music team will interview for all paired positions, part-time positions, and traveling music teachers on March 3, 15, 17, and 22 for Cycle A.

Music Professional Development

Completed

- Inclusive Music Instruction
- Diversity, Equity, Inclusion, and Belonging in the Music Classroom

Upcoming

- Band, modern band, orchestra, and vocal teacher cohorts
- Orff instrument refresher (sponsored by Save the Music Foundation)
- Music and literacy — collaborative PD with Library Media Specialists

Ongoing

- Band, modern band, orchestra, and choir teachers' cohort meetings

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

Administrative Policy 7.44, Music Education

Fiscal Impact Statement

N/A

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(Item 9) Report with Possible Action on the Regional Showcase — Northwest 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

The monthly Regional Showcase item provides a thorough picture of a particular region, including goals and progress made 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 Northwest Region is featured. The Northwest Region comprises 24 schools, and serves 8,137 students in diverse settings to meet the varied needs of our students. Schools in the Northwest Region include Barton, Bruce, Browning, Bryant, Carson Academy, Congress, Craig Montessori, Eighty-first Street, Emerson, Engleburg, Goodrich, Hampton, Hawthorne, Kilbourn, Kluge, Lancaster, Maple Tree, Milwaukee German Immersion School, Milwaukee Sign Language, Ninety-fifth Street, Parkview, Stuart, Thoreau, and Thurston Woods.

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

Northwest Regional Showcase — Northwest Region

8,137 Scholars
24 Schools
708 Staff

Students with disabilities	21.8%
English-language learners	2%
Economically-disadvantaged	78.3%
Native Hawaiian or Other Pacific Islander	0.1%
American Indian or Alaskan Native	0.3%
Asian	5.5%
White	5.6%
Multi-ethnic	5.3%
Hispanic/Latino	5.8%
Black or African American	77.4%

Northwest Region's Schools

K-5 Schools

Barton	Engleburg	Kluge
Bruce	Goodrich	Maple Tree
Bryant	Hampton	Ninety-fifth Street
Eighty first Street	Hawthorne	Parkview
Emerson	Kilbourn	

K-8 Schools

Congress	Thoreau	Thurston Woods

Specialty Schools

Browning	Craig	MKE German Immersion
Carson Academy	Lancaster	MKE Sign Language

Stuart

Specialty Programs

Community School
Verizon Innovative Learning School
Science
Montessori
Verizon Innovative Learning School
German Immersion
Sign Language
International Baccalaureate Candidate

2021-22 State Report Cards

School	Score	
Barton Elementary	AR	Alternate Rating — Satisfactory Progress
Browning Elementary	50.9	Meets Few Expectations
Bruce Elementary	29.8	Fails to Meet Expectations
Bryant Elementary	67	Meets Expectations
Carson Academy	45.3	Fails to Meet Expectations
Congress Elementary	58.8	Meets Expectations
Craig Montessori School	70.2	Exceeds Expectations
Eighty-first Street Elementary	AR	Alternate Rating — Needs Improvement
Emerson Elementary	61.8	Meets Expectations
Engleburg Elementary	72.6	Exceeds Expectations
Goodrich Elementary	30.7	Fails to Meet Expectations
Hampton Elementary	78.5	Exceeds Expectations
Hawthorne Elementary	55.4	Meets Few Expectations
Kilbourn Elementary	73.2	Exceeds Expectations
Kluge Elementary	53.7	Meets Few Expectations
Lancaster Elementary	44.8	Fails to Meet Expectations
Maple Tree Elementary	65	Meets Expectations
Milwaukee German Immersion	75.5	Exceeds Expectations
Milwaukee Sign Language Elementary	62.8	Meets Expectations
Ninety-fifth Street Elementary	51.3	Meets Few Expectations
Parkview Elementary	62.9	Meets Expectations
Stuart Elementary	53.5	Meets Few Expectations
Thoreau Elementary	56	Meets Few Expectations
Thurston Woods Elementary	55.3	Meets Few Expectations

Spotlight on 95th Street Elementary School

Mission Statement

95th Street Elementary School will empower students to be lifelong learners who are caring, accepting, responsible, contributing members of their community. This will be achieved through the development of strong academic programs, a focus on social-emotional learning, and use of project-based learning activities to strengthen problem-solving and critical-thinking skills.

Data Points

Enrollment 419
Attendance average 88.7%
Suspension Rate 2.3%
STAR participation
- Reading 95%
- Math..... 95%
- Early Literacy 99%

Report Card Accountability Rating

Overall Score = 51.3, Meets Few Expectations

Points of Pride

- Increased Enrollment
- Participation in ACE program

- Full-time specialist
- 4th- & 5th-grade Student Council
- Book-vending Machine
- Successful CICO systems
- After-school clubs (LEGO, Battle of the Books, Fun & Fit, Game Board, & Music Lessons)
- Class attendance competitions
- After-school activities
- Participation in Ropes and Challenges Program
- Annual Fun Run

Foundational Skills

Early Childhood Success

- Hands-on learning
- Frog Street Centers
- Inclusion
- Sensory paths
- Parental involvement
- Weekly family projects
- Kindergarten round-up

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

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

Fiscal Impact Statement

N/A

* * * * *

(Item 10) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-semester Report

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

Background

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-97 school year under the authorization of Wisconsin Statutes, Section 118.43. The program, which was administered by the Department of Public Instruction (DPI), was subsequently expanded due to the successes demonstrated by those schools that had begun the program in 1996.

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program per Wisconsin Acts 53 and 71. School districts were given the option to continue SAGE for an additional year (2015-16). Effective 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 grades K5 through 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 success in achieving them to the school board every semester.

Achievement Gap Reduction (AGR) End-of-year Report

Achievement Gap Reduction (AGR)

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 teacher in grades K5 through 3; and
- maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small-group instruction

AGR Schools, Grades K5-3

10,578 students
64 schools

English-language learners	19.9%	Hispanic	27.9%
Students with disabilities	21.8%	Hawaiian/Pacific Islander	0.1%
Economically disadvantaged	86.5%	Multi-ethnic	3.7%
American Indian	0.4%	White	2.4%
Asian	5.6%		
Black	60.0%		

AGR Schools by Region

Central

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

Cass
Elm
Fratney
Gaenslen
Siefert
Victory
WCLL

Northwest

Barton
Browning
Bruce
Bryant
Carson
Congress
Eighty-first St.
Emerson
Engleburg
Grantosa
Hampton
Hawthorne
Kluge
Lancaster
Maple Tree
MSLS
Obama
Parkview
Stuart
Thoreau

Southwest

Allen Field
Doerfler
Forest Home
Grant
Greenfield
Hayes
Lincoln Avenue
Longfellow
Lowell
Mitchell
Rogers
Zablocki

Citywide

ML King, Jr.
River Trail
Townsend

Contracted

LaCausa

AGR Trimester Data, Comparative FY22 and FY23

	AGR Percentage of Proficient and Advanced Grades					
	ELA		Reading		Math	
	Tri 1 FY22	Tri 1 FY23	Tri 1 FY22	Tri 1 FY23	Tri 1 FY22	Tri 1 FY23
Grade K5	34.1%	30.0%	33.5%	30.9%	43.5%	42.2%
Grade 1	20.5%	27.6%	20.8%	27.8%	25.4%	33.5%
Grade 2	22.4%	24.0%	21.9%	24.8%	33.0%	34.0%
Grade 3	17.9%	23.4%	24.1%	25.8%	25.9%	28.1%

The percentage of students with proficient and advanced grades increased in first through third grade for all subjects!

Summary of Accomplishments

AGR Mid-year Report, August 2022-February 2023

- Submitted 64 funding and strategies reports.
- Brainstormed strategies to address small-group instruction within AGR schools.
- Implemented the Lexia Core5 reading program within nine AGR schools.
- Served on the Bridges to School MKE Planning Committee with support in work connecting the Milwaukee community with the schools.
- 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 and supported SST and school community with instructional resources).

Next Steps

- Solidify a plan to increase coaching and support within AGR schools for FY23 by focusing on small-group instruction
- Focus on foundational-skill improvements in pre-Kindergarten and Kindergarten with implementation of the Lexia Core5 program in nine AGR schools and district-wide LETRS ((Language Essentials for Teachers of Reading and Spelling) training opportunity
- Support the roll-out and implementation of the Bridges to School MKE Project's activities
- Continue embedding early-childhood information within the Ambitious Instruction-Accelerating Learning plan

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rules Implication Statement

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

Fiscal Impact Statement

N/A

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegate to CESA #1 for February and March 2023.

* * * * *

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

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities from October 2022 included the following:

Academic Achievement

- Worked with others to create resolutions on civic action for students, a review of the deaf and hard of hearing program in MPS, and establishing a Green Revolving Fund.
- Met with staff and consultants to continue the work of the Inclusive Perspectives Social Studies Committee IPSSC
- Met to pre-plan the agenda for the Committee on Legislation, Rules and Policies

Effective and Efficient Operations

- Met with administrators and attorneys to hear about MPS's participation in a national lawsuit against JUUL.
- Discussed a Green Revolving Fund with ReFlo, MPS sustainability staff, and partners
- Met with Superintendent and his team about ESSER funding
- Met with the teachers, staff, and principal of La Escuela Fratney to address some ongoing concerns.

Student, Family, and Community Engagement

- Attended all of the Board's meetings in March
- Participated in national meetings of the Educator Climate Action Network to share the work of MPS and to learn from other districts about climate justice
- Met with the select-criteria schools committee to discussion high-school enrollment issues.
- Met with members of Voces de la Frontera and YES
- Met with Friends of Chapter 220 in an attempt to seed an alumni association
- Cheered on Hamilton at its semi-final basketball game against Arrowhead
- Co-led a presentation on MPS for the docents of the Milwaukee Public Museum
- Attended the climate justice curriculum advisory meeting
- Throughout March, I responded to emails and phone call inquiries, questions, and concerns from parents, students, staff and community.

* * * * *

RESOLUTIONS

Resolution 2223R-017

By Directors Garcia and Peterson

WHEREAS, The Wisconsin Social Studies Standards are described by the DPI as an "important foundation to prepare students to become engaged, informed participants committed to the ideas and values of our democratic republic"; and

WHEREAS, The key pedagogical approach promoted by the Social Studies Standards is "inquiry" based-learning which is defined as "A systematic investigation with five distinct parts: questioning, research, analysis, communication of results, and civic engagement"; and

WHEREAS, The National Council for the Social Studies (NCSS) College, Career, and Civic Life (C3) Framework for Social Studies State Standards (NCSS, 2013), specifically endorses student activism as follows:

> Civics is not limited to the study of politics and society; it also encompasses participation in classrooms and schools, neighborhoods, groups, and organizations…In civics, students learn to contribute appropriately to public processes and discussions of real issues. Their contributions to public discussions may take many forms, ranging from personal testimony to abstract arguments. They will also learn civic practices such as voting, volunteering, jury service, and joining with others to improve society. Civics enables students not only to study how others participate, but also to practice participating and taking informed action themselves. (p. 31);

and

WHEREAS, The aforementioned civic practice of voter education and of voting is being addressed via implementation of Resolution 2223R-012, adopted in December 2022; and

WHEREAS, Student participation in voting and other forms of civic engagement helps develop students' disposition, confidence and passion when it comes to making a positive difference in society, and when it comes to see themselves as activists and leaders for social, racial and environmental justice; and

WHEREAS, The Milwaukee Board of School Directors encourages and facilitates in a viewpoint-neutral manner all student civic engagement as long as such activities do not foster hatred and animus towards and amongst our students, their families, and our community; and

WHEREAS, Civic engagement includes a broad scope of non-partisan civic activities including student clubs, debates, forums, voter registration, voting, rallies, marches; and

WHEREAS, In the past several years many MPS students have independently engaged in such non- partisan activities including, but not limited to, marches and rallies by students participating in the annual Voce's and YES May Day marches advocating for immigrant and worker rights, Black Lives Matter marches by students from North Division, anti-violence rallies at Rufus King High School and Climate Justice protests at Milwaukee School of Languages and;

WHEREAS, Voces de la Frontera and its youth group Youth Empowered in the Struggle have been leaders in some of the largest "Day without Latinxs and Immigrant Rights" marches in the country, establishing the May 1 marches as a family tradition in Milwaukee that brings out students and their families; now, therefore, be it

RESOLVED, Consistent with the District's safe haven policy protecting undocumented students and their families (see Resolution 1617R-007, adopted December 2017), the Milwaukee Board of School Directors recognizes these important examples of civic engagement and publicly thanks those students, student leaders and the adults in schools who are club advisors; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs administration and staff to support students and their advisors to facilitate their participation in the "Day without Latinxs and Immigrant Rights" if students' parents and/or guardians sign permission slips approving their students' participation, with the understanding that such students will receive an excused absence; and be it

FURTHER RESOLVED, That all school-based administrators receive guidance from the Administration in a timely way so that any misunderstandings can be worked out well in advance.

Referred to the Committee on Student Achievement and School Innovation.

