ANNUAL ORGANIZATIONAL MEETING
BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 27, 2021

The Annual Organizational Meeting of the Board of School Directors was called to order by the Board Clerk at 5:31 PM.

SEATING OF NEWLY ELECTED MEMBERS OF THE BOARD OF SCHOOL DIRECTORS

The Board Clerk read into the record the certification of the City Clerk that the following persons, who had been elected to membership on the Board on April 4, 2017, had taken the oath of office and are duly qualified to serve:

Aisha Carr, District 4
Jilly Gokalgandhi, District 5
Marcela Garcia, District 6
Henry Leonard, District 7

Directors Herndon (District 1), O'Halloran (District 8), Peterson (at-large), Siemsen (District 2), and Taylor (District 3) are continuing members.

The following members responded to roll call:

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

Director Taylor was elected temporary chair by consensus.

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ELECTION OF THE BOARD'S OFFICERS

ELECTION OF THE BOARD'S PRESIDENT

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

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

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

The vote of the membership being unanimous, Director Peterson 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

The President announced that the next order of business was the election of a Vice President to serve for the ensuing year.

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

Director Taylor — Directors Carr, Garcia, Gokalgandhi, O'Halloran, and Taylor — 5
Director Herndon — Directors Herndon, Leonard, Peterson, and Siemsen — 4

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

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DESIGNATION OF BOARD CLERK FOR ENSUING BOARD YEAR

The President announced that the next order of business was the designation of a Board Clerk to serve for the ensuing year.

Dr. Jacqueline M. Mann was designated Board Clerk for the ensuing year by unanimous consent.

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APPOINTMENT OF THE BOARD'S REPRESENTATIVES

DESIGNATION OF THE BOARD'S REPRESENTATIVE TO THE LIBRARY BOARD

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.

President Peterson indicated that he did not wish to serve as the Board's Representative to the Library Board.; therefore, this item will be held until the regular May meeting.

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DESIGNATION OF THE BOARD'S REPRESENTATIVE TO THE MILWAUKEE EDUCATION PARTNERSHIP

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, parental, and community groups. The Executive Partners provide the ongoing direction and overarching goals and objectives for the work of the Partnership.

The Board's president is the Board's *ex officio* delegate to the Milwaukee Education Partnership. If the President chooses not to serve, the Board may select a representative for the 2021-22 board year.

President Peterson indicated that he will serve as the Board's representative to the Milwaukee Education Partnership.

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CONTINUATION OF DIRECTOR TAYLOR AS THE BOARD'S DELEGATE TO THE WISCONSIN ASSOCIATION OF SCHOOL BOARDS (WASB)

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 Sequanna Taylor as the delegate for WASB 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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APPOINTMENT OF THE BOARD'S REPRESENTATIVE TO CESA #1

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

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

The Board's representative to CESA #1 for 2020-21 was Director Herndon.

Director Siemsen nominated Director Herndon to serve as the Board's representative to CESA #1. With no other nominations being made, Director Herndon was appointed, the vote being as follows:

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

Directors Garcia and Carr indicated their willingness to serve on the Resolutions and Policies Committee of WASB, when the time comes.

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APPOINTMENT OF THE BOARD'S DELEGATE TO THE MPS HEAD START POLICY COUNCIL

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 Board's regular monthly meetings.

Director Siemsen was the Board's delegate to the Head Start Policy Council for the 2020-21 board year.

Director Taylor nominated Director Siemsen to serve as the Board's representative to the Head Start Policy Council. With no other nominations being made, Director Siemsen was appointed, 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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APPOINTMENT OF THE BOARD'S LIAISON TO THE TITLE I DISTRICT ADVISORY COUNCIL

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 to 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 nominated himself to serve as the Board's representative to CESA #1. With no other nominations being made, Director Leonard was appointed, 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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REGULAR ITEMS OF BUSINESS

(Item 1) Transmittal of and Possible Action on the Tentative 2021-22 Board Calendar

Unlike the Board's regular monthly meetings and its 2022 annual organizational meeting, whose scheduling is dictated by Board rules, the tentative scheduling of meetings of the Board's Standing Committees, while based on the Board's practice over the past several years, is flexible, and the scheduling of any committee's 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 day of the Board's regular monthly meetings, except the April meeting, on the last Thursday of each month, 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 meetings.

Likewise, as Board Rule 1.01, sets the day of the Board's annual organizational meeting on the Thursday prior to the fourth Tuesday of April., any changes to the date of the Board's 2022 organizational meeting will require a suspension of that Rule.

The Office of Board Governance recommends that the Board

1. waive Board Rules 1.01 and 1.02 in order to set its 2021-22 calendar; and
2. determine how it wishes to proceed relative to the tentative calendar provided under separate cover.

The Board Clerk presented to the Board for its review the tentative calendars of the meetings of the Board and its committees for the 2021-22 board year.

Director Gokalgandhi moved approval of the calendar as presented, with appropriate revisions to policy to be brought to the Board.

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.

Approved Tentative 2021-22 Board Calendar

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

All meetings for 2021-22 will be conducted virtually unless stated otherwise in the public notice.

May 2021
4 PACE — 5:30 PM
5 Notice of Statutory Budget Hearing on May 18 published.
6 SPB — 5:30 PM: Public hearing on proposed 2021-22 budget
11 Budget amendments by board members due to Office of Board Governance by noon
SASI — 5:30 PM
13 AFP — 5:30 PM
Finance returns analysis of amendments to OBG by end of day
18 Statutory public hearing on Superintendent's proposed 2021-22 budget — 5:30 PM
20 SPB — 5:30 PM: Public hearing and action on proposed amendments and FY22 Budget
21 Budget amendments by board members due to Office of Board Governance by noon
24 Finance returns analysis of amendments to OBG by end of day
27 Regular Meeting — 5:30 PM: Possible action on the proposed 2021-22 budget

June 2021
8 PACE — 5:30 PM
10 SASI — 5:30 PM
15 AFP — 5:30
24 Regular Meeting — 5:30 PM
28 Final date to transmit adopted FY22 budget to Milwaukee Common Council