Resolution 2223R-018

By Directors Peterson and Herndon

WHEREAS, The Deaf and Hard of Hearing (D/HH) program in Milwaukee Public Schools is long overdue for review and revision; and

WHEREAS, The D/HH program, in its current state, is ineffective and is lacking an understanding of modern D/HH educational practices; and

WHEREAS, Since the 1990s, the Department of Public Instruction has recognized the need to have total communication and unsegregated programs for D/HH students, given that such programs can provide wholistic education within the broad spectrum of communication needs rather than segregating students into one of two extreme language binaries; and

WHEREAS, With 30-plus years of studies conducted on best practices for D/HH education, Bi-modal Bilingualism, also known as the Bi-Bi model, has stood out; and

WHEREAS, The Bi-Bi approach facilitates and enhances bilingual development in both English and American Sign Language, without hindering development of spoken language (Mitchiner, Nussbaum, & Scott, 2012): and

WHEREAS, Many school districts with D/HH programs have adopted bi-modal bilingualism as a multi-sensory approach that is additive rather than subtractive; and

WHEREAS, There are ongoing issues within MPS's D/HH program regarding staffing, program locations and initial placements of young children in the D/HH program; now therefore, be it

RESOLVED, That the Administration and D/HH interpreters and teachers jointly establish a D/HH education task force that includes D/HH teachers, MPS sign language interpreters, other staff members, the MPS administration, and parents of students identified as D/HH; and, be it

FURTHER RESOLVED, That the Department of Public Instruction, Wisconsin Education Services Program (WESP-DHH), the University of Wisconsin-Milwaukee and other community stakeholders be invited to participate on the task force; and be it

FURTHER RESOLVED, That the task force conduct a thorough review of the current state of the MPS D/HH programing including, but not limited to these tasks::

- review current Deaf education research and use it to evaluate the efficacy of the current MPS D/HH program;
- review and compare Deaf educational approaches like the bilingual/bimodal model to the split language model that is currently being used in MPS;
- survey key stakeholders, including:
  - MPS staff members (interpreters, teachers, support staff) who directly work with the MPS D/HH population;
  - current families of D/HH students; and
  - families with D/HH children who have left the district;
- review efficiency of current program location(s) and consider the pros and cons of centralization or combination of services of MPS's D/HH programs taking into account where current D/HH students live and attend school and space considerations for all units and staff offices;
- review staffing needs as impacted by possible changes in D/HH program locations including numbers of staff and certification requirements and levels of sign language efficiency,
- review of initial assessments and qualifying indicators for D/HH services; and, be it:

FURTHER RESOLVED, That the Administration report back to the board during the June 2023 board cycle as to the composition of the task force and with a proposed timeline for completion of this review.

Referred to the Committee on Student Achievement and School Innovation.

Resolution 2223R-019

By Director Peterson

WHEREAS, Through its adoption of Resolution 1920R-016, "Our House is on Fire" (adopted March 2017) the District encourages schools to develop school-based Green Teams with the involvement of educators, students, parents and community to expand school-based and District-wide curricular and sustainability projects and that the District develop a Green Revolving Fund (GRF), seeded in part by cost savings (fee reductions) from sustainability initiatives, to allow the Green Revolving Fund to grow over time to support additional investments and to provide financial incentives for school-based and District-wide green projects; and

WHEREAS, In adopting Resolution 2223R-007 (July 2022), the Milwaukee Public Schools joined Milwaukee County and the City of Milwaukee in adopting the international climate reduction targets, which includes the interim target of cutting greenhouse emissions by 45% by 2030; and

WHEREAS, Many school districts and universities across the nation have established Green Revolving Funds and their experience is a resource we can learn from; and

WHEREAS, The creation of a GRF would encourage schools and departments to increase their commitment to sustainability; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools establish a pilot GRF to be included in the FY24 (2023-2024) budget; and be it

FURTHER RESOLVED, The funds for the pilot be established by demonstrating City of Milwaukee stormwater utility fee reductions resulting from innovative green schoolyard stormwater management practices and expanded to other areas such as energy efficiency projects reducing electricity usage; and be it

FURTHER RESOLVED, The Administration, through Financial Planning and Budget Services and Procurement and Risk Management, work with the existing District Sustainability Team to develop the methods to calculate fee reductions for inclusion in the annual budget process, establish mechanisms and criteria to allocate those funds, including a process by which applicants match GRF allocated funds to assure a joint interest and commitment to following through on recommended GRF supported projects; and be it

FURTHER RESOLVED, That the GRF project recommendations and tracking process be the responsibility of the Sustainability Project Specialists within the Department of Facilities and Maintenance Services; and, be it

FURTHER RESOLVED, That in the June 2023 Board cycle, the Sustainability Project Specialists report on a framework for the plan, including the roles of key District departments, timelines, and goals for the GRF pilot.

Referred to the Committee on Accountability, Finance, and Personnel

The Board adjourned at 6:56 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 28, 2023

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

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 8.
Absent and Excused — Director Siemsen — 1.

The Board Clerk read the following call of the meeting:

March 23, 2023

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.

Members of the public who wish to attend the meeting in person must adhere to MPS mask policies regardless of vaccination status or past COVID-19 infection. As is customary at Special Meetings, no public hearing will be given on matters discussed at this meeting.

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.

Executive Session Notice

With respect to Item 1, below, and pursuant to Wis. Stat., §19.85(1)(g), the Board may retire to closed session to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

In regard to Item 2, below, and pursuant to the provisions of Wisconsin Statutes, §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.

Special Board Meeting
5:30p.M., Tuesday, March 28, 2023

1. Action on a Request to Retire to Closed Session Regarding Litigation in Which the Board Is or Is Likely to Become Involved
2. Update with Possible Action on the Performance Evaluations of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Action on a Request to Retire to Closed Session Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

In regard to this item, the Board may retire to executive session pursuant to Wisconsin Statutes, Section 19.85(g), the Board may retire to executive session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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(g), to confer with legal counsel.

* * * * *

(Item 2) Update with Possible Action on the Performance Evaluations of the Superintendent of Schools and of the Board Clerk/Chief Officer, Office of Board Governance

Background

The Board may retire to executive session on this item, pursuant to Wisconsin Statutes 19.85(1)(c).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 3.01, Board-appointed Officials

Recommendation

That the Board retire to closed session, pursuant to Wisconsin Statutes, §19.85(1)(c).

* * * * *

Director O'Halloran moved to retire to closed session to consider the above items, pursuant to Wisconsin Statutes, §1985(1)(g) and §1985(1)(c), respectively.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 8.
Noes — None.

The Board retired to closed session at 5:41 p.m.

The Board reconvened in open session at 8:31 p.m.

In regard to Item One, Director Taylor moved to:

1. authorize legal counsel to execute any settlement-related documents and to take any other necessary actions to effectuate the proposed JUUL settlement; and
2. authorize the Board's President and the Superintendent to take any necessary steps to effectuate the settlement on behalf of Milwaukee Public Schools.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 8.
Noes — None.

Director Taylor moved to retired to closed session to consider Item 2 on the agenda.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 8.
Noes — None.

The Board retired to closed session at 8:35.

The Board adjourned from closed session at 10:11 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 11, 2023

Special meeting of the Board of School Directors called to order by President Peterson at 3:37 P.M.

Present — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Absent and Excused — Director Carr — 1.

The Secretary read the following call of the meeting:

April 6, 2023

To the Members of the Board of School Directors:

Special Board Meeting
3:30 p.m.-5:00 p.m., Tuesday, April 11, 2023

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 performance-evaluation data of the Superintendent of Schools.

Members of the public who wish to attend the meeting in person must adhere to MPS mask policies regardless of vaccination status or past COVID-19 infection. As is customary at special meetings, no public hearing will be given on matters discussed at this meeting.

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.

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

(Item 1) Consideration of Performance-evaluation Data of the Superintendent of Schools

Background

Pursuant to the provisions of Wisconsin Statutes, Chapter 19.85(1)(c), which allows a governmental body to 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, the Board may retire to executive session to consider performance-evaluation data of the Superintendent of Schools.

The Board may reconvene in open session to take action on any matter discussed in executive session; otherwise, the Board will 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 Rules Implication Statement

Board Governance Policy BG 3.01, Board-appointed Officials

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Recommendation

That the Board retire to executive session pursuant to the provisions of Wisconsin Statutes, Chapter 19.85(1)(c), to consider performance-evaluation data of the Superintendent of Schools.

Director Gokalgandhi moved to retire to closed session, pursuant to Wisconsin Statutes, Chapter 19.85(c).

The motion passed, the vote being as follows:

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

The Board retired to closed session at 3:44 P.M.

The Board adjourned from the closed session at 5:00 P.M.

JILL M. KAWALA
Secretary

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 20, 2023

Regular meeting of the Board of School Directors called to order by President Peterson at 5:34 p.m.

Present — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Absent and Excused — Director Garcia — 1.

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

- Donkeisa Caldwell, a student at Vincent High School;
- Susan Kallies, a retired teacher from Custer High School;
- Michelle Klabune, a retired districtwide teacher;
- Jack Kollath, a retired teacher from Morse Middle School;
- Jean Kolo, a retired teacher from Lloyd Street School;
- Joan Peifer, a retired MPS employee;
- Claribel Rodriguez, a retired paraprofessional from Rogers Street Academy; and
- Jonathan Ticha, a teacher at Story School.

AWARDS AND COMMENDATIONS

(Item 1) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Sequanna Taylor, Departing Member of the Milwaukee Board of School Directors, for Her Years of Service to the Milwaukee Public Schools

Background

Director Sequanna Taylor, who was elected to the Board in 2019 as the representative of District 3, will be retiring from the Board at the end of this current board year. A Proclamation honoring Director Taylor for her service to the Milwaukee Public Schools, its children and families, and its staff is being presented for adoption by the Board.

Recommendation

That the Board waive Board Rule 1.10(1), regarding the referral of resolutions to committee, and adopt the following Proclamation in recognition and appreciation of Director Sequanna Taylor and her service to the Milwaukee Public Schools and to the citizens of Milwaukee.

WHEREAS, SEQUANNA TAYLOR, was first elected to the Milwaukee Board of School Directors in 2019 and served as Chair of the Board's Committee on Parent and Community Engagement in the 2020 and 2021 board years and as Vice President of the Board for the 2021 board year; and

WHEREAS, SEQUANNA TAYLOR encouraged the Board to call on activists, public officials, and community stakeholders to collaborate on a regional plan to enact equitable, pro-desegregation, and pro-reparation policies throughout Metropolitan Milwaukee; and

WHEREAS, SEQUANNA TAYLOR advocated for the dismantling of the pipeline-to-prison by urging the One Milwaukee Initiative to include factors that contribute to the school-to-prison pipeline in their consideration and advocated to discontinue the use of police officers serving as School Resource Officers in the schools; and

WHEREAS, SEQUANNA TAYLOR promoted the formal recognition of the contributions of Mr. Ceasar Stinson to the MPS community by sponsoring action to name the District's student learning exchange program in his honor; and

WHEREAS, SEQUANNA TAYLOR has been a constant champion for MPS employees and has

- worked to secure funding for additional hours to create more 40-hour paraprofessional positions and certified healthcare assistant positions in schools; and
- sought to establish an onboarding program for paraprofessionals in order to bring clarity to the role and a path for career development; and
- encouraged the Board to approve funding to offer interested parent coordinators 40-hour positions; and

WHEREAS, SEQUANNA TAYLOR consistently advocated for budgetary allocations that would benefit and support Milwaukee Public Schools students, including funding for school counselors and mental health services and interventions; an ethnic studies course in each high school or school with a high-school component and in each grade level at the African-American Immersion middle school; restoration of the cosmetology program at Obama SCTE in order to provide a trade option for students; allocation of funding for a business-planning and financial literacy telepresence course; strengthening and expansion of the Black and Latino Male Achievement (BLMA) Office; establishment of a certified nursing assistant class at four MPS high-school sites; and reallocation of nutrition funding in order to provide a fresh fruit and vegetable option every day in all schools as well as a full salad option for half the high-school population every day; now, therefore, be it

RESOLVED, That, on this, the occasion of her retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to SEQUANNA TAYLOR for her years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to SEQUANNA TAYLOR in tribute to her record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Director Carr moved to waive Board Rule 1.10(1) and to adopt the proclamation in recognition and appreciation of Director Sequanna Taylor for her service to Milwaukee Public Schools and to the citizens of Milwaukee.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None..

* * * * *

Gavel was passed to Director Taylor at 5:57 p.m.

(Item 2) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of Bob Peterson, Departing Member of the Milwaukee Board of School Directors, for His Years of Service to the Milwaukee Public Schools

Background

Director Bob Peterson, who was elected to the Board in 2019 as its at-large member, will be retiring from the Board at the end of this current Board year. A Proclamation honoring Director Peterson for his service to the Milwaukee Public Schools, its children and families, and its staff is presented for adoption by the Board.

Recommendation

That the Board waive Board Rule 1.10(1), regarding the referral of resolutions to committee, and adopt the following Proclamation in recognition and appreciation of Director Bob Peterson and his service to the Milwaukee Public Schools and to the citizens of Milwaukee.

WHEREAS, BOB PETERSON was first elected to the Milwaukee Board of School Directors in 2019 and has served as Chair of the Board's Committee on Strategic Planning and Budget for the 2019 and 2020 board years and Chair of the Board's Committee on Legislation, Rules and Policies for the 2021 and 2022 board years; and

WHEREAS, BOB PETERSON served as the Board's President for the 2021 and 2022 board years and, in these post- pandemic years, advanced the exploration of mandatory COVID-testing for employees and thoughtful return- to-school guidelines; and

WHEREAS, BOB PETERSON led the fight to secure funding for schools that our students deserve, by which MPS won overwhelming support from the voters on a referendum that secured an additional $87 million in school funding; and

WHEREAS, BOB PETERSON sought to strengthen the Success Center concept by supporting its expansion to K4 to 3rd- graders in order to provide additional supports for our youngest students with behavioral challenges; and

WHEREAS, BOB PETERSON championed the adoption of practices and standards for shared leadership as an essential element of attracting and retaining high-quality administrators and teachers and of intentional community building within the schools; and

WHEREAS, BOB PETERSON promoted the creation of an administrative policy on Community Schools, in order to bring cohesiveness, equity, and accountability to all MPS Community Schools; and

WHEREAS, BOB PETERSON maintained the position that "Our House is on Fire" and proposed the integration of a climate justice curriculum and sustainability practices into all aspects of district functions and worked to establish the Climate Justice Curriculum Advisory Committee to lead the necessary work; and

WHEREAS, BOB PETERSON has been a tireless voice for equity and social justice within MPS and has

- advanced the belief that all eligible students should be registered to vote and be equipped to make informed decisions by proposing the development of a plan to increase student voter registration and participation; and
- sought to eliminate the disproportionality between and among schools with and without entry requirements through the establishment of a middle/high-school equity work group; and
- advocated for the Board to call on activists, elected officials, and stakeholders to work together to develop a regional plan to reduce school inequities and segregation throughout Metropolitan Milwaukee; and
- encouraged the Board to adopt a Land Acknowledgment to ensure that the histories of Wisconsin's First Nation's are recognized and that their relationship to local lands is not forgotten; now, therefore, be it

RESOLVED, That, on this, the occasion of his retirement from the Board, the Milwaukee Board of School Directors extend its sincere appreciation to BOB PETERSON for his years of dedicated service to the Milwaukee Public Schools, to its students, and to the public; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared, and delivered to BOB PETERSON in tribute to his record of dedicated public service to the citizens of Milwaukee and to the children of the Milwaukee Public Schools.

Director Carr moved to waive Board Rule 1.10(1) and to adopt the proclamation in recognition and appreciation of Director Robert Peterson for his service to Milwaukee Public Schools and to the citizens of Milwaukee.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.

Noes — None.

* * * * *

Gavel was returned to President Peterson at 6:17 p.m.

(Item 3) Action on the Waiver of Board Rule 1.10(1) and Adoption of a Proclamation in Honor of John Ashley, Departing Executive Director of the Wisconsin Association of School Boards (WASB)

Background

At its meeting on February 18, 2023, the Board of Directors of the Wisconsin Association of School Boards (WASB) accepted the retirement of Executive Director John Ashley, who will conclude his 18-year career of service to the WASB this summer.

Director Taylor has introduced the following proclamation in recognition of Mr. Ashley's upcoming retirement.

WHEREAS, JOHN ASHLEY was born and raised in Milwaukee; and

WHEREAS, JOHN ASHLEY graduated from Harvard College and did graduate work at both Northwestern University and the University of Wisconsin-Madison; and

WHEREAS, JOHN ASHLEY was chosen by the Board of Directors of the Wisconsin Association of School Boards (WASB) as their third executive director in 2005; and

WHEREAS, JOHN ASHLEY was instrumental in fostering trust among the school boards of Wisconsin such that, under his leadership, every one of the state's 421 school districts is a member of the Wisconsin Association of School Boards; and

WHEREAS, JOHN ASHLEY provided sound guidance to Wisconsin's school boards and was particularly instrumental in helping school boards navigate the changes imposed on collective bargaining as a result of Wisconsin Act 10; and

WHEREAS, JOHN ASHLEY skillfully led the WASB through the unprecedented challenges that came as a result of the COVID-19 pandemic and was instrumental in guiding school boards through the necessary transitions; and

WHEREAS, JOHN ASHLEY remains committed to the belief that all children in Milwaukee and around the state deserve an education that helps them meet their potential; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors congratulates JOHN ASHLEY on his retirement as Executive Director of the Wisconsin Association of School Boards and extends its sincere appreciation to JOHN ASHLEY for his eighteen years of dedicated service to the member districts of the WASB; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent proceedings of the Board of School Directors and that the Board instruct the Board Clerk to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered to JOHN ASHLEY in tribute to his record of dedicated service to the Milwaukee Board of School Directors and to school boards across Wisconsin.

Recommendation

The recommendation is that the Board

1. waive Board Rule 1.10(1) to give consideration to this item; and
2. determine how it wishes to proceed relative to the resolution.

Director Taylor moved to waive Board Rule 1.10(1) and to adopt the proclamation in recognition and appreciation of Mr. John Ashley for his service to the Wisconsin Association of School Boards and the citizens of Milwaukee.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.

Noes — None.

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APPROVAL OF MINUTES

The minutes of the Board's special and regular meetings of March 2023 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Monthly Report, with Possible Action, of 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 March through mid-April are also included in the following report.

Superintendent's Report, April 2023

Herb Kohl Educational Foundation Award Recipients

MPS is in the spotlight with nine students, 11 teachers, and one principal having received the 2023 Herb Kohl Educational Foundation's scholarships and awards. Excellence Scholars, who demonstrated academic excellence, high motivation, and a broad range of activities and leadership, and Initiative Scholars, who demonstrated initiative in school and strong promise for success in college and beyond, received $10,000 to pursue higher education. Teacher Fellowship Awards of $6,000 were given to 100 teachers across the state who had been nominated for their leadership, service in and out of the classroom, and the ability to motivate students and to inspire a love of learning. Principal Leadership Awards of $6,000 were given to 16 principals across the state for setting high standards for instruction, achievement, and character, and for creating a climate to best serve students, families, staff, and community, according to the foundation.

The following five MPS students received Excellence Scholarships:

- 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.

The following four students received Initiative Scholarships:

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

The following 11 teachers throughout MPS received Teacher Fellowship Awards for demonstrating leadership, service in the classroom, and the ability to motivate students and inspire a love of learning:

- 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

Shantee Williams, principal of Hawthorne School, received the Principal Honoree Award for setting high standards, demonstrating achievement and character, and creating a climate to best serve students, families, staff, and the community. Teachers and principal honorees each received $6,000 for their commitment and hard work.

We applaud and congratulate all the award recipients.

MPS Career and Technical Education Spring STEM Partner Showcase

On April 13, 2023, Career and Technical Education held its 15th annual Spring STEM Partner Showcase in partnership with the much-appreciated support of Direct Supply. Students from 22 schools proudly displayed and presented their projects and exhibits that they had spent weeks and months creating. This event is a true demonstration of our partnering relationships, their success, and the unmeasurable benefit to our students.

Project highlights included the following:

- Coding with Animals
- Tiny House Design with Renewable Energy
- Casa de Pajaros
- Furniture Design and Mini Golf
- FIRSTTech Challenge Robot.

Strategic Planning Feedback Sessions

Milwaukee Public Schools will have held three of its five strategic planning feedback sessions by April 19, 2023, with two more to be held on April 27 and 29. The sessions are designed to share the results from community, family, staff, and student surveys, to engage in table talk, and to receive feedback to help develop the final plan that will take effect beginning in the 2023-24 school year.

Earn and Learn Summer Youth Employment Program

The Earn and Learn Summer Youth Employment Program is designed to provide meaningful work experiences and career exposure to young adults, 14-24 years old, residing in Milwaukee County and the city of Milwaukee.

The program seeks to provide the following:

- structured, well-organized work-based learning experiences;
- role models who encourage youth to continue in or return to school;
- career assessment, awareness, and exploration as part of the learning experience; and
- opportunities that may lead to unsubsidized employment for youth making the transition from school.

Participants may work up to 20 hours per week for six to eight weeks. Students can apply at www.employmilwaukee.org. Employ Milwaukee hosts professional development and job-readiness-skill workshops and enrichment activities each Friday. Students may contact Ms. Ophelia King at 414-475-8128 with questions or email Employ Milwaukee at earn.learn@employmilwaukee.org.

Districtwide Spelling Bee

Milwaukee Public Schools students face off on Saturday, April 15, and Saturday, April 22, 2023, to find the best spellers in the district. We are excited for this competition and encourage classmates, families, staff, and community members alike to join us in the fun as we witness students battle it out for the “bee” trophy. We wish all the students good luck and a spirited competition.

- Saturday, April 15, 2023, Grades 3-5, 9:00 a.m.-1:00 p.m.
- Saturday, April 22, 2023, Grades 6-8, 9:00 a.m.-1:00 p.m.

The MPS 2023 Districtwide Spelling Bee takes place at Vincent High School, 7501 N. Granville Road, Milwaukee.

UNSIL (United Nations Schools of International Learning)

In 1945, 50 countries came together to draft and then sign the UN Charter, which created an international organization — the United Nations — with the hope of preventing another world war. Today, our students participate in United Nations Schools of International Learning (UNSIL) as they learn about the world, countries, cultures, laws, and civil liberties.

On April 18, 2023, MPS held its annual UNSIL World Fair at the UWM Panther Arena. This year marked the sixth anniversary of the event, which was held for students in grades 4-8 from 16 participating MPS schools. Students presented an array of projects that were all research-based and that highlighted the mission and importance of the United Nations. Participants at the event engaged with others, viewed projects, participated in meaningful conversations, and learned about places and practices outside the United States.

The following schools participated in the event:

- Fairview
- Fernwood
- Garland
- Grant
- Lincoln Center of the Arts
- Manitoba
- Milwaukee Academy of Chinese Language
- Milwaukee French Immersion
- Milwaukee German Immersion
- Milwaukee School of Languages
- Ninety-fifth Street
- Parkview
- Story
- Stuart
- Victory
- Zablocki

Cantos de las Américas

Cantos de las Américas is an arts celebration that honors the varied cultures represented by students of Milwaukee Public Schools. On April 14, students dazzled the audience as they performed cultural songs and dances representing African, Caribbean, Latin American, European, Hmong, Laotian, and Native American cultures.

Families attended Cantos de las Américas and enthusiastically enjoyed the artistic performances of children that showcased the splendor of dances, art forms, and music from a variety of cultural heritages.

Milwaukee Public Schools has celebrated Cantos de las Américas since 1990 and looks forward to this event every year. If you missed it this year, we encourage you to attend next year. We are truly proud of our students for sharing their talents with us and applaud their performance.

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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 to the end of the meeting.

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

Background

The Joint Committee on Finance continues work on the state budget and has concluded three of four public hearings held around the state. School leaders have been providing consistent strong testimony in support of a $1,510 inflationary per-pupil adjustment over the biennium, along with requests for a 60% reimbursement rate for students with disabilities.

In Waukesha, Eau Claire, and Wisconsin Dells, the history of chronic under-investment in schools has been a dominant theme. Additional updates on budget and state policy activity 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

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 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 March through mid-April.

Report to the Milwaukee Board of School Directors, April 2023

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability in 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 its FY23 Work Plan.

Accountability and Efficiency Services

Between March 11, 2023, and April 8, 2023, Accountability and Efficiency Services fulfilled four requests for information/research, six constituent inquiries, and one special project. Accountability and Efficiency Services also fulfilled one request for an impartial hearing officer assignment and participated in the work of the Criminal Background Check Appeals Committee.

Accountability and Efficiency Services has also started its collaboration with the Office of Human Resources to review retention rates among various staff and is anticipating bringing an analysis forward in May.

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 continued to support small diverse businesses by participating in monthly certification meetings. Each month, a group of minority business enterprises (MBEs) receive certification and are connected to a network of businesses looking to engage new contractors and vendors. Additionally, MPS hosts

quarterly vendor information sessions. All newly-certified firms are invited to the sessions and are provided the opportunity to learn how to contract with the District.

CCS also continued to create internal work-based learning internships. Students were interviewed for internships in architecture, café administration, culinary arts, technology, and urban agriculture. Four 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

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

The Board Clerk presented ten expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

- April 11, 2023, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 12:30 p.m., and 2:30 p.m.
- April 12, 2023, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 12:30 p.m., and 1:30 p.m.

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

Director Siemsen moved to accept the reports of the Independent Hearing Officers of April 11 and 12, 2023.

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

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 7.
Noes — None.
Abstention — Director Carr — 1.

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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 April 2023 meeting.

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REGULAR ITEMS OF BUSINESS

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

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Shanelle Clay	Building Service Helper I	$18.02/hr.	02/27/2023
2	Everette Jackson	Building Service Helper I	$17.49/hr.	03/13/2023
2	Ashley Burris	Children's Health Assistant	$20,827.00	02/27/2023
4	Bertha Estrada	Food Service Assistant	$18.76/hr.	03/13/2023
4	Alejandra Fischer	Food Service Assistant	$15.90/hr.	03/07/2023
2	Ebony Jones	Food Service Assistant	$15.90/hr.	03/22/2023
4	Joycemel Lorenzo Mercado	Food Service Assistant	$18.76/hr.	03/07/2023
2	Toni Thompson	Food Service Assistant	$16.38/hr.	03/08/2023
4	Elizabeth Torres	Food Service Assistant	$15.90/hr.	03/21/2023
5	Yassine El Berki	IT Service Technician	$53,724.00	03/06/2023
5	Courwyn Hill	IT Service Technician	$53,724.00	03/13/2023
5	Jeremy Sendyk	IT Service Technician	$59,049.00	03/13/2023
5	Caden Williamson	IT Service Technician	$53,724.00	03/13/2023
2	Jaleesa Nicholas	Paraprofessional — Parent Involvement	$26,345.00	03/21/2023
5	Jessica Steenwyk	Paraprofessional — Parent Involvement	$30,862.00	03/21/2023
5	Geraldine Besnouin	Paraprofessional	$19,758.00	03/21/2023
2	Eunicia Bowie	Paraprofessional	$19,758.00	03/15/2023
4	Michelle Davila	Paraprofessional	$20,241.00	03/06/2023
2	Lester Gillet	Paraprofessional	$19,758.00	02/28/2023
2	Alexandria Hansen	Paraprofessional	$19,758.00	03/08/2023
4	Star Larrondo	Paraprofessional	$19,758.00	02/28/2023
2	LouOnnie Pryor	Paraprofessional	$19,758.00	03/06/2023
2	Mary Stovall	Paraprofessional	$23,876.00	03/13/2023
2	Tasha Terry Miller	Paraprofessional	$23,876.00	03/13/2023
5	Brittany Timmermans	Paraprofessional	$20,970.00	03/21/2023
5	Kimberly Zsebe	Paraprofessional	$19,758.00	03/21/2023
2	Monashay Howard	School Safety Assistant	$27,108.00	03/06/2023
2	Adriana Jackson	School Safety Assistant	$26,165.00	03/06/2023
2	Deijah Mull	School Safety Assistant	$24,624.00	03/07/2023
2	Shantel Portis-Lowe	School Safety Assistant	$24,624.00	03/06/2023
2	Maurisha Taylor	School Safety Assistant	$24,624.00	03/06/2023
2	Janea White	School Safety Assistant	$24,624.00	03/06/2023
2	Teya Wright	School Safety Assistant	$24,624.00	03/06/2023
5	Theresa Baer	Secretary II	$45,580.00	03/01/2023
5	Kenneth Kremer	Steamfitter	$50.00/hr.	03/13/2023
Promotions				
5	Jonathon Bryan	Electrician Chargeman	$49.86/hr.	02/27/2023
4	Jazmin Gonzalez	Paraprofessional	$19,758.00	03/13/2023
2	Calena Harris	Paraprofessional	$19,758.00	03/21/2023
5	Katrina Kazik	Paraprofessional	$25,324.00	03/09/2023
2	Aniece Leonard	Paraprofessional	$22,418.00	03/07/2023
4	Diana Acevedo	School Bookkeeper — 10-month	$33,888.00	03/06/2023
4	Maria Mendez	School Safety Assistant	$28,035.00	03/06/2023
2	Monica Brinkley	School Engineer I	$53,232.00	03/20/2023
2	Damon Smith	School Engineer I	$59,223.00	03/20/2023
2	Denise Cromwell	School Kitchen Manager I	$27,467.00	02/20/2023
2	Charlotte Dean	School Kitchen Manager I	$33,685.00	02/20/2023
5	Anthony Dickens	School Kitchen Manager I	$28,244.00	02/20/2023
2	Shanina Glenn	School Kitchen Manager I	$29,799.00	02/20/2023