July 2021
29 Regular Meeting — 5:30 PM

August 2021
10 PACE — 5:30 PM
12 SASI — 5:30 PM
17 AFP — 5:30 PM
26 Regular Meeting — 5:30 PM

September 2021
9 PACE — 5:30
14 SASI — 5:30
21 AFP — 5:30
30 Regular Meeting — 5:30 PM

October 2021
5 PACE — 5:30 PM
7 SASI — 5:30 PM
19 AFP — 5:30 PM
26 Special Board Meeting — 5:30 PM: Action on amended adopted FY22 budget
28 Regular Meeting — 5:30 PM
29 Final day to transmit amended adopted FY22 budget to Milwaukee Common Council

November 2021
9 PACE — 5:30 PM
11 SASI — 5:30 PM
16 AFP — 5:30 PM
18 Regular Meeting — 5:30 PM

December 2021
7 PACE — 5:30 PM
9 SASI — 5:30 PM
14 AFP — 5:30 PM
16 Regular Meeting — 5:30 PM

January 2022
4 PACE — 5:30 PM
6 SASI — 5:30 PM
18 AFP — 5:30 PM
27 Regular Meeting — 5:30 PM

February 2022
8 PACE — 5:30 PM
10 SASI — 5:30 PM
17 AFP — 5:30 PM
24 Regular Meeting — 5:30 PM

March 2022
8 PACE — 5:30
10 SASI — 5:30
15 AFP — 5:30 PM
24 Regular Meeting — 5:30 PM

April 2022
21 Regular Meeting — 5:30 PM
26 Annual Organizational Meeting — 5:30 PM

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

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.

Director O'Halloran moved that the Board's compensation remain at the level set in November 2000 and that a committee be established to conduct a study of the Board's compensation, with a report to be brought back to the Board no later than the October 2021 board cycle.

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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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 22, 2021

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 22, 2021) 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 22, 2021, arranged by committee, are listed below. Former board members are indicated in *italics.*

Any items set aside will be carried over for action during the 2021-22 board year. All remaining items will be placed on file.

Committee on Accountability, Finance, and Personnel

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

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

[3] Resolution 2021R-017
Author: *Director Báez*
Description: On the Board's approval of agreements
Introduced: December 2020
History: No action taken

Committee on Legislation, Rules and Policies

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

[5] Resolution 1819R-006
Author: *Director Voss*
Description: On polices for employee recognition
Introduced: August 2018
History: December 2018, Adopted. Companion procedure to come back.
April 2020, Carried over.

[6] Resolution 1920R-010
Author: *Director Miller*
Description: To create legislative taskforce
Introduced: November 2019
History: January 2020, Adopted. Final report to be presented to Board.
April 2020, Carried over.

Committee on Parent and Community Engagement

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

[8] Resolution 2021R-022
Author: Director Taylor
Description: On the pipeline to prison
Introduced: January 2021
History: No action taken

Committee on Student Achievement and School Innovation

[9] Resolution 1718R-018
Author: *Director Woodward*
Description: Charter school and District need alignment
Introduced: February 2018
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.
April 2018, 2019, 2020, Carried over.

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

[11] Resolution 2021R-002
Author: *Director Miller*
Description: On an equity evaluation
Introduced: May 2020
History: No action taken

[12] Resolution 2021R-004
Author: Directors Peterson and Taylor
Description: Call for regional plan to promote school desegregation
Introduced: June 2020
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.

Items 1, 2, 3, 4, 7, 8, 9, 10, 11, and 12 were set aside for action during the 2021-22 board year.

Director Taylor moved to place the balance of the items of unfinished business on file.

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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NEW BUSINESS

(Item 1) Introduction of Proposed Revisions to Board Rule 1.02, Regular Meetings

Referred to the Committee on Legislation, Rules and Policies

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COMMUNICATIONS AND PETITIONS

(Item 1) Communication 2022C-001 from the African American/Jewish Friendship Group, Inc., Regarding a Bill to Make African American History an Integral Part of American History in All of the Schools in Wisconsin, Kindergarten through 12th Grade

Referred to the Committee on Legislation, Rules and Policies

The Board adjourned at 6:08 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 18, 2021

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

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

The Board Clerk read the following call of the meeting:

May 13, 2021

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Special Board Meeting — Statutory public Hearing
5:30 p.m., Tuesday, May 18, 2021

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 18, 2021. 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 from the Central Services building.

Testimony will be taken live during the meeting. 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 18, 2021.

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, 53201; 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 18, 2021, will be forwarded to the Board for its consideration.

This meeting will be broadcast on WYMS radio-88.9 FM, or 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

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 FY2021 budget at its tentatively scheduled meeting on May 27, 2021.

JACQUELINE M. MANN, Ph.D.
Board Clerk

The Board gave public hearing on the proposed FY22 budget.

The Board adjourned at 5:49 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 27, 2021

Regular meeting of the Board of School Directors called to order by President Peterson at 5:37 p.m.

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

Before proceeding with 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:

- Davonnie Montrell Turner-Basey, a student at Banner Prep School, who had passed away on April 20, 2021;
- Linda Gordon, a food service assistant at Obama School, who had passed away on April 22, 2021;
- Roy Thomas IV, a student at James Madison Academic Campus, who had passed away on April 22, 2021;
- Justin Williams, a student from Neeskara Elementary School, who had passed away on April 23, 2021;
- Linda Becker, a retired teacher from Elm Creative Arts School, who had passed away on April 26, 2021;
- Nancy Fons, a retired paraprofessional from U.S. Grant School, who had passed away on May 2, 2021;
- Sarah Harrigan, a retired teacher at Golda Meir, who had passed away on May 2, 2021;
- Kimyra Hill, a student at Marshall High School, who had passed away on May 4, 2021;
- Terry Warren, a student at Marshall High School, who had passed away on May 9, 2021;
- Renell Williams, an education assistant at Fairview School, who had passed away on May 11, 2021; and
- Eric Pittman, a sheet metal worker at the MPS Metal Shop, who had passed away on May 21, 2021.