Code	Name	Position	Salary	Date
2	Sherry Grant	School Kitchen Manager I	$34,463.00	02/20/2023
2	Gloria Hemphill	School Kitchen Manager I	$27,467.00	02/20/2023
6	Loreena Newell	School Kitchen Manager I	$29,799.00	02/20/2023
2	Tracy Townsend	School Kitchen Manager I	$27,467.00	02/20/2023
1	RC Old Coyote	School Kitchen Manager III	$33,605.00	02/20/2023
Rehires				
2	Dora Peavie	Food Service Assistant	$15.90/hr.	03/07/2023
2	Danisha Childs	Paraprofessional	$19,758.00	02/27/2023
5	Matthew Dahlstrom	Paraprofessional	$23,876.00	03/07/2023
2	Dolly Whittington	Paraprofessional	$30,862.00	03/13/2023
2	Arlene Dennis	School Nursing Associate	$42,071.00	03/13/2023
2	Penny Payne	School Secretary I — 12-month	$34,382.00	03/13/2023
2	Tai Henningsen Shaw	Secretary II	$45,580.00	03/06/2023

Codes:

1	Native American	4	Hispanic	7	Multi-ethnic
2	African American	5	White		
3	Asian/Oriental/Pacific Islander	6	Other		

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
Teachers					
2, r	Agada, Adamson	AMPHPE	01/BA	$46,979.00	3/22/2023
2, r	Anderson, Nicole T	Spec Ed Multicateg.	01/MA	$69,100.00	3/6/2023
4, r	Guerra, Martin Joaquin	Spec Ed Multicateg.	01/MA	$69,100.00	3/6/2023
5, nr	Hill, Robert Lester	Day-to-day Teacher	01/MA	$87,984.00	4/10/2023
2, r	Omoruyi, Olufolakemi	SAGE	01/MA	$67,211.00	3/13/2023
4, r	Robles-Acevedo, Leslie J	Regular (Five-year-old) Kindergarten	01/MA	$55,882.00	3/27/2023
Teachers, Early Start					
2, r	Barnes, Tammy Nicole	Spec Ed Multicateg.	01/MA	$53,993.00	3/7/2023
3, r	Belacas, Eden	Science	01/BA	$62,517.00	3/6/2023
2, r	Goldsmith, Brittany M	Spec Ed Multicateg.	01/MA	$52,105.00	3/20/2023
2, r	Nwafor, Ogochukwu J	Science	01/BA	$52,158.00	3/22/2023
4, r	Proszek Gorninski, Jane	Science	01/MA	$57,769.00	3/6/2023
Restorative Practices					
5, r	Bartsch, Emily Gloria	General Operations	lD/MA	$66,692.00	4/10/2023
Permit Teachers					
2, r	Bankole, Kafilat	Gen'l Elem & K8 — All Grades	XX/4W2	$46,810.00	3/27/2023
4, r	Chamorro, Jose F	Day-to-day Teacher	XX/4W2	$46,144.00	2/13/2023
2, r	Cooksey, Beth N	Regular (Five-year-old) Kindergarten	XX/4W2	$46,144.00	3/6/2023
2, nr	Gates, Anthony	Health — Phy Ed	XX/4W2	$46,144.00	3/13/2023
2, r	Mckinley Hutchins, Aretha B	SAGE	XX/4W2	$46,144.00	3/6/2023
2, r	Oglesby, Angela M	Gen'l Elem & K8 — All Grades	XX/4W2	$46,144.00	3/13/2023
5, r	Osterman, Todd A	SAGE	XX/4W2	$46,144.00	3/21/2023
4, r	Reynes, Monica L	Bilingual Education	XX/4W2	$46,144.00	3/14/2023
5, r	Tweed, Amanda	Spec Ed Multicateg.	XX/4W2	$46,144.00	3/14/2023
Permit Teachers, Early Start					
2, r	Adefowope, Olanrewaju M	Local Grants	XX/4W2	$46,144.00	3/6/2023
2, r	Gbadebo, Kehinde	Science	XX/4W2	$49,860.00	3/22/2023

Code	Teachers	SSWs	Psychs	Other	Total
1 Native American	0	0	0	0	0
2 African American	13	0	0	0	13
3 Asian/Pacific Islander	1	0	0	0	1
4 Hispanic	5	0	0	0	5
5 White	4	0	0	0	4
6 Other	0	0	0	0	0

Code	Teachers	SSWs	Psychs	Other	Total
7 Multi-ethnic	0	0	0	0	0
Male	7	0	0	0	7
Female	16	0	0	0	16

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

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, January 2023		
Mayra Negron	Fratney Elementary	January 9, 2023
Illness Leave, February 2023		
Sandra Lawal	I.D.E.A.L	February 22, 2023
Illness Leave, March 2023		
Ahmed Hollowell	Hartford Avenue School	March 6, 2023
Leticia Cortes	Hayes Bilingual	March 13, 2023
Kristen Nogalski	Townsend Elementary	March 27, 2023
Graciela Navarro-Arrieta	Allen-Field School	March 31, 2023
Personal Leave, May 2023		
Kathryn Schmidt	Vieau School	May 5, 2023

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Personal	0.1	5	Jessica Barron	PT Teacher	Central Svcs	03/09/2023
Personal	25.6	4	Rafael Burgos Rivera	Teacher	Fratney	03/24/2023
Personal	1.7	4	Emma Cranley	Teacher	Pratt	05/24/2023
Personal	15.5	5	Mark Delaney	Teacher	Central Svcs	06/16/2023
Personal	19.1	5	Margaret Dickinson Seifert	Teacher	Greenfield	03/23/2023
Personal	1.7	5	Kathryn Fischer	Psych	Gaenslen	06/22/2023
Personal	0.5	5	Philip Garrett	Teacher	Wedgewood	03/09/2023
Personal	6.5	5	Chandler Gloudeman	Teacher	MSL	03/21/2023
Personal	5.4	5	Linda Hang	SSW	Browning	06/22/2023
Other Dist	5.6	5	Elaina Jindra	Teacher	Meir	05/24/2023
Personal	15.6	5	Claire Johnson	SSW	Central Svcs	03/06/2023
Personal	27.0	5	Matthew Kickbush	Teacher	Central Svcs	04/01/2023
Personal	1.7	5	Angela Koch	Teacher	Bradley Tech	05/24/2023
Personal	0.6	2	Johannah Koehnen Eley	Teacher	Parkside	03/15/2023
Other Work	4.6	3	Nalee Lor	Teacher	Fairview	06/16/2023
Personal	9.9	5	Sarah Mankowski	Teacher	MacDowell	05/24/2023
Personal	9.5	4	Marilynn Mejias	Teacher	Fratney	06/16/2023
Personal	25.7	2	Charles Robinson	Teacher	Washington HS	05/24/2023
Personal	15.6	4	Adneris Roman	Teacher	Spanish Imm	06/16/2023
Personal	8.6	5	Allison Schley	Teacher	Central Svcs	06/16/2023
Personal	9.1	5	Debra Timko	Teacher	Central Svcs	03/10/2023
Other Dist	2.6	5	Alison Voss	Teacher	Thoreau	06/16/2023
Retire	24.6	2	Cynthia Weeks	Counselor	Vincent	05/24/2023
Personal	0.2	3	Kimberly Weiss	Teacher	Sherman	03/23/2023
Personal	0.1	5	Michael Worzalla	Teacher	Thurston Woods	03/01/2023
Personal	4.6	3	Phoua Yang	Teacher	Story	06/16/2023
Classified Retirements						
Retire	27.4	2	Lawanda Leflore	BSH I	Pulaski	03/12/2023
Retire	31.5	4	Claribel Rodriguez	Para	Rogers	03/14/2023
Retire	13.5	4	Brian Vila	Engineer III	King MS	03/19/2023

Summary

Other District	2	
Other Work	1	
Personal	22	
Retirement	4	(3 Classified & 1 Certificated)

Codes:

1	Native American	4	Hispanic	7	Multi-ethnic
2	African American	5	White		
3	Asian/Oriental/Pacific Islander	6	Other		

Monthly Affirmative Action Report

The monthly Affirmative Action personnel transaction report for February 2023 has been provided under separate cover. This is an informational item, and no action is required.

Recommendation

The Administration recommends that the Board approve the promotions, appointments, and leaves as listed, to be effective upon approval by the Board.

Director O'Halloran moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 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
5, nr	Edward Prasser	Electrical Engineer, Repair Division	Office of the Chief of Operations	03	11A	$122,326
5, nr	Laura Biesterveld	Principal I, Honey Creek	Office of the Chief of School Administration	03	13T	$117,701
2, nr	Abe El Manssouri	Curriculum Specialist IV	Office of the Chief of Academics	03	11A	$100,161
2, r	Lisa Byrd	Assistant Principal Ill, Madison High School	Office of the Chief of School Administration	03	12C	$97,323
2, r	Robert Bly	Assistant Principal Ill, North Division High School	Office of the Chief of School Administration	03	12C	$97,323
2, r	Robin Bradford	Assistant Principal Ill, North Division High School	Office of the Chief of School Administration	03	12C	$93,646
5, nr	Steven Molkentine	Accountant IV	Office of the Chief of Finance	03	06A	$91,728
2, nr	Tanisha Kirkwood	Development Specialist I, MPSU	Office of the Chief of Human Resources	03	OBA	$77,894
4 , nr	Gary Johnson	Employment Relations Specialist I	Office of the Chief of Human Resources	03	OBA	$77,345
2, r	Michele Wilborn	Budget Coordinator Ill	Office of the Chief of Finance	03	OBA	$75,579

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	James Hargraves	Benefits Associate I	Office of the Chief of Human Resources	03	03A	$64,930
2, r	Christopher Grace-Moore Ill	Dean of Students	Office of the Chief of School Administration	03	06C	$59,188
5, nr	Brent Landon	Recreation Supervisor Associate II	Office of the Chief of Operations	03	04A	$55,749
4, r	Ulises Alejos	Student Enrollment Assistant I	Office of the Chief of School Administration	03	01A	$48,101

Recommended Limited-term Employment (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
2, r	Monica Brooks	Head Start Program Support	Office of the Chief of Academics	$50.00	03/06/23-09/06/23
5, r	Christine Holzman	Library Literacy Coach	Office of the Chief of Academics	$40.00	03/15/23-09/15/23
2, r	Sharitta Wicks	CTE Youth Apprentice Coordinator	Office of the Chief of School Administration	$35.00	03/15/23-09/14/23
1, r	Kathleen Krug	Restorative Practice Program Support Specialist	Office of the Chief of Staff	$30.00	04/12/23-06/30/23
5, nr	Colleen Munch	Transformative Reading Instruction (TRI) Coach	Office of the Chief of School Administration	$30.00	03/13/23-06/20/23
5, nr	Susan Sauerberg	Special Education Teacher MVP	Office of the Chief of Academics	$30.00	03/30/23-06/20/23
5, r	Debra Alpert-Frolkis	Special Education Teacher MVP(LTE)	Office of the Chief of Academics	$30.00	04/25/23-06/16/23
1, r	Deborah Zagorski-Biermann	Special Education Teacher MVP (LTE)	Office of the Chief of Academics	$30.00	04/25/23-06/16/23
5, r	Lisa Kromraj	Special Education Teacher MVP (LTE)	Office of the Chief of Academics	$30.00	04/25/23-06/16/23
5, nr	Teri Knight	IB Support Teacher	Office of the Chief of Academics	$30.00	04/10/23-10/10/23
2, r	LeQuita Terrell	Planning Assistant II	Office of the Chief of Academics	$30.00	05/02/23-11/01/23
5, r	Susan O'Brien	Javits Support Teacher	Office of the Chief of Academics	$30.00	05/02/23-11/01/23
5, nr	Candith Kolb	Reading Interventionist	Office of the Chief of School Administration	$30.00	05/26/23-06/02/23
2, r	Leah Whatley	ESSER Ill Project Coordinator-Overnight Camping Experiences	Office of the Chief of Finance	$30.00	04/10/23-10/10/23
5, r	Teresa Mitchell	Grant Support	Office of Chief of Academics	$30.00	04/01/23-10/01/23
2, r	Annette Fayne	Administrative Assistant Ill	Office of Board Governance	$27.86	04/01/23-10/01/23
5, nr	Kris Bertram	Records Scanner	Office of the Chief of Human Resources	$26.00	02/25/23-08/25/23
5, nr	Patricia Krauss	Building Operations	Office of the Chief of Operations	$26.00	04/01/23-10/01/23
5, r	Paula Kais	Records Scanner	Office of the Chief of Human Resources	$22.00	02/18/23-08/18/23
2, r	Laveta Booker	Scan Monitor	Office of the Chief of School Administration	$22.00	03/06/23-05/22/23
2, r	Milo Lee	Scan Monitor	Office of the Chief of School Administration	$22.00	03/06/23-05/22/23
2, r	Cierra Taylor	Scanning of Personnel Files	Office of the Chief of Human Resources	$15.00	06/06/22-08/19/22

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		

Director O'Halloran moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

* * * * *

(Item 3) Action on Resolution 2223R-017 by Directors Garcia and Peterson on Civic Engagement

Background

At its regular meeting on March 23, 2023, the Board referred Resolution 2223R-017 by Directors Garcia and Peterson to the Committee on Student Achievement and School Innovation.

WHEREAS, The Wisconsin Social Studies Standards are described by the DPI as an "important foundation to prepare students to become engaged, informed participants committed to the ideas and values of our democratic republic"; and

WHEREAS, The key pedagogical approach promoted by the Social Studies Standards is "inquiry" based- learning which is defined as "A systematic investigation with five distinct parts: questioning, research, analysis, communication of results, and civic engagement"; and

WHEREAS, The National Council for the Social Studies (NCSS) College, Career, and Civic Life (C3) Framework for Social Studies State Standards (NCSS, 2013), specifically endorses student activism as follows:

> Civics is not limited to the study of politics and society; it also encompasses participation in classrooms and schools, neighborhoods, groups, and organizations…In civics, students learn to contribute appropriately to public processes and discussions of real issues. Their contributions to public discussions may take many forms, ranging from personal testimony to abstract arguments. They will also learn civic practices such as voting, volunteering, jury service, and joining with others to improve society. Civics enables students not only to study how others participate, but also to practice participating and taking informed action themselves. (p. 31);

and

WHEREAS, The aforementioned civic practice of voter education and of voting is being addressed via implementation of Resolution 2223R-012, adopted in December 2022; and

WHEREAS, Student participation in voting and other forms of civic engagement helps develop students' disposition, confidence and passion when it comes to making a positive difference in society, and when it comes to see themselves as activists and leaders for social, racial and environmental justice; and

WHEREAS, The Milwaukee Board of School Directors encourages and facilitates in a viewpoint-neutral manner all student civic engagement as long as such activities do not foster hatred and animus towards and amongst our students, their families, and our community; and

WHEREAS, Civic engagement includes a broad scope of non-partisan civic activities including student clubs, debates, forums, voter registration, voting, rallies, marches; and

WHEREAS, In the past several years many MPS students have independently engaged in such non-partisan activities including, but not limited to, marches and rallies by students participating in the annual Voce's and YES May Day marches advocating for immigrant and worker rights, Black Lives Matter marches by students from North Division, anti-violence rallies at Rufus King High School and Climate Justice protests at Milwaukee School of Languages and;

WHEREAS, Voces de la Frontera and its youth group Youth Empowered in the Struggle have been leaders in some of the largest "Day without Latinxs and Immigrant Rights" marches in the country, establishing the May 1 marches as a family tradition in Milwaukee that brings out students and their families; now, therefore, be it

RESOLVED, Consistent with the District's safe haven policy protecting undocumented students and their families (see Resolution 1617R-007, adopted December 2017), the Milwaukee Board of School Directors recognizes these important examples of civic engagement and publicly thanks those students, student leaders and the adults in schools who are club advisors; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors directs administration and staff to support students and their advisors to facilitate their participation in the "Day without Latinxs and Immigrant Rights" if students' parents and/or guardians sign permission slips approving their students' participation, with the understanding that such students will receive an excused absence; and be it

FURTHER RESOLVED, That all school-based administrators receive guidance from the Administration in a timely way so that any misunderstandings can be worked out well in advance.

Subsequent to the referral of the resolution, a the following revised version was submitted:

WHEREAS, The Wisconsin Social Studies Standards are described by the DPI as an "important foundation to prepare students to become engaged, informed participants committed to the ideas and values of our democratic republic," and

WHEREAS, The key pedagogical approach promoted by the Social Studies Standards is "inquiry" based- learning which is defined as **"**A systematic investigation with five distinct parts: questioning, research, analysis, communication of results, and civic engagement, " and

WHEREAS, The National Council for the Social Studies (NCSS) *College, Career, and Civic Life (C3) Framework for Social Studies State Standards* (NCSS, 2013), specifically endorses student activism as follows:

> Civics is not limited to the study of politics and society; it also encompasses participation in classrooms and schools, neighborhoods, groups, and organizations…In civics, students learn to contribute appropriately to public processes and discussions of real issues. Their contributions to public discussions may take many forms, ranging from personal testimony to abstract arguments. They will also learn civic practices such as voting, volunteering, jury service, and joining with others to improve society. Civics enables students not only to study how others participate, but also to practice participating and taking informed action themselves. (p. 31);

and

WHEREAS, The aforementioned civic practice of voter education and of voting is being addressed via implementation of Resolution 2223R-012 (Student Voter Education and Registration, adopted December 2022); and

WHEREAS, Student participation in voting and other forms of civic engagement helps develop students' disposition, confidence and passion when it comes to making a positive difference in society, and when it comes to see themselves as activists and leaders for social, racial and environmental justice**;** and

WHEREAS, The Milwaukee Board of School Directors encourages and facilitates in a viewpoint-neutral manner all student civic engagement as long as such activities do not foster hatred and animus towards and amongst our students, their families, and our community; and

WHEREAS, Civic engagement includes a broad scope of non-partisan civic activities including student clubs, debates, forums, voter registration, voting, rallies, marches; and

WHEREAS, In the past several years many MPS students have independently engaged in such non-partisan activities including, but not limited to, marches and rallies by students and families participating in the annual Voces de la Frontera and Youth Empowered in the Struggle (YES) May Day marches advocating for immigrant and worker rights, Black Lives Matter marches by students from North Division, anti-violence rallies at Rufus King High School and Climate Justice protests at Milwaukee School of Languages; ~~and~~ now, therefore, be it

~~WHEREAS, Voces de la Frontera and their youth group Youth Empowered in the Struggle have been leaders in some of the largest "Day without Latinxs and Immigrant Rights" marches in the country, establishing the May 1st marches as a family tradition in Milwaukee that brings out students and their families; now, therefore, be it~~

RESOLVED, Consistent with the district's safe haven policy protecting undocumented students and their families (see Resolution 1617R-007, adopted December 2017), the Milwaukee Board of School Directors recognizes these important examples of civic engagement and publicly thanks those students, student leaders and the adults in schools who are club advisors; and be it

FURTHER RESOLVED, That the Milwaukee Board of School Directors ~~directs administration and staff to support students and their advisors to facilitate their~~ supports student participation in the "Day without Latinxs and Immigrant Rights" and upholds the right of parents/guardians to excuse their student from school for such purposes; ~~if students' parents and/or guardians sign a permission slip approving their student's participation, with the understanding that such students will receive an excused absence~~; and be it

FURTHER RESOLVED, That all school-based administrators receive guidance from the administration in a timely way so that any misunderstandings can be worked out well in advance.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.16, School Attendance: Exclusions and Exemptions

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

N/A

Recommendation

The Administration recommends that:

1. the Committee on Student Achievement and School Innovation be discharged from further consideration of this item; and
2. the Board determine how it wishes to proceed with Resolution 2223R-017.

Director Gokalgandhi moved to discharge the Committee on Student Achievement and School Innovation from further consideration of this item.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

Directors O'Halloran and Taylor joined as co-sponsors.

Director O'Halloran moved approval of the resolution as revised.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

* * * * *

(Item 4) Action on Resolution 2223R-018 by Directors Peterson and Herndon on Creation of a Deaf and Hard of Hearing (D/HH) Task Force

Background

At its regular meeting on March 23, 2023, the Board referred Resolution 2223R-018 by Directors Peterson and Herndon to the Committee on Student Achievement and School Innovation:

WHEREAS, The Deaf and Hard of Hearing (D/HH) program in Milwaukee Public Schools is long overdue for review and revision; and

WHEREAS, The D/HH program, in its current state, is ineffective and is lacking an understanding of modern D/HH educational practices; and

WHEREAS, Since the 1990s, the Department of Public Instruction has recognized the need to have total communication and unsegregated programs for D/HH students, given that such programs can provide wholistic education within the broad spectrum of communication needs rather than segregating students into one of two extreme language binaries; and

WHEREAS, With 30-plus years of studies conducted on best practices for D/HH education, Bi-modal Bilingualism, also known as the Bi-Bi model, has stood out; and

WHEREAS, The Bi-Bi approach facilitates and enhances bilingual development in both English and American Sign Language, without hindering development of spoken language (Mitchiner, Nussbaum, & Scott, 2012): and

WHEREAS, Many school districts with D/HH programs have adopted bi-modal bilingualism as a multi- sensory approach that is additive rather than subtractive; and

WHEREAS, There are ongoing issues within MPS's D/HH program regarding staffing, program locations and initial placements of young children in the D/HH program; now therefore, be it

RESOLVED, That the Administration and D/HH interpreters and teachers jointly establish a D/HH education task force that includes D/HH teachers, MPS sign language interpreters, other staff members, the MPS administration, and parents of students identified as D/HH; and, be it

FURTHER RESOLVED, That the Department of Public Instruction, Wisconsin Education Services Program (WESP-DHH), the University of Wisconsin-Milwaukee and other community stakeholders be invited to participate on the task force; and be it

FURTHER RESOLVED, That the task force conduct a thorough review of the current state of the MPS D/HH programing including, but not limited to these tasks::

- review current Deaf education research and use it to evaluate the efficacy of the current MPS D/HH program;
- review and compare Deaf educational approaches like the bilingual/bimodal model to the split language model that is currently being used in MPS;
- survey key stakeholders, including:
  - MPS staff members (interpreters, teachers, support staff) who directly work with the MPS D/HH population;
  - current families of D/HH students; and
  - families with D/HH children who have left the district;
- review efficiency of current program location(s) and consider the pros and cons of centralization or combination of services of MPS's D/HH programs taking into account where current D/HH students live and attend school and space considerations for all units and staff offices;
- review staffing needs as impacted by possible changes in D/HH program locations including numbers of staff and certification requirements and levels of sign language efficiency,
- review of initial assessments and qualifying indicators for D/HH services; and, be it:

FURTHER RESOLVED, That the Administration report back to the board during the June 2023 board cycle as to the composition of the task force and with a proposed timeline for completion of this review.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

The fiscal impact will be estimated in the full plan and reported back to the Board after completion of the review.

Implementation and Assessment Plan

Upon adoption of the resolution, the composition of the taskforce and the proposed timeline will be provided at the Board's regular June 2023 meeting.

Recommendation

The Administration recommends that the Board

1. discharge the Committee on Student Achievement and School Innovation from further consideration of this item; and
2. approve Resolution 2223R-018 by Directors Peterson and Herndon on Creation of a D/HH Task Force, as amended below, with an update to be brought to the Board in June 2023.

WHEREAS, The Deaf and Hard of Hearing (D/HH) program in Milwaukee Public Schools is long overdue for review and revision; and

WHEREAS, The D/HH program, in its current state, ~~is ineffective and is lacking an understanding~~ will benefit from a review with consideration of modern D/HH educational practices; and

WHEREAS, Since the 1990s the Department of Public Instruction has recognized the need to have total communication and unsegregated programs for D/HH students, given that such programs can provide wholistic education within the broad spectrum of communication needs rather than segregating students into one of two extreme language binaries; and

WHEREAS, With 30-plus years of studies conducted on best practices for D/HH education, Bi-modal Bilingualism, also known as the Bi-Bi model, has stood out; and

WHEREAS, The Bi-Bi approach facilitates and enhances bilingual development in both English and American Sign Language, without hindering development of spoken language (Mitchiner, Nussbaum, & Scott, 2012): and

WHEREAS, Many school districts with D/HH programs have adopted bi-modal bilingualism as a multi- sensory approach that is additive rather than subtractive; and

WHEREAS, There are on-going issues within MPS's D/HH program regarding staffing, program locations and initial placements of young children in the D/HH program**;** now therefore, be it

RESOLVED, That the Administration and D/HH interpreters and teachers jointly establish a D/HH education task force that includes D/HH teachers, MPS sign language interpreters, other staff members, the MPS administration, and parents of students identified as D/HH; and, be it

FURTHER RESOLVED, That the Department of Public Instruction, Wisconsin Education Services Program (WESP-DHH), the University of Wisconsin-Milwaukee and other community stakeholders be invited to participate on the task force; and be it

FURTHER RESOLVED, That the task force conduct a thorough review of the current state of the MPS D/HH programing including, but not limited to these tasks::

- Review current Deaf education research and use it to evaluate the efficacy of the current MPS D/HH program;
- Review and compare Deaf educational approaches like the bilingual/bimodal model to the split language model that is currently being used in MPS;
- Survey key stakeholders, including:
  - MPS staff members (interpreters, teachers, support staff) who directly work with the MPS D/HH population;
  - Current families of D/HH students; and
  - Families with D/HH children who have left the district;
- Review efficiency of current program location(s) and consider the pros and cons of centralization or combination of services of MPS's D/HH programs taking into account where current D/HH students live and attend school and space considerations for all units and staff offices;
- Review staffing needs as impacted by possible changes in D/HH program locations including numbers of staff and certification requirements and levels of sign language efficiency,
- Review of initial assessments and qualifying indicators for D/HH services; and be it

FURTHER RESOLVED, That the Administration and other task force members report back to the board during the June 2023 Board Cycle as to the composition of the task force and with a proposed timeline

Director Gokalgandhi moved to discharge the Committee on Student Achievement and School Innovation from further consideration of this item.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

Directors Siemsen and Taylor joined to co-sponsor the resolution.

Director Taylor moved approval of the resolution, inclusive of the revision to the second "Whereas" clause.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

* * * * *

(Item 5) Action on Resolution 2223R-019 to Establish a Green Revolving Fund

Background

At its meeting of March 2023, the Board referred Resolution 2223R-019, by Director Peterson to the Committee on Accountability, Finance, and Personnel:

WHEREAS, Through its adoption of Resolution 1920R-016, "Our House is on Fire" (adopted March 2017) the District encourages schools to develop school-based Green Teams with the involvement of educators, students, parents and community to expand school-based and District-wide curricular and sustainability projects and that the District develop a Green Revolving Fund (GRF), seeded in part by cost savings (fee reductions) from sustainability initiatives, to allow the Green Revolving Fund to grow over time to support additional investments and to provide financial incentives for school-based and District-wide green projects; and

WHEREAS, In adopting Resolution 2223R-007 (July 2022), the Milwaukee Public Schools joined Milwaukee County and the City of Milwaukee in adopting the international climate reduction targets, which includes the interim target of cutting greenhouse emissions by 45% by 2030; and

WHEREAS, Many school districts and universities across the nation have established Green Revolving Funds and their experience is a resource we can learn from; and

WHEREAS, The creation of a GRF would encourage schools and departments to increase their commitment to sustainability; now, therefore, be it

RESOLVED, That the Milwaukee Public Schools establish a pilot GRF to be included in the FY24 (2023-2024) budget; and be it

FURTHER RESOLVED, The funds for the pilot be established by demonstrating City of Milwaukee stormwater utility fee reductions resulting from innovative green schoolyard stormwater management practices and expanded to other areas such as energy efficiency projects reducing electricity usage; and be it

FURTHER RESOLVED, The Administration, through Financial Planning and Budget Services and Procurement and Risk Management, work with the existing District Sustainability Team to develop the methods to calculate fee reductions for inclusion in the annual budget process, establish mechanisms and criteria to allocate those funds, including a process by which applicants match GRF allocated funds to assure a joint interest and commitment to following through on recommended GRF supported projects; and be it

FURTHER RESOLVED, That the GRF project recommendations and tracking process be the responsibility of the Sustainability Project Specialists within the Department of Facilities and Maintenance Services; and, be it

FURTHER RESOLVED, That in the June 2023 Board cycle, the Sustainability Project Specialists report on a framework for the plan, including the roles of key District departments, timelines, and goals for the GRF pilot.