President Peterson also mentioned that May 25, 2021, marked the one-year anniversary of the death of George Floyd — a man who become a symbol in the fight for racial equality and police reform.

AWARDS AND COMMENDATIONS

Presentation of the 2021 MPS Valedictorians and Salutatorians

We are pleased to honor the 2021 MPS Valedictorians and Salutatorians for their impressive academic accomplishments.

The Alliance School
Valedictorian: Anessia L. Johnson
Salutatorian: Shaniya C. Threat

Assata High School
Valedictorian: Brandy Mays
Salutatorian: Tyesha Craft

Audubon High School
Valedictorian: Anya Ramos
Salutatorian: Brady Bourassa
Christopher L. Douangmala

Banner Prep
Valedictorian: Jamaya Chamberlain
Salutatorian: Jaela Horton

Bay View High School
Valedictorian: Abdifatah Abdi
Salutatorian: Israel Urena

Bradley Technology and Trade High School
Valedictorian: Jonillia D. Davis
An Le
Salutatorian: Dwight Turner

Carmen High School-Northwest Campus
Valedictorian: Berlin Wells
Brennon Wells
Salutatorian: Zarea Sims

Carmen High School-South Campus
Valedictorian: Alexandra Moreno Romero
Salutatorian: Arlet Nicolas

Carmen High School-Southeast Campus
Valedictorian: Daniel Ortega Moran
Salutatorian: Zurisidai Santos Mora

Grandview High School
Valedictorian: Crystal Torres
Salutatorian: Anna Ramirez

Groppi High School
Valedictorian: Brandon C. Leach Jr.
Salutatorian: Norma G. Hernandez

Hamilton High School
Valedictorian: Van Hnin Thang
Salutatorian: Shanley Lance

King International High School
Valedictorian: Israel Akinsanya
Egan C. Bedwell
Catherine G. Carroll
Rebecca Gilpatric
Leeana Goodmon
Courtney Griffin
Kongmeng Her
Madelyn Isham
Annabelle E. Jurena
Bennett T. Lasalle
Chloe L. Miller
Skylar Morgan
Meng Moua
Butoyi Odetta
Eli Pierce-Haig
Aine Plunkett
Kyla N. Racks
Fardowso M. Shidad
Georgia L. Simmerman
Lucy E. Sloan-Spice
Liam Sullivan-Konyn
Margaret Thompson
Riley D. Young

Lad Lake Synergy
Valedictorian: Brooklyn Jones
Salutatorian: Desirae Thompson

MacDowell Montessori School
Valedictorian: Raelene V. Ripani
Salutatorian: Lanaisa Smith

Madison Academic Campus
Valedictorian: Trinay M. Austin
Salutatorian: Cha Xiong

Meir High School
Valedictorian: Lisa R. Estes
Gabrielle A. Gooding
Jasmine Lutz
Ava Tijerina

Milwaukee High School of the Arts
Valedictorian: Donae Ayers
Lei-Le I. Christenson
Shoshana G. Rubin
Salutatorian: Mikeala Bowers
Casmir A. Byrne

Milwaukee School of Languages
Valedictorian: Eve E. Buda
Samuel W. Gende
Emma D. Sachs
Salutatorian: Catherine E. Fink

Milwaukee Marshall High School
Valedictorian: Tyra Wilson
Salutatorian: Kavina M. Spinks

North Division High School
Valedictorian: Diamond M. Dickerson
Salutatorian: Shekinah Boatman

Nova High School
Valedictorian: Valpie Burnett
Salutatorian: Nychea Williams-Lewis

Obama SCTE
Valedictorian: Nevaeh Jeanes
Salutatorian: Lindseyonna Ferguson

Project Stay High School
Valedictorian: Cariyae Gray
Salutatorian: Julia Butler

Pulaski High School
Valedictorian: Antonio M. Alcala
Salutatorian: Christian A. Kasiske

Reagan College Preparatory High School
Valedictorian: Ava E. Gessner
Lily Haasl
Samantha Hantsche
Grace G. Lelinski

Reagan College Preparatory High School
Valedictorian: Alondra I. Perez Rivera
Mailyn Santibanez Tanon
Raymond J. Scherer
Elizabeth J. Simon
Cynthia Soto-Chavez
Veronica E. Waszak
Lydia Zajichek

Riverside University High School
Valedictorian: Ger Lor
Joshua Wilder

South Division High School
Valedictorian: Hseh Meh
Salutatorian: Ashley Lopez

Transition High School		Washington High School of IT	
Valedictorian:	Aliyah I. Ontiveros	Valedictorian:	Analise D. Moye
Salutatorian:	Rodolpho Carmen	Salutatorian:	Cheviona T. Jones
Vincent High School		Wisconsin Conservatory	
Valedictorian:	Carmen N. Bledsoe	Valedictorian:	Kelandre Halsell
Salutatorian:	Zkoria J. Randall	Salutatorian:	Makayla Davis

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of April 2021 will be presented for approval at the June meeting.

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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 payments of state aid. Should the Milwaukee Board of School Directors determine that the temporary borrowing is desirable, Ms. Aycha Sawa, the City Comptroller, has forwarded to the Office of Board Governance 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 2021-2022 school year ("Fiscal Year");

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

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

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

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

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

Resolved, by the 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.

The communication from the City Comptroller has been provided under separate cover.

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 to MPS temporary funds in advance of the receipt of payments of state aid.

Implementation and Assessment Plan

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

Recommendation of the Office of Board Governance

It is recommended that the Board approve the resolution authorizing the sale of Revenue Anticipation Notes.

On the motion of Director Taylor, the resolution was adopted, 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 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.

Teacher Appreciation Week

Teacher Appreciation Week took place May 3-7 and provided an opportunity to thank our teachers for their dedicated work on behalf of our students. MPS is proud of our teachers who have adapted to virtual learning, have supported students, and have designed new methods of teaching. Our teachers found new ways of supporting and encouraging students and designed new methods and activities to engage children. Thank you!

Even in a normal school year, teaching is a balancing act of academics, safety, behavior, and students' needs. The pandemic added new layers of complexity, but MPS teachers found ways to engage with their students through social media, Google Classroom, online learning, and more.