At its meeting on March 17, 2020, the Board adopted Resolution 1920R-016, which directed that a climate-justice curriculum and sustainability practices be integrated into all aspects of the District's 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.

In response to the Board's action, the Administration has provided regular quarterly reports relative to implementing 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 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.

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

Fiscal Impact Statement

There is $125,000 set aside to start the Green Revolving Fund.

Implementation and Assessment Plan

Should the Board adopt Resolution 2223R-019, the Milwaukee Public Schools will establish a framework for a Green Revolving Fund, encourage sustainability efforts like other schools and universities are making across the nation, and report back to the Board in June.

Recommendation

The Administration recommends that the Board

1 discharge the Committee on Accountability, Finance, and Personnel from further consideration of this item; and
2. approve the resolution, with a report to be brought to the Board in June 2023.

Director Gokalgandhi moved to discharge the Committee on Accountability, Finance and Personnel from further consideration of this item.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

Director Herndon joined as co-sponsor.

Director Gokalgandhi moved approval of the resolution.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
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; and Acceptance of Donations

Purchases

——— Action on a Request to Issue a Purchase Order to Hand2Mind for Custom-made Counting Collections Kits for all Grade 1 Classrooms

The Administration is requesting authorization to issue a purchase order to Hand2Mind for 450 custom-designed Counting Collections Kits for use in all Grade 1 district classrooms. One primary goal of the project is to support early childhood educators to become more intentional and adaptive in moving children toward meeting important learning goals in mathematics. The Counting Collections Routine is easily adapted for all levels of learners and establishes a personalized learning path for each student. The personalized learning paths enhances number sense and place-value understanding and assists the teacher in providing developmentally-appropriate instruction to each student. The addition of the kits expands the Counting Collections Routine from PreK and Kindergarten to include Grade 1.

This purchase is being made under the Interlocal Purchasing System (TIPS) Cooperative Agreement #220802. The total cost for this purchase will not to exceed $398,072.50.

Budget Code: MTH-0-I-9B3-CI-ESUP $398,072.50

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	0	0	NA	NA	0	0

RFB 5791 Authorization to Extend a Blanket Contract with MSOB Acquisition, dba Goldfish, Inc., for Uniforms for Building Operations Staff

The Administration is requesting authorization to extend a blanket contract with MSOB Acquisition, dba Goldfish, Inc., ("Goldfish") to provide uniforms for approximately 600 building operations staff upon hire and annually thereafter and to provide alterations on an as-needed basis.

The contractor was chosen pursuant to RFB 5791, which closed on February 1, 2021. Goldfish was the lowest-complying bidder.

This agreement will run from May 1, 2023, through March 31, 2024. The total cost of the contract will not exceed $60,000.

Budget Code: Varies by location ordering goods.....$60,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
0	3	6	No	0	NA	NA	NA	200	10

——— Action on a Request to Issue a Purchase Order to Mackin Educational Resources for Makerspace Kits

The Administration is requesting authorization to purchase makerspace kits with Mackin Educational Resources to provide materials and resources to foster learning through inquiry. The purchase of these kits will cultivate innovation through hands-on experimentation. Students will have the opportunity to be creative and to apply personalized learning strategies to make changes to existing concepts or to develop their own ideas, methods, or products. The makerspace experience will encourage students to explore and to solve problems and will promote collaboration. The kits will be provided for grades K-12 and will contain high-quality custom-curated products to support current STEAM initiatives. The makerspace kits will include professional development for library staff.

This purchase is being made under the Interlocal Purchasing System (TIPS) Cooperative Agreement #220802. The total cost of this purchase will not exceed $504,243.20.

Budget Code: SLB-0-S-9D3-CI-ENCQ.....$504,243.20

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

RFP 1099 Authorization to Enter into Purchase Orders with The Booksource, Inc.; Books del Sur; and Houghton Mifflin Harcourt Publishing Co. for Culturally-responsive Libraries for Comprehensive Support and Improvement Schools and for Additional Targeted Support and Improvement Schools (Pre-Kindergarten to Grade 12) and for Professional Development

The Administration is requesting authorization to enter purchase orders with The Booksource, Inc.; Books del Sur; and Houghton Mifflin Harcourt Publishing Co. to provide culturally-responsive classroom library sets to our Comprehensive Support and Improvement (CSI) Schools and to our Additional Targeted Support and Improvement (ATSI) Schools. This request includes specific grade-level sets of books that were identified to be culturally-responsive and which augment other libraries being purchased. Teachers will use these libraries in their classrooms to engage students into reading. The professional development will help teachers learn how to integrate the culturally-responsive libraries in their classrooms.

This purchase is made possible by a one-time grant from the Department of Public Instruction for the specific CSI and ATSI schools

Contractors were chosen pursuant to RFP 1099, which closed on February 17, 2023. All materials must be delivered to schools no later than June 15, 2023. These are single purchases.

Vendor	Amount
The Booksource, Inc.	$528,997.66
Books del Sur	$538,606.20
Houghton Mifflin Harcourt Publishing Co.	$2,968,747.60
Total	$4,036,351.46

Budget Code: OPI-0-I-2T3-RH-ESUP (Classroom Library Books).....$3,886,351.46
SDV-0-S-2G3-RH-ECTS (Professional Learning).....$150,000.00

The Booksource, Inc.

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	5%	5%	$26,449.88	NA	600	10

Books del Sur

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	5%	5%	$26,930.31	NA	600	10

Houghton Mifflin Harcourt Publishing Co.

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	5%	5%	$148,437.38	NA	600	10

RFP 1102 Authorization to Issue a Purchase Order with Zaner-Bloser, Inc., for Writing, Handwriting, and Spelling Textbook Adoption

The Administration is requesting authorization to issue a purchase order to Zaner- Bloser, Inc., 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.

The contractor was chosen pursuant to RFP 1102, which closed on February 17, 2023. The total cost will not exceed $10,919,937.16.

Budget Codes: GEN-0-0-INV-DW-ETXB (Textbooks) $10,919,937.16

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%	$545,996.85	NA	600	20

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.

C030704 Edgenuity Inc

Original Contract Amount..... $3,750,000.00
RCC 2/21/2023..... $75,000.00
Ending amount..... $3,825,000.00

On June 30, 2022, the Milwaukee Board of School Directors and Edgenuity Inc entered into Professional Services Contract C030704, with a term of August 1, 2022, through July 31, 2023, for instructional services virtual program. On February 21, 2023, a Request to Change Contract (RCC) was approved for additional funds of $75,000, as more seats had been added to the contract during the school year, and additional instructional materials (workbooks) were also needed for the increase in students.

C029697 Chenhall Nissen, S.C.

Original Contract Amount..... $49,999.00
RCC 7/15/2021..... $24,999.00
First Extension..... $49,999.00
RCC 5/5/2022..... $150,000.00
RCC 7/2022..... $202,000.00
Second Extension..... $250,000.00
RCC 2/27/2023..... $400,000.00
Ending amount..... $1,126,997.00

On September 14, 2020, the Milwaukee Board of School Directors and Chenhall Nissen, S.C., entered into Professional Services Contract C029697, with a term of September 18, 2020, through August 31, 2021, for assistance in processing H-1B paperwork for current as well as future H-1B employees. A Request to Change Contract (RCC) was approved on July 15, 2021, to add funds of $24,999 due to an increase in employees with visa needs. On August 10, 2021, the contract was extended for an additional year, from September 1, 2021, through August 31, 2022. On May 5, 2022, an (RCC) was approved for additional funds of $150,000 due to increased recruitment efforts with international teachers. An RCC was approved in July for $202,000 for additional funds. On August 25, 2022, the Board approved a contract extension in the amount of $250,000 with a term of September 1, 2022, through August 31, 2023. On February 27, 2023, an RCC was approved to add funds due to increased recruitment efforts with international teachers to ensure no disruption of services.

C031095/B0001532 Robert Half International, Inc.

Original Contract Amount:..... $500,000.00
RCC 2/21/2023..... $350,000.00
Ending amount:..... $850,000.00

On November 18, 2022, the Milwaukee Board of School Directors and Robert Half International, Inc., entered into Professional Services Contract 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 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.

C030904 Boys and Girls Clubs of Greater Milwaukee, Inc.

Original Contract Amount:..... $4,373,500.00
RCC 2/21/2023..... $340,214.00
Ending amount:..... $4,713,714.00

On July 28, 2022, the Milwaukee Board of School Directors and Boys and Girls Clubs of Greater Milwaukee, Inc., entered into Professional Services Contract C030904, with a term of August 1, 2022, through June 30, 2023, for Community Learning Center programs at 41 locations during the 2022-23 school year. On February 7, 2023, the Department of Public Instruction (DPI) informed MPS thatit is allowing Nita M. Lowey 21st Century Community Learning Centers grantees to carry over unspent funds from 2021-22 to the current fiscal year. As a result, a Request to Change Contract (RCC) was submitted to amend the contract to reflect this increase.

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on budget transfers, and the report on contracts awarded with a value under $50,000 and cumulative total report 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 Montessori School	Anonymous	$10.00	Coffee Refreshments
Bay View Montessori School	Joshua & Mary Mathy	$300.00	Nature's Classroom Extended Field Trip
Clemens School	Anonymous	$1.60	General School Supplies
Franklin School	Melissa Anderson	$100.00	Gift cards for Kings II Kings Event
Fratney Street School	Box Tops for Education	$21.40	General School Supplies
German Immersion School	Richard & Kaye Bloede	$150.00	General School Supplies
MacDowell Montessori	Riverwest Pizza, LLC	$100.00	Nature's Classroom
Meir School	Koffie & Emily Trader	$100.00	Band
North Division High School	Natural Resources Foundation of WI, Inc	$500.00	Urbank Ecology Center Paddling & Hiking Trip
Trowbridge School	Broadview Financial Management, LLC	$400.00	STEAM
	Total Monetary Donations	*$1,683.00*	
Non-monetary Donations			
Albert E Kagel School	DonorsChoose	$436.48	Learning Thru Senses
Albert E Kagel School	DonorsChoose	$485.74	Instructional Technology
Bay View Montessori School	Queena Kopka	$20.00	Clipboards
Bay View Montessori School	Mary Mathy	$115.00	Drama Club
Bradley Trade & Tech	DonorsChoose	$331.72	Winter Necessities
Browning School	Edie Holt*	$250.00	Bake Sale
Browning School	DonorsChoose	$348.13	Math/Literacy Toolkits

Location	Donor	Amount	Gift or Purpose
Browning School	DonorsChoose	$683.62	Write Here, Read Now
Burbank School	DonorsChoose	$323.41	Food, Clothing & Hygiene
Burbank School	DonorsChoose	$761.80	Sensory Room
Burdick School	DonorsChoose	$163.59	Phonemic Awareness for All
Carver Academy	DonorsChoose	$534.20	Classroom Basics
Doerfler School	DonorsChoose	$180.54	Chinese New Year
Doerfler School	DonorsChoose	$225.04	"It Puzzles Me"
Doerfler School	DonorsChoose	$263.16	Winter Weather Blues & More
Doerfler School	DonorsChoose	$442.20	Food, Clothing & Hygiene
Doerfler School	DonorsChoose	$458.78	Flexible Seating
Doerfler School	DonorsChoose	$520.46	Bugs & Boo-Boo's Be Gone
Doerfler School	DonorsChoose	$897.41	"Wow, I See It"
Dr. B Carson Academy of Science	DonorsChoose	$143.24	It's In the Bag
Dr. B Carson Academy of Science	DonorsChoose	$144.63	Let There Be Paint
Dr. B Carson Academy of Science	DonorsChoose	$279.50	No More Popsicle Fingers
Eighty-First Street School	DonorsChoose	$378.69	Mrs. Bocek's Kindergarten Class
Emerson School	Jodi Silverstein	$10.00	Candy Canes for Valentine Fundraiser
Emerson School	Emily Taplin	$80.00	Chips and Snacks for Fundraiser
Emerson School	Milwaukee Public Museum	$170.00	Fossil Fuel Fund Award for Field Trip
Emerson School	DonorsChoose	$316.23	It's All About Sensory
Forest Home Avenue School	DonorsChoose	$375.42	Littles Fishing for Literacy
Goodrich School	DonorsChoose	$285.39	Unquenchable Thirst
Goodrich School	DonorsChoose	$367.57	Healthy Snacks
Goodrich School	DonorsChoose	$369.98	Cleaning Wipes and Snacks
Goodrich School	DonorsChoose	$390.32	Look at Me- I'm Reading
Goodrich School	DonorsChoose	$395.28	Supplies Right in Reach
Goodrich School	DonorsChoose	$404.39	Dressed for Success
Goodrich School	DonorsChoose	$458.82	Snacks for Success
Goodrich School	DonorsChoose	$459.41	Classroom Library
Goodrich School	DonorsChoose	$489.00	Hygiene Project
Goodrich School	DonorsChoose	$698.85	Classroom Organization
Grant Gordon Learning Center	DonorsChoose	$417.84	Enhancing Our Outdoor Classroom
Grantosa Drive School	DonorsChoose	$142.35	Getting Organized
Grantosa Drive School	DonorsChoose	$208.07	Welcome to the Zen Zone
Greenfield School	DonorsChoose	$227.26	Viva La Lectura
Hampton School	Hampton Avenue Church of Christ	$1,079.00	School Supplies & Apparel
Hartford University School	DonorsChoose	$556.78	S.T.E.M. Space
Hayes Bilingual School	DonorsChoose	$290.91	Cookies Matter
Hayes Bilingual School	DonorsChoose	$536.11	Organized and Ready to Learn
Holmes School	DonorsChoose	$405.91	Sensory Explores
Hopkins Street School	DonorsChoose	$313.17	A Soft Seat
Keefe Avenue School	Metropolitan Milwaukee Alliance of Black School Educators*	$250.00	18 Winter Coats for Students
Kilbourn School	DonorsChoose	$275.09	Little Learners Supplies
Kilbourn School	DonorsChoose	$372.93	Replacements Needed Please
King High School	DonorsChoose	$153.93	Warm and Cozy Reading
King High School	DonorsChoose	$475.56	Creativity in Learning is Fun
King Middle Years	DonorsChoose	$163.29	Supplies for Every Student
Lafollette School	Metropolitan Missionary Church	$534.44	Book Bags
Lafollette School	UWM-African Diaspora Council	$3,709.11	Supplies

Location	Donor	Amount	Gift or Purpose
Lincoln Avenue School	DonorsChoose	$2,459.09	Hands-on Learning
Lincoln Middle School	Mr. Dev Venugopalan	$250.00	Cello and violin
Longfellow Elementary	DonorsChoose	$270.93	Be A Goldfish
Longfellow Elementary	DonorsChoose	$394.38	Instructional Technology
Lowell School	DonorsChoose	$251.75	Life in Living Color
MacDowell Montessori	DonorsChoose	$164.21	Chapter Book Bonanza
MacDowell Montessori	DonorsChoose	$255.97	From Seed to Plant
MacDowell Montessori	DonorsChoose	$481.45	Instructional Technology
MacDowell Montessori	DonorsChoose	$492.88	Learning to Dress Ourselves
Milwaukee School of Languages	DonorsChoose	$226.67	Beautify Our School
Milwaukee Sign Language School	DonorsChoose	$139.70	Mastering Mathematics
Milwaukee Sign Language School	DonorsChoose	$424.43	Clean & Confident
Milwaukee Sign Language School	DonorsChoose	$463.57	Lighting Up Learning
Mitchell School	DonorsChoose	$471.39	Sometimes Accidents Happen
Morgandale School	DonorsChoose	$703.79	Snack Time
Ninety-Fifth Street School	DonorsChoose	$135.95	Winter In Wisconsin
Ninety-Fifth Street School	DonorsChoose	$155.80	Preparing for 1st Grade
Ninety-Fifth Street School	DonorsChoose	$166.32	Prize Bucket Galore
Ninety-Fifth Street School	DonorsChoose	$182.63	Classroom Basics
Ninety-Fifth Street School	DonorsChoose	$229.39	Art Supplies
Ninety-Fifth Street School	DonorsChoose	$258.22	Books
Ninety-Fifth Street School	DonorsChoose	$272.49	Let's Go with LEGO
Ninety-Fifth Street School	DonorsChoose	$273.45	Books
Ninety-Fifth Street School	DonorsChoose	$312.87	Books Galore
Ninety-Fifth Street School	DonorsChoose	$330.91	Equity for All
Ninety-Fifth Street School	DonorsChoose	$340.87	As Cool as it Gets
Ninety-Fifth Street School	DonorsChoose	$676.66	Create a Love for Reading
Pulaski High School	DonorsChoose	$326.45	Reluctant Readers Read
Riley School	DonorsChoose	$477.24	The 3D Way
Riverside High School	DonorsChoose	$511.22	Fund the Food
Roosevelt Middle School	DonorsChoose	$531.05	Food, Clothing & Hygiene
Roosevelt Middle School	DonorsChoose	$742.71	Art Supplies
Story School	DonorsChoose	$1,102.10	Necessities Needed
Strategic Partnerships and Customer Service	Deborah Malamen	$20.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Bostik	$300.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	DoMUS Apartments	$1,500.00	MPS Mitten Tree Drive
Strategic Partnerships and Customer Service	Lindsay Barnett	$6,000.00	Math Kit Donation
Townsend School	DonorsChoose	$598.30	Instructional Technology
Trowbridge School	DonorsChoose	$160.34	Inclusive Books Only, Please
Trowbridge School	DonorsChoose	$253.08	Fun Early Readers
Trowbridge School	DonorsChoose	$295.88	Art Supplies
Trowbridge School	DonorsChoose	$363.94	Kids in the Ocean
Trowbridge School	DonorsChoose	$446.86	Minds in Motion
Trowbridge School	DonorsChoose	$456.00	Charge Up
Trowbridge School	DonorsChoose	$477.75	Relax Kids
Victory School	DonorsChoose	$506.37	Arts Alive
Vieau School	DonorsChoose	$420.97	Educational Kits & Games
Vincent High School	DonorsChoose	$319.21	Classroom Basics
William Cullen Bryant School	DonorsChoose	$329.31	Organizing Materials

Location	Donor	Amount	Gift or Purpose
Wisconsin Conservatory	DonorsChoose	$142.73	Creativity in English Class
Wisconsin Conservatory	DonorsChoose	$230.14	Hooting with Knowledge in 2023
	Total Non-monetary Donations	*$51,067.17*	
Total Value of Donations		$52,750.17	
*Donations from MPS Alumni		$500.00	

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 O'Halloran moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

* * * * *

(Item 7) Action on the Award of Professional Services Contracts

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

The Administration is requesting authorization to extend a contract with Renaissance Learning, Inc., for STAR 360 universal screening and progress monitoring in mathematics, reading, and early literacy for students in K5-12th grade. Norm-referenced assessments are available for K5-12th grade in English and K5-8th grade in Spanish for early literacy, reading, and math. All STAR 360 assessments are aligned to the Common Core State Standards. STAR 360 may also be used as a progress-monitoring tool for students in Tier 2 interventions at no additional cost. Additionally, Renaissance Learning, Inc., will provide customer support and service with a dedicated project manager, custom data integration, and up to ten 90-minute professional development sessions.

The contractor was chosen pursuant to RFP 1035, which closed on February 15, 2021.

The initial term of the contract ran from July 1, 2021, through June 30, 2022, and was subsequently extended for a second, one-year term (Year 2), from July 1, 2022, through June 30, 2023. The final contract extension (Year 3) will run from July 1, 2023, through June 30, 2024.

The total cost of the contract in Year 3 will not exceed $600,000.

Budget Code: SYS-0-0-AMT-RH-ECTS (Assessment Contract Services Systemology).....$600,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours per 12-month Contract)		
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.		Paid Student Employment	Educational Experience
1,066	164	638	No	NA	NA	NA	NA	Component A	400	10
								Component b	200	10

RFP 1076 Authorization to Contract with Imagine Learning, LLC, for Recovery and Acceleration of Online Credited Coursework

The Administration is requesting authorization to enter into a contract with Imagine Learning, LLC, for recovery and acceleration of online credited coursework. This contractor will be used to deliver recovery and acceleration of online credited (or accredited) courses for students in grades 6 through 12, as well as professional development, support, and report generation.

Imagine Learning, Inc., was chosen pursuant to RFP 1076 to provide a credit-recovery/acceleration solution that is a self-paced interactive tool that will engage students in a user-friendly way. After an extensive review, Imagine Learning, LLC, met MPS's performance needs and more. The platform provides tools to support diverse populations while identifying students' academic knowledge and creating an individualized learning path to address standards students have yet to meet, thus allowing students to recover credits efficiently.

The contractor was chosen pursuant to RFP 1076, which closed on March 8, 2022.

This contract will run from May 1, 2023, through April 30, 2025. The total cost of the contract will not exceed $749,500.00 for Year 2 and Year 3, with an allocation of $374,750.00 per year.

Budget Code: GSP-0-S-SRT-DW -ECTS (Education Services) $749,500.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,200	365	480	No	NA	NA	NA	NA	300	10

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. This contractor will be used to install, support, and repair new and existing cameras and recording hardware at more than 160 sites across Milwaukee, including schools, district support facilities, parks, and playfields.

The 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 extension will run 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.

The total cost of the contract in Year 2 will not exceed $1,500,000.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology — Contracted Services) $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
8,637	1,853	1,399	No	NA	NA	NA	NA	300	10

RFP 1104 Authorization to Contract with Milliman, Inc., for Actuarial Services

The Administration is requesting authorization to enter into a contract with Milliman, Inc., for actuarial services. This contractor will be used to deliver actuarial consulting services for the District's self-funded health and dental plans, fully-insured retiree health, and other post-employment benefits.

The actuarial consulting service provides various reporting throughout the fiscal year on the self-funded group plans, creditable coverage and minimum value testing, annual premium rates, trend rates, benefit expenditure forecasts, and analysis of Federal Retiree Drug Subsidy and Medicare Part D Prescription Drug benefit. These services are necessary to ensure that MPS's short- and long-term budget forecasts are accurately funded to maintain employee and retiree benefits.

The contractor was chosen pursuant to RFP 1104, which closed on February 17, 2023.

The contract will run from July 1, 2023, through June 30, 2026, (the "Initial Term") with the possibility of two, one-year extensions based on satisfaction of performance metrics. The total cost of the contract in the Initial Term will not exceed $260,000.

Budget Code: OBA-0-0-EMB-DW-ECTS (Human Resources — Contracted Services) $260,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
3,541	856	1,533	NA	0	NA	NA	NA	300	10

RFP 1069 Authorization to Enter into a Contract with Board of Regents of the University of Wisconsin System, on Behalf of the University of Wisconsin-Milwaukee, for Evaluation Services

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee, for evaluation services of the Substance Abuse and Mental Health Services Administration's (SAMHSA's) Project AWARE grant/RISE.

Researchers at the University of Wisconsin-Milwaukee will conduct both process (formative) and outcome (summative) evaluation of the RISE Program. Each part of the evaluation will address both the required and district-developed annual goals. Evaluators will be responsible for preparing a research request to the MPS Office of Research and Development, devising data-collection systems across agencies and schools when needed, collecting data to monitor program activities and assess outcomes, and preparing additional reports. A member of the evaluation team will attend all regular meetings of the project's Advisory Committee or other project meetings to remain informed of changes in program activities and provide ongoing results. The evaluation team will prepare and submit evaluation reports as required by the Advisory Committee or Project Manager. These evaluation services are essential to satisfy federal grant award requirements, to demonstrate compliance with required data indicators, and to measure progress toward the grant's objectives.

The contractor was chosen pursuant to RFP 1069, which closed on December 13, 2022.

The contract will have a term of May 1, 2023, through December 30, 2025. The total cost of the goods purchased will not exceed $72,000.

Budget Code: CDV-0-S-DX3-DE-ECTS (Ex Ed/Supportive Services) $72,000.00

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	NA	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 professional services contracts:

- Renaissance Learning, Inc., for Universal Screening Assessment, SYS-0-0-AMT-RH-ECTS.....$600,000.00
- Imagine Learning, LLC, for Recovery and Acceleration of Online Credited Coursework, GSP-0-S-SRT-DW -ECTS.....$749,500.00
- Johnson Controls Fire Protection LP, for Supply, Installation, and Support of Avigilon Hardware and Software, TSV-0-0-TLN-DW-EMTC $1,500,000.00
- Milliman, Inc., for Actuarial Services, OBA-0-0-EMB-DW-ECTS =$260,000

- Board of Regents of the University of Wisconsin, on behalf of the University of Wisconsin-Milwaukee, for Evaluation Services, CDV-0-S-DX3-DE-ECTS $72,000.00

This item authorizes expenditures as indicated in the attachments provided under separate cover.

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, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

* * * * *

(Item 8) Action on the Award of Exception-to-bid Contracts

——— Authorization to Extend a Contract to Bicycle Federation of Wisconsin Educational Foundation, Inc.. for Bicycle-and-walking-safety Programs

The Administration is requesting authorization to extend a contract with the Bicycle Federation of Wisconsin Educational Foundation, Inc., in furtherance of a grant obtained from the State of Wisconsin's 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 include both in-class and outdoor components and rides. The contractor will also coordinate the repair and maintenance of a fleet of used bikes through the Valid Bike Shop Program, currently located inside North Division High School.

Due to high population density, mixed-use zoning, and schools embedded in neighborhoods, Milwaukee has a good environment for increased walking and biking. The current program has already reached more than 13,000 students and has shown a 14% 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. Current grant funding has been secured through Fiscal Year 2022. The grant that MPS submitted in February is for Fiscal Years 23 and 24.

The exception to bid for this contract has been granted on the basis of Continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The two-year contract will have a term of July 1, 2023, through June 30, 2025. The total cost for the term of the contract will not exceed $411,700. Funds for Year 1 which will run July 1, 2023-June 30, 2024, will not exceed $206,750 and for Year 2, which will run July 1, 2024-June 30, 2025, will not exceed $204,950.

Budget Code:	Year 1:	CSV-0-S-SA3-OW-ECTS (Contracted Services)	$165,400.00
		HPE-O-I-LAM-DW-ECTS Contracted Services)	$41,350.00
	Year 2:	CSV-0-S-SA4-OW-ECTS (Contracted Services)	$163,960.00
		HPE-O-I-LAM-DW-ECTS (Contracted Services).....	$40,990.00
	Total	.....	$411,700.00

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	0	0

——— Authorization to Enter into a Contract with District C for Training and Certification Services

The Administration is requesting authorization to enter into a contract with District C for training and certification services. The contractor will provide coaches' (MPS teachers) training, coaches' certification, and program-implementation support for the MPS adoption of the contractor's Teamship program. Services will result in increased student access to work-based learning (WBL) opportunities that satisfy the Wisconsin Department of Public Instruction's criteria for WBL, including the 90-hour requirement.

The exception to bid for this contract has been granted because the services must be provided by this contractor for continuity. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will have a term of June 1, 2023, through May 31, 2024, and will not exceed $78,000.