School Nurses Day

Health care professionals have been in the spotlight throughout the pandemic for their hard work. On School Nurses Day, Wednesday, May 12, 2021, we took time to thank our school nurses! We truly appreciate the extra time and devotion of the MPS school nursing staff this year in helping the district navigate COVID-19.

School nurses are an integral part of students' education through the work they perform in looking after individual students' health needs, supporting families, and offering school-wide programs. A school nurse's primary purpose is to help students stay healthy and safe so they are ready to learn. School nurses make sure students know how to manage health conditions by taking medication or other treatments. Nurses also work hard with families struggling with poverty or serious health issues, connecting them to community resources such as health insurance, food pantries, language-assistance programs, and transportation services, as well as off-site healthcare providers.

School Lunch Hero Day Recognizes the Hard Work of Nutrition Staff

What's more powerful than a horde of hungry students? School lunch staff! On Friday, May 7, we celebrated School Lunch Hero Day to appreciate our hardworking staff in the MPS Department of Nutrition Services. Thank you!

In a typical school year, MPS's school cafeterias might serve 50,000 breakfasts and lunches to students each day. After schools closed due to the pandemic, Nutrition Services staff swung into action and set up distribution of breakfast and lunch at 50 Stop, Grab, and Go sites. Packaged dinners were also added, plus bags of fresh produce and recipes through the Fresh Fruit and Vegetable Program. The wonderful team at Palermo's Pizza also made a generous donation of pizzas for our families.

Since March 2020, more than three million meals have been distributed! Staff spent many hours packing and distributing meals. MPS is grateful to Nutrition Services for developing this program to serve Milwaukee families. The total number of meals is impressive:

- 1,289,173 lunches;
- 1,210,209 breakfasts;
- 377,719 snacks;
- 210,820 dinners;
- 83,825 Fresh Fruit and Vegetable Program Produce Bags; and
- 6,000 Palermo's Pizzas.

Thanking Our Volunteers During National Volunteer Week

Milwaukee Public Schools thanked the many volunteers who make a difference each year in the lives of students across the district during National Volunteer Week (April 19-23). Before the pandemic, schools benefitted from more than 2,000 volunteers serving approximately 40,000 hours. This year, hundreds of volunteers have supported students virtually! MPS schools have engaged volunteers for tutoring sessions, career presentations, mock interviews, and more. On Read Across America Day, representatives from the Milwaukee Brewers Baseball Club and ManpowerGroup spent time reading books and discussing favorite authors with children. Marquette University students and staff also partnered with schools to enrich educational experiences.

Each year, MPS recognizes its Most Valuable Volunteers. Read about this year's superstars Joyce Cable, Bud and Sara Hudson, Dr. Susan Larson, and Moira O'Brien-Bruce. Congratulations to these exceptional volunteers, and thank you for the energy you devote to our students.

We depend on our community to support students, teachers, and staff and to help provide children with high-quality educational programs in a positive environment. Virtual volunteers will continue to be welcome through the end of the school year.

For volunteers interested in joining students going back to school in fall, opportunities will be posted in August.

Celebrating Earth Day

On April 22, 2021, MPS students and the community took part in earth-friendly activities to celebrate the 51st anniversary of Earth Day. There educational videos, books, opportunities to get outside, observing nature, creating artwork, singing, dancing, and various activities to encourage friends and family to make the earth cleaner and greener.

The now-annual event was born in Wisconsin in 1970 when Wisconsin Senator Gaylord Nelson proposed it over growing concerns about pollution, oil spills, and declines in wildlife populations. Nelson wanted a special observation dedicated to environmental awareness and a day for all Americans to take action to clean up our planet. Earth Day is now observed in more than 190 countries across the globe.

Spring Spirit Week

Spring Spirit Week took place during the last week in April. The activities were a success, with great participation throughout the district and a chance to show school pride. The activities that took place are listed below:

- Monday, April 26, 2021: Masked Up Monday! Show your favorite mask.
- Tuesday, April 27, 2021: Talent Tuesday! Post a video showing your hobby or talent.
- Wednesday, April 28, 2021: Welcome Back Wednesday! Tell us why you are excited to return to school.
- Thursday, April 29, 2021: College and Career Day! Share your college or career plans. What do you want to be when you grow up?
- Friday, April 30, 2021: School Pride! Post photos wearing your school colors and/or clothing.

Student Scientists Exhibit at 2021 STEM Fair

This May, more than 130 projects by MPS students from 16 schools were presented at the 14th annual MPS STEM Fair. Students spent weeks designing display boards, conducting experiments, and developing inventions. A team of volunteers and judges helped organize, judge, and share the presentations.

Students' work ranged from practical inventions to solve everyday problems to experiments designed around scientific principles. Projects were divided into three categories: Science Inquiry (traditional), Engineering Design (solving a problem), and Research Study (high school only, for complex projects).

In addition to STEM projects, a contest was held for students to design a logo for this year's STEM Fair. One winner and two honorable mentions were recognized during the awards ceremony.

Kindergarten–Grade 5

- Winner: Keyla Mata Duran, Grade 5, Greenfield Bilingual School
- Honorable Mention: Roxie Lopez, Grade 4, La Escuela Fratney
- Honorable Mention: Anabell Morales, Grade 4, La Escuela Fratney

Grades 6–8

- Winner: Josimar Estremera, Grade 8, Burdick School
- Honorable Mention: Citlaly Macia Atilano, Grade 8, I.D.E.A.L.
- Honorable Mention: Angeliana Torrence, Grade 8, I.D.E.A.L.

Iman Snobar Selected to 2021 United States Youth Senate Program

Ronald Reagan High School is proud of senior Iman Snobar, who was one of only two students selected as Wisconsin's representatives in the United States Youth Senate Program (USYSP). This spring, she took part in a week of extensive virtual activities for an immersive experience in government.

Iman was chosen from a group of high-achieving Wisconsin students through a competitive process by the Wisconsin Department of Education. Her activities include Congressional Debate qualifier and team captain, Milwaukee Public Library Teen Advisory Board, Teen Film Council of Milwaukee Film, and an Office of Civil Rights Committee. She serves as a City of Milwaukee Election Inspector and a UW-Madison Legal Studies intern. Iman attended the Summer Youth Institute at Marquette University and has taken accelerated college courses at Harvard University. This year, she was named one of the inaugural winners of the Milwaukee County Transit System's Rosa Parks Tribute Scholarship.

Iman has chosen to attend the University of Chicago this fall with a double major in Political Science and Comparative Race and Ethnic Studies, with a minor in Human Rights. Her goal is to become a human rights attorney and then springboard into a political career.

During the USYSP, two student leaders from each state spent a week experiencing government in action. Students heard major policy addresses by senators, cabinet members, and officials from the Departments of State and Defense. They also participated in meetings with the president and a justice of the U.S. Supreme Court. Delegates receive a $10,000 college scholarship for undergraduate studies, with encouragement to pursue coursework in history and political science.

The experience was unforgettable and energizing for Iman, even in a virtual platform. "It was such an enriching experience to engage in discourse with leadership officials across the political, legal, and governmental spectrum. Hearing from all three branches of government, asking questions, and getting an inside glance to their thoughts and ideas is something I will cherish for a lifetime. Hopefully, the next time I'll be the one giving a presentation to the world's next leaders!"

Anya Ramos is Boys & Girls Clubs Wisconsin Youth of the Year

Milwaukee Public Schools is proud to recognize Anya Ramos, Wisconsin Youth of the Year! Anya was selected by Boys & Girls Clubs for academic excellence, service, and leadership. As the state winner, she receives a $1,000 scholarship and will move on to be considered for the Midwest Youth of the Year. Five regional winners go on to compete for a national title.

Anya has been a Boys & Girls Clubs of Greater Milwaukee member for the past seven years. She takes an active role as a leader of the Audubon High School Club, having founded this community service club to engage her peers with multiple local organizations. Anya also assisted in chaperoning a trip to Washington, D.C., with her school's Differenciadors program.

As a member of the Superintendent's Student Advisory Council (SSAC), Anya is part of a group that meets regularly to discuss ideas for school improvements with MPS Superintendent Dr. Keith P. Posley. She was part of a student-led effort to get additional drinking fountains installed at her school and she spends time mentoring lowerclassmen to provide a positive high school experience. Part of her busy life includes interning at Reinhart Boerner Van Duren S.C. to learn more about being a lawyer. Anya plans on attending law school at Marquette University.

MPS Hosting Walk-in Vaccine Clinics at Five Schools

All Wisconsin residents age 12 and older are now eligible for the Pfizer COVID-19 vaccine. The Wisconsin Department of Health Services is expanding vaccine eligibility based on guidance from the federal Centers for Disease Control and Prevention that the vaccine is safe and effective for this age group. In collaboration with the Milwaukee Health Department, MPS is hosting walk-in vaccine clinics at five schools. All youth need a consent form signed by a parent/guardian, and no appointment is required.

MPS COVID-19 Vaccine Clinics

No clinics on Monday, May 31 (Memorial Day)
Mondays & Wednesdays, 9:00-11:00 A.M.

- Morse Middle School , 6700 N. 80th Street: Mondays & Fridays. 9:00-11:00 A.M.
- Rogers Street Academy, 2430 W. Rogers Street: Tuesdays & Thursdays, 9:00-11:00 A.M.
- North Division High School, 1011 W. Center Street
- South Division High School, 1515 W. Lapham Blvd.: Wednesdays & Fridays, 9:00-11:00 A.M.
- Roosevelt Middle School, 800 W. Walnut Street: Clinics will operate according to demand until further notice.

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) Action to Discharge the Committee on Legislation, Rules and Policies from Consideration of Revisions to Administrative Policy 7.37, Graduation Requirements, in Order to Give Public Hearing and to Take Immediate Action

Background

The Administration is proposing a minor revision to Administrative Policy 7.37, Graduation Requirements, in order carry out the requirement associated with the Wisconsin Department of Financial Institutions (DFI) and the Wisconsin Department of Public Instruction Financial Literacy Innovation Grant. This grant will require all high-school students to take a one-semester personal finance course to prepare them to be college- and career-ready. This graduation requirement will begin at three schools starting with the Class of 2026, and then additional schools will be added yearly. In addition to the DPI's grant, the personal finance course will be supported through additional funding provided by Next Gen Personal Finance and our partnership with Secure Futures.

The affected section of the policy is section (1)(a), which would be revised as follows:

(1) General Provisions

(a) The total number of units required for graduation shall be 22, effective with the graduating class of June 2014-15 and thereafter. Commencing with the graduating class of 2021 (i.e., students entering 9th grade in the school year of 2017-2018), of the 22 units, the following are required:

Subject	Units
English/Language Arts	4.0
Mathematics (including courses at or above the level of Algebra 1)	3.0
Science (This must include content and laboratory studies for all three units)	3.0
• a life science course	1.0
• a physical science course	1.0
• an additional course in a life, physical, earth or space science, or district-approved, science-equivalent engineering or technology course	1.0
Social Studies (from the following)	3.0
• U.S. History	1.0
• World History, World Geography, World Studies, or AP Human Geography	1.0
• Citizenship (grade 9 or 10)	1.0
OR	
• BOTH American Government AND Economics (grades 11 12) (0.5 unit each)	1.0

Physical Education (no more than 0.5 credit per school year).....1.5

A waiver of the final 0.5 credit in physical education during the junior or senior year of high school may be an option for a student, based on participation in an organized sport or athletic program in accordance with district procedures developed by the superintendent. Pursuant to Wis. Stat, §118.33(1)(e), a student must may replace this 0.5 credit with an additional English, social studies, mathematics, science, or health course.

Health.....0.5
Fine Arts 1.0
World Language 2.0
College-and-career-readiness coursework (from the following) 1.0

Advanced Placement* career technical education courses available in career clusters: agriculture, architecture & construction, arts, A/V technology & communications, business management, finance, health science, hospitality & tourism, human services, information technology, manufacturing, marketing, science, technology, engineering & mathematics, and transportation (students may use internships & apprenticeships to meet this requirement), International Baccalaureate diploma*, or Project Lead the Way

Beginning with the class of 2026 at select high schools, 0.5 credit of personal finance will be required as one of the college and career readiness courses.

*For example, if a student takes an AP or IB course to meet another requirement (e.g., English), that course will count for the college and-career-readiness requirement and the core-content requirement.

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 authorize 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.

Administration's Recommendation

The recommendation is that the Board

1. discharge the Committee on Legislation, Rules and Policies from further consideration of this item; and
2. approve the proposed revisions to Administrative Policy 7.37: Graduation Requirements

Director Herndon moved to waive Board Rule 1.09 in order to give public hearing.

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 O'Halloran moved to approve the proposed revisions to administrative policy 7.37, as outlined in the item, with quarterly updates to be given on the development and implementation of financial literacy programming being offered to students.

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 a Request for Authorization to Seek Waivers from the Wisconsin Department of Public Instruction for the District's Graduation Requirements and the Civics' Testing Requirement for the 2020-21 School Year

Background

The Wisconsin Department of Public Instruction (DPI) recognizes the impact of delivering instruction during the COVID-19 pandemic for school districts during the 2020-21 school year. Through the COVID-19 District Flexibility Application, districts have the ability to apply for regulatory flexibility and waivers due to the COVID-19 pandemic.

In alignment with Wisconsin Statute 118.33, school districts are to require a specific minimum number of courses in certain subject areas to graduate a pupil from high school. Milwaukee Public Schools is seeking a waiver for graduation requirements as outlined in Administrative Policy 7.37, Graduation Requirements, for the 2020-21 school year. The proposed modified requirements below will apply to 2021 graduates.

2020-21 Modified Graduation Requirements

1. A student who has the following criteria for credits outlined in state statute 118.33 would graduate:

   a. 4 credits of English
   b. 3 credits of math
   c. 3 credits of Social Studies (Including Civics and/or Government)
   d. 3 credits of Science
   e. 0.5 credit of Health
   f. 1.5 credits of Physical Education
   g. passed the Civics test.

2. If a student is currently enrolled in a GEDO #2 or competency program and meets the criteria listed above, then he/she would graduate.
3. Milwaukee Public Schools also requests a waiver from the Civics-test requirement.

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 authorize expenditures.

Implementation and Assessment Plan

Upon approval, the Administration will submit a request to the Wisconsin Department of Public Instruction for a waiver for the District's current graduation requirements, to be replaced by the modified graduation requirements that meet the criteria for credits as outlined in Wisconsin Statute 118.33, as well as a waiver from the Civics-test requirement for the 2020-21 school year.

Administration's Recommendation

The Administration recommends authorization to:

1. seek a waiver from the Wisconsin Department of Public Instruction for district graduation requirements for the 2020-21 school year; and
2. replacethe District's graduation requirements with modified requirements meeting the criteria for credits as outlined in Wisconsin Statute 118.33; and
3. seek a waiver from the Wisconsin Department of Public Instruction for the Civics-test requirement for the 2020-21 school year.

As had been previously noticed, Director O'Halloran moved to waive Board Rule 1.09 in order to give public hearing. 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.

The Board having taken public testimony, 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.

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

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

Background

The State Legislature's Joint Committee on Finance concluded public hearings and started work on the state budget in executive session. The Committee took action to set aside the Governor's proposed budget and began work from an adjusted base. As part of that process, the proposed increases for K-12 education, including the 50% reimbursement rate for special education, were removed. At the same time, due to its sum-sufficient status, funding for the Special Needs Scholarship Program for private schools was doubled.

Given the current pace, work on the state budget will continue well into June and will be significantly influenced by updated revenue estimates that will be shared by the Legislative Fiscal Bureau in coming weeks. Current indications are that revenue estimates will be positive and allow for increased funding support for needed programs.

At the federal level, discussions and negotiations continue around the American Jobs Plan and the newly introduced American Families Plan. The American Families Plan provides crucial support for both high-quality early childhood education policy and teacher development, support, and retention efforts.

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 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 April through mid-May.

Report to the Milwaukee Board of School Directors, May2021

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

Work Plan Highlight: 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 a legal, criminal, policy, or ethical nature. All violations, or suspected violations, may be reported to the management 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 an adequate investigation.

As part of the OAE's FY20-FY29 strategic plan, Accountability and Efficiency Services recently completed capacity-building efforts and a thorough review of procedures for receiving and reviewing whistleblower reports. These efforts and ensuing enhancements will ensure that the OAE is able to continue to receive and to review all reports with fidelity, even during times of increased volume.

Accountability and Efficiency Services

Between April 12, 2021, and May 17, 2021, Accountability and Efficiency Services fulfilled 13 requests for information or research, five constituent inquiries, four requests for data visualization, and one special project. Accountability and Efficiency Services also fulfilled one request for an independent hearing officer's (IHO) assignment and one RFP/BID appeal.

Also during the reporting period, Accountability and Efficiency Services completed its annual review of the District's FY20 Comprehensive Annual Financial Report (CAFR) and the Superintendent's proposed FY21 budget.

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

Contract Compliance Services

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 STANDING COMMITTEES

Separate consideration was requested of Report #3 of the Committee on Strategic Planning and Budget, Item 1, Overview and Action on the Superintendent's Proposed 2021-22 Budget. This item has been set aside for final action.

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) 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, and Report on the Remote Work Plan

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Devon Burns	Building Service Helper I	$15.00/hr.	04/05/2021
2	Darryl Crumley	Building Service Helper I	$15.00/hr.	03/22/2021
4	Rodrigo Herrera	Boiler Attendant Trainee	$36,652.00	03/22/2021
4	Adiana Vega	Boiler Attendant Trainee	$36,652.00	03/22/2021
4	Adam Espinoza	Building Laborer	$32.95/hr.	04/05/2021
5	Erik Veal	Building Laborer	$32.95/hr.	04/05/2021
4	Jose Esteves	IT Service Technician	$56,717.00	04/19/2021
5	David Chilinski	Para Ed Assistant	$22,526.00	04/12/2021
2	Lashonda Riley	Para Ed Assistant	$18,642.00	03/22/2021
2	Destanee Williams	Para Ed Assistant	$19,785.00	04/12/2021

Code	Name	Position	Salary	Date
2	Ana Beard	School Secretary I — 10-month	$24,841.64	04/12/2021
5	Kimberly Guth	School Secretary I — 10-month	$24,841.64	04/13/2021
2	Marlisa Piggue	School Secretary I — 10-month	$29,565.62	04/12/2021
4	Maria Saldana	School Secretary I — 10-month	$30,510.42	04/13/2021
4	Zennia Sifuentes Perez	School Secretary I — 10-month	$27,676.03	04/13/2021
5	Emily Biggs	School Kitchen Manager Trainee	$16.70/hr.	04/13/2021
4	Ian Renteria	School Kitchen Manager Trainee	$16.25/hr.	04/13/2021

Promotions

2	Anthony Bentley	Boiler Attendant Trainee	$41,742.10	04/19/2021
5	Jennifer Keizer	Boiler Attendant Trainee	$41,742.10	04/19/2021
2	Annie Robinson	Para Ed Assistant	$22,526.00	04/01/2021
5	Christie Wiedower	School Kitchen Manager I	$28,115.20	03/25/2021

Rehires

2	Gabrielle Bey	Building Service Helper I	$15.00/hr.	03/22/2021
2	Brandon Griffin	Building Service Helper I	$15.50/hr.	03/29/2021
4	Briana Figueroa	Para Ed Assistant	$19,785.00	04/21/2021
2	Wanda Weaver	School Kitchen Manager Trainee	$18.05/hr.	03/22/2021

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		Salary	Date
Teachers					
2, r	Griggs, LaSeanza D	Multicateg. Comp. Sen	1	$45,954.00	1/4/2021
4, r	Islas, Christian S	Early Childhood — Spec Ed	98	$44,325.00	1/4/2021
5, nr	Kinlen, Samantha A	Federal Head Start — General	98	$44,325.00	3/22/2021
4, nr	Rackers, Clara M	Gen Elem & K8 — All Grades	1	$45,954.00	8/25/2020
School Social Workers, Early Start					
2, r	Burks, Tunisian	IDEA — Diagnostic	99	$55,639.17	4/14/2021
Teachers, Early Start					
4, nr	Bosseau, Edna	Mathematics	3	$50,841.00	8/9/2021
2, nr	Coleman, Tasha M	Spec Ed Multicateg.	98	$44,325.00	4/12/2021
6, r	Dryden, Gabrielle Jasmine	Multicateg. Comp. Sen	1	$49,161.00	1/4/2021
2, r	Hamm, Evonda	Multicateg. Comp. Sen	1	$45,954.00	1/4/2021
5, nr	Verenski, Kristin R	Mathematics	7	$57,357.00	8/26/2021
Permit Teachers					
4, r	Romo, Sonia E	Multicateg. Comp. Sen	97	$43,537.00	3/25/2021

		Counts				
Code		Teachers	SSWs	Psych	Other	Total
1	Native American	0	0	0	0	0
2	African American	3	0	0	1	4
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	4	0	0	0	4
5	White	2	0	0	0	2
6	Other	1	0	0	0	1
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	1	0	0	0	1
	Female	9	0	0	1	10

Code		Counts Teachers	SSWs	Psych	Other	Total
r	Resident					
nr	Non-resident					

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, March 2021		
Deborah Kuether	Washington HS	03/31/2021
Theresa Lee	Central Services Bldg.	03/10/2021
Illness Leave, April 2021		
Scott Morgan	Central Services Bldg.	04/16/2021
Personal Leave, April 2021		
Angela Bonzano	Victory	04/28/2021
Yndia Jenkins	Morse MS	04/26/2021
Raquel Griffin	Lancaster	04/22/2021
Brandon Hale	Story	04/21/2021
Dianna Herron	Rufus King HS	04/21/2021
Yndia Jenkins	Elm Creative Arts	04/16/2021
Aldora Hajdaraj	ALBA	04/12/2021
Maria Varela	Zablocki	04/02/2021
Personal Leave, May 2021		
Christopher Stancato	Central Services Bldg.	05/21/2021
Sabbatical Leave, January 2022		
Kelsey Lierman	Hamilton HS	01/04/2022

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Personal	7.0	4	Flora Antwi	Nurse	Central Svcs	06/04/2021
Retire	15.0	5	Jane Audette	SSW	Central Svcs	06/18/2021
Retire	25.2	4	Iris Aviles	Teacher	Greenfield	06/15/2021
Personal	15.0	5	Jennifer Banisadr	Teacher	Central Svcs	06/15/2021
Retire	31.0	5	Amy Baumgart	Lib Med Sp	Cooper	06/18/2021
Personal	12.6	5	Gina Bianchi	Principal	French Imm	03/12/2021
Personal	9.4	5	Jo Bianchi	Teacher	Morse	05/28/2021
Personal	8.0	5	Janet Blanco	Teacher	Bay View	06/16/2021
Retire	24.0	5	Rene Blazel	Teacher	Allen Field	07/11/2021
Retire	6.0	2	Dennetta Bowens	Teacher	Carson	06/11/2021
Retire	33.0	4	Janine Cano Graber	Principal	Victory	06/29/2021
Personal	6.0	5	Cassandra Cibik	Teacher	Fratney	06/15/2021
Personal	5.5	5	Robert Cieplewski	Teacher	Bay View	05/28/2021
Personal	1.0	5	Amy Cole	Teacher	Gaenslen	06/16/2021
Personal	5.6	4	Carlos Cruz	Teacher	Hayes	03/23/2021
Other Dist	2.0	2	Sara Daniels	Teacher	Franklin	06/16/2021
Retire	27.7	5	Kathleen DeLeon	Teacher	Greenfield	06/15/2021
Personal	1.0	5	Kristen Dureiko	Nurse	Central Svcs	06/05/2021
Personal	14.0	5	Jon Erd	SSW	Central Svcs	06/05/2021
Retire	33.8	5	Melinda Forbes	Teacher	Burbank	06/16/2021
Retire	23.0	5	Scott Gobeli	Teacher	Meir	05/28/2021
Personal	8.5	5	Megan Grauer	Teacher	Hartford	06/14/2021
Personal	2.0	5	Cady Hamby	SLP	Kilbourn	06/16/2021
Other Dist	5.0	6	Monalyce Hamza	Teacher	Meir	06/01/2021
Retire	33.5	5	Monica Helfenbein	Teacher	Allen Field	06/30/2021
Retire	24.8	5	Hollister Jefferson	Teacher	JMAC	05/28/2021
Retire	22.0	2	Mary Johnson	Teacher	MacDowell	05/28/2021

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	28.0	5	Timothy Kavanagh	Teacher	MACL	06/15/2021
Retire	44.0	4	Betty Keller	Teacher	Vieau	06/15/2021
Retire	31.0	5	Pamela Ladewig	SLP	Burbank	06/15/2021
Personal	4.6	7	Noah Larson	Teacher	Marshall	03/22/2021
Other Work	2.0	5	Paige Lehr	Teacher	Riverwest	06/16/2021
Personal	4.0	3	Grace Leung	Teacher	Hamilton	05/28/2021
Personal	0.5	2	TKea McClendon	Teacher	53rd Street	06/18/2021
Personal	8.0	5	Courtney McCormick	SLP	Townsend	06/15/2021
Personal	4.0	5	Peter McDermott	SSW	Gaenslen	06/18/2021
Personal	7.0	4	Patrick McGee	Teacher	Bradley Tech	05/28/2021
Retire	25.0	5	Melody Mehn	Teacher	Riverside	05/28/2021
Personal	1.0	5	Alicia Montgomery	Teacher	Marshall	05/28/2021
Personal	26.0	5	Susan Muth	Teacher	Honey Creek	06/16/2021
Personal	0.7	5	Geralynne Papa	Teacher	French Imm	04/01/2021
Other Dist	1.9	5	Angela Peiffer	Teacher	Dr. King Elem	06/15/2021
Other Dist	1.0	5	Diana Perilo	SLP	River Trail	07/01/2021
Personal	12.4	2	Shenile Perry	Teacher	Townsend	04/23/2021
Personal	1.0	5	Rebecca Rate	Teacher	Story	06/16/2021
Retire	26.8	5	Tracy Reinert	Teacher	Forest Home	06/15/2021
Retire	34.0	5	Kelly Richman	Counselor	Garland	06/15/2021
Retire	32.0	5	Sharon Riester	Teacher	Burdick	06/17/2021
Personal	1.0	2	Deborah Robinson	Teacher	Emerson	06/16/2021
Personal	1.0	5	Matthew Ronk	Teacher	Milw Sign Lang	06/18/2021
Personal	3.0	5	Cynthia Ruiz	Teacher	ALBA	05/28/2021
Other Dist	2.0	7	Denise Schienke	Teacher	Craig	06/15/2021
Personal	4.0	5	Olivia Schneider	Teacher	Rufus King HS	05/27/2021
Retire	34.0	5	Lisa Schultz	Teacher	Stuart	06/15/2021
Retire	32.9	5	Robin Shepich	Teacher	Stuart	06/15/2021
Personal	20.0	2	Tiffany Smith	Teacher	Meir	05/30/2021
Other Dist	1.0	5	Riley Stanton	Teacher	Roosevelt	05/26/2021
Personal	4.0	5	Sarah Steinhilber	SLP	Hawthorne	05/28/2021
Personal	3.4	2	Artist Terry	Teacher	JMAC	04/16/2021
Personal	5.3	5	Kimberly Thies	Teacher	North Division	05/29/2021
Personal	3.0	4	Elsa Torres	Teacher	Spanish Imm	06/15/2021
Other Dist	2.0	5	Meredith Vanasek	Teacher	Hawthorne	05/26/2021
Personal	16.7	5	Laura Vargo	Literacy Leader	Central Svcs	03/29/2021
Personal	16.7	5	Diann Wilcox	Teacher	Allen Field	04/12/2021
Personal	2.9	5	Sheree Wilichowski	SLP	Parkside	06/11/2021
Personal	1.0	5	Elizabeth Zavitz	SLP	81st Street	06/16/2021
Retire	16.3	5	Melanie Zurheide	SSW	Central Svcs	06/04/2021

Classified Retirements

Retire	12.1	5	Fred Barned	Para	Curtin	04/02/2021
Retire	38.6	2	Cassie Love	BSH II	Green Tree Prep	04/17/2021
Retire	20.3	2	Judy Madison Hemphill	Secretary I	Neeskara	04/16/2021

Codes:

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

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for April 2021 for May 2021 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Remote Work Plan

Below are the Remote-work totals, submitted by office, as of 04/30/2021. This is an informational item, and no action is required.

Office	Total
Academics	51
Accountability & Efficiency	0
Board Governance	0
Communications & School Performance	10
Finance	11
Human Resources	6

Office	Total
School Administration	4
School Based	435
Superintendent	0
Total Received	517

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 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 Sixty Days

Your Committee recommends that the following individuals be promoted, appointed, or reassigned to the classifications indicated, to be effective upon the Board's approval.

Recommended Appointments

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
2. nr	Melissa Childs	Planning Assistant III	Office of the Chief of Academics	03	02A	$65,314
2. r	Parice Beckley	Planning Assistant III	Office of the Chief of Academics	03	02A	$49,882

Recommended LTE Contracts Exceeding Sixty Days

Your Committee recommends that the Board review and approve the following LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23 4. b), to be effective as indicated.

Codes	Name	Position	Assignment	Hourly Wage	Dates
5. r	Susan Apps	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	01/01/21-06/30/21
5. r	Margaret Barrett	Grant Project Director	Office of the Chief of Academics	$40.00	03/22/21-09/22/21
2. r	Beverly Conner	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	01/01/21-06/30/21
5. nr	Julia D'Amato	GPA Implementer	Office of the Chief of School Administration	$40.00	02/01