Budget Code: TTC-0-I-9Y3-EO-ECTS (Career and Technology Contracted Services).....$78,000.00

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	0	0

——— Authorization to Enter into a Contract with Board of Regents of the University of Wisconsin System, on Behalf of the University of Wisconsin-Milwaukee, for the Leading Math Project

The Administration is requesting authorization to issue a contract with The Board of Regents for the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee, for the Leading Math project. The Leading Math project is a collaboration of the Milwaukee Public Schools and the University of Wisconsin-Milwaukee to develop the capacity of principals to lead and to accelerate student achievement in early childhood and elementary-school mathematics.

The project has capacity for 20 schools. The project's current schools are Bethune Academy, Clarke Street Elementary, Congress Elementary, Doerfler Elementary, Eighty-First Street, La Escuela Fratney, Hopkins Lloyd Community School, Golda Meir, Milwaukee German Immersion, Marvin E. Pratt Elementary, Starms Early Childhood, and Starms Discovery Learning Center.

Recruitment will continue through summer 2023. School teams include the principal, a classroom teacher of mathematics, and a district math coach. The project's highlights include monthly sessions, two-day summer institutes in 2023 and 2024, and attendance at the state math conference.

The University of Wisconsin-Milwaukee is a long-standing partner supporting mathematics education in Milwaukee Public Schools. By way of previous professional development projects, UWM is familiar with our district, teachers, and students and is uniquely positioned to provide support and advance key initiatives championed by MPS. The Leading Math project, which aligns seamlessly with past and current collaborations, places special emphasis on helping administrators build capacity for supporting the delivery of high-quality mathematics instruction.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 3.09 (7)(E)(1)(b)(iv)).

The contract will have a term of May 1, 2023, through September 30, 2024. The total cost of services provided will not exceed $941,251.00.

Budget Code: S24-A-S-9C3-CI-ECTS $941,251.00

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	0	30

——— 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 in various employment matters. Although, by state statute, the City Attorney's Office for the City of Milwaukee serves as legal counsel on most matters 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. The 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 the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The original contract had a term of April 22, 2022, through April 21, 2023, and compensation not to exceed $100,000. This contract extension will run from April 22, 2023, through April 21, 2024, and will not exceed $400,000.

Budget Code: INJ-0-0-DIJ-HR-ECTS (Contract Services).....$400,000.00

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	0	0

——— Authorization to Contract with Mentor Greater Milwaukee to Provide Mentoring in All Middle Schools

The Administration is requesting authorization to enter into a contract with Mentor Greater Milwaukee (MGM) to provide safe, effective, and quality mentoring in all traditional middle schools. MGM will help facilitate mentoring support to impact school culture and to further develop student leadership.

Participating schools are Andrew Douglas, Lincoln Center of the Arts, Morse Middle School, Rufus King Middle School, and Wedgewood Middle School.

MGM will provide training to all new mentors. MGM will provide a minimum of two trainers to train new mentors. All new mentors will be trained prior to working in a school. The one-hour training will be offered several times each month. MGM will also help MPS create a train-the-trainer model at each local school to help sustain our programmatic needs moving forward.

The exception to bid 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 April 21, 2023, through April 20, 2024, and the total cost will not exceed $50,000.00.

Budget Code: GSP-0-S-9H3-BZ-ECTS.....$50,000.00

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	0	0

——— Authorization to Contract with MIND Research Institute for the ST Math Champion Empowerment Program

The Administration is requesting authorization to enter into a contract with MIND Research Institute for the ST Math Champion Empowerment Program. MIND Research Institute will be used to deliver summer institutes (2023, 2024, and 2025) and five yearly virtual Champion Support Webinars.

MIND Research Institute and MPS have formed a strong partnership since the introduction of ST Math as an additional Tier 1 resource for PK-Grade 8 for mathematics in the Spring of 2022. The ST Math Champion Empowerment Program, which is the next step in this partnership, aims to build capacity and leadership at the school level to successfully implement ST Math. The ST Math Champion is a designated staff member committed to the successful launch and extended implementation of ST Math at his or her building.

The ST Math Champion Empowerment Program includes 1-2 staff members from each K-5 school, K-8 school, and participating high schools. Champions will deepen their ability and skill in interpreting ST Math data, facilitating coaching conversations with colleagues that support consistent implementation, modeling meaningful strategies for student learning and effective instruction, and supporting family engagement opportunities.

The exception to bid 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, 2023, through April 30, 2026. The total cost of the contract will not exceed $150,000.00.

Budget Code: S24-0-S-9C3-CI-ECTS (Curriculum and Instruction) $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	NA	NA	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:

- Bicycle Federation of Wisconsin Educational Foundation, Inc., for Bicycle and Walking Safety Programs;
  Year 1: CSV-0-S-SA3-OW-ECTS $165,400.00
  HPE-O-I-LAM-DW-ECTS $41,350.00
  Year 2: CSV-0-S-SA4-OW-ECTS $163,960.00
  HPE-O-I-LAM-DW-ECTS $40,990.00
  Total $411,700.00
- District C, for Training and Certification Services;
  TTC-0-I-9Y3-EO-ECTS $78,000.00
- Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee to Develop the Capacity of Principals and Accelerate Student Achievement in Mathematics;
  S24-A-S-9C3-CI-ECTS $941,251.00
- von Briesen & Roper, S.C., for Legal Services;
  INJ-0-0-DIJ-HR-ECTS $400,000.00

- Mentor Greater Milwaukee, to Provide Mentoring in All Middle Schools;
  GSP-0-S-9H3-BZ-ECTS $50,000.00
- MIND Research Institute, for ST Math Champion Empowerment Program;
  S24-0-S-9C3-CI-ECTS $150,000.00

This item authorizes expenditures as indicated in the attachments provided under separate cover.

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 O'Halloran moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

* * * * *

(Item 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Issue a Contract with Sysco Eastern Wisconsin, LLC, for the Delivery of Food and Supplies to Milwaukee Public Schools

Background

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

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

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to issue a contract with Sysco Eastern Wisconsin, LLC, for up to five years.

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

The total cost of the Initial Term will not exceed $35,000,000.00.

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	5%	5%	NA	NA	900	20

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

Budget Codes: LNC-0-0-LNH-XX-EFOD
LNC-0-0-LNH-XX-EACR,
LNC-0-0-LNH-XX-ESUP
LNC-0-0-LNH-XX-ENCQ,
LNC-0-0-LNH-XX-EFCM
BKF-0-0-BKF-XX-EFOD,
BKF-0-0-BKF-XX-ESUP
BKF-0-0-BKF-XX-ENCQ,
SFS-0-0-SLN-XX-EFOD
SFS-0-0-SLN-XX-ESUP,
SFS-0-0-SLN-XX-ENCQ
SFS-0-0-SLN-XX-EFCM,
DNR-0-0-DNR-XX-EFOD
DNR-0-0-DNR-XX-ESUP,
SNK-0-0-SNK-XX-EFOD
SNK-0-0-SNK-XX-ESUP,
CAT-0-0-FNP-XX-EFOD
CAT-0-0-FNP-XX-ESUP ..... $35,000,000.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments provided under separate cover.

Recommendation

The Administration recommends that the Board waive Administrative Policy 3.09(9)(e) and issue the contract as set forth in the attachments provided under separate cover.

Director Taylor moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

* * * * *

(Item 10) Action on the Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Parent Institute for Quality Education, Inc.(PIQE)

Background

The Administration is requesting authorization to enter into a contract with Parent Institute for Quality Education, Inc.(PIQE) for the Signature Family Engagement curriculum in English and Spanish for virtual and in-person use each year for up to five years. This curriculum, designed by PIQE, helps program facilitators work with parents in supporting their children's education. The program will be used with students in grades K-12. Program and operating manuals include operations, quality assurance, recruitment, facilitator training and presentation modules assistance in the adaptation of the PIQE's program to Milwaukee Public Schools' specifications. In addition, there will be initial training of program facilitators and recruiters, 12 months of coaching through program implementation with assigned key staff members of Milwaukee Public Schools, ongoing support with data collection and reporting after each quarterly program implementation, and updated program materials, when available, each year of the Agreement. All materials are included. The District receives the license to use the materials for future parental trainings. PIQE will adjust the content and duration of the workshop according to MPS's needs. The contractor shall provide, at its own expense, all personnel required to perform the services under this contract.

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to issue a contract with the Parent Institute for Quality Education, Inc., for five years.

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 May 1, 2023, through September 1, 2028. The total cost of services under this contract will not exceed $100,000 during the term.

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

Budget Code: PRT-0-S-8H3-EO-ESUP $100,000.00

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachment provided under separate cover.

Recommendation

The Administration recommends that the Board waive Administrative Policy 3.09(9)(e) and issue the contract as set forth in the attachment provided under separate cover.

Director Gokalgandhi moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

* * * * *

(Item 11) Action on Proposed Head Start Corrective Action Plans

Background

The Administration for Children and Families (ACF) conducted an on-site monitoring review of the Milwaukee Public Schools' Head Start Program on June 6-10, 2022. The monitoring review, the focus of which was the service area of Program Management and Quality Improvement, was conducted to determine whether the program was in compliance with requirements of the Head Start Program's Performance Standards (HSPPS) or Public Law 110-134, Improving Head Start for School Readiness Act of 2007.

Based on the information gathered during that review, a determination was made that Milwaukee Public Schools had three non-compliances, with a need for program improvement in 132.101, Management system; 1302.21, Center-based option (b), Ratios and group size; and 1302.47, Safety practices. The timeframe for correction of these non-compliance areas is 120 days, or May 9, 2023.

Additionally, from December 19 through 23, 2022, the ACF conducted another monitoring review of Milwaukee Public Schools' Head Start Program. Based on the information gathered during the review, a determination was made that Milwaukee Public Schools Head Start program is deficient in three areas and non-compliant in one area in its Head Start program. The areas in need of improvement are 1302.90,

Supervision; 1302.90, Discipline; 1302.102, Program Management and Quality Improvement; and 1302.102, Reporting. The timeframe for correction of the deficiencies is 30 days, or April 25, 2023, with the non-compliant item for supervision to be corrected within 120 days.

As a Head Start grantee with one or more deficiencies or noncompliance to be corrected, Milwaukee Public Schools' Head Start Program must submit a corrective action plan to the Office of Head Start. The plan is to specify, for each identified non-compliance or deficiency, the actions to be taken to correct the deficiency and noncompliance, and the timeframe within which they will be corrected.

The Administration for Children and Families requires approval of both Corrective Action Plans by the Milwaukee Public Schools' Head Start Policy Council and by the Milwaukee Board of School Directors.

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

This item does not authorize expenditures. If a Milwaukee Public Schools Head Start program fails to correct a deficiency or noncompliance, either immediately or within the timeframe specified in the approved Corrective Action Plan, the Office of Head Start will issue a letter of termination or denial of refunding.

Implementation and Assessment Plan

Upon approval of this item, the MPS Head Start Program will implement the Corrective Action Plans to offset the deficiencies and areas of non-compliance.

Recommendation

The Administration recommends approval of the two Head Start Corrective Action Plans, as provided under separate cover.

Director Siemsen moved approval of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

* * * * *

(Item 12) Reports of the Board's Delegates

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

* * * * *

(Item 13) Monthly Report of the President of the Milwaukee Board of School Directors

In an effort to support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities from April 2023 included the following:

Academic Achievement

- On April 4, 2023, I gave the following testimony at the Joint Finance Committee of the Wisconsin Legislature:

> Thank you for the opportunity to speak today. I am Bob Peterson, President of the Milwaukee School Board, and I speak on its behalf. I started working for the Milwaukee Public Schools in 1977. I taught

fifth grade — 10-year-olds — for more than three decades. My wife claims that permanently warped my sense of humor.

Perhaps it did, but it also taught me not to joke about the Legislature's responsibility to adequately fund Wisconsin's public schools. Our public schools are the bedrock of both our democracy and our children's future.

Here are some essentials that all children deserve:

- A qualified teacher in every classroom.
- Small class size that allows teachers to provide individual attention.
- Adequate funding for students with special needs, with the state meeting its responsibility to provide at least 60% of the cost. Today, it is half of that.
- Students also deserve librarians and music, art, and physical education teachers. And in this post-pandemic world, students not only deserve but absolutely need mental health support.

That is why the Legislature should provide a $1,500 per-pupil inflationary increase for students. The State Legislature has a moral, civic, and legal obligation to provide adequate funding for all public schools in Wisconsin. Public schools have been, and must continue, to be the bedrock of our democracy. Please provide a real civic lesson to all the students of Wisconsin and adequately fund our public schools.

- On April 11, I attended the special meeting of the Board.
- On April 12, I met with a group of concerned citizens on Milwaukee's East Side about MPS and its future.

Effective and Efficient Operations

- I worked with others to create resolutions on civic action for students, a review of the Deaf and Hard of Hearing Program in MPS, and establishing a Green Revolving Fund.

Student, Family, and Community Engagement

- On April 4, I met with a group of concerned citizens on Milwaukee's East Side about MPS and its future.
- On April 5, I participated in a press conference convened by the Wisconsin Public Education Network and testified before the State Legislature's Joint Finance committee in favor of increasing funding for public schools.
- On April 5, I attended national meetings of the Educator Climate Action Network to share the work of MPS and to learn from other districts about climate justice.
- On April 12, I met with people involved in the Inclusive Perspectives Social Studies Committee (IPSSC).
- On April 12, I facilitated a meeting with parents and staff at La Escuela Fratney.
- On April 13-15, I attended the AERA's (American Educational Research Association's) national conference in Chicago.
- On April 18, I attended the United Nations' student gathering at the Panther Arena.
- On April 18, I attended the Milwaukee Community Schools' leadership meeting.

* * * * *

Because this was the last meeting of the current Board year, any new business, communications, petitions, and resolutions were held over for submittal at the Board's annual organizational meeting, scheduled to be held on Tuesday, April 25, 2023.

Having disposed of the balance of the items on its agenda, the Board returned to consideration of Item 1 of the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance, which had been postponed 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 Taylor 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, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.

The Board retired to closed session at 8:16 p.m.

The Board adjourned from the closed session at 8:43 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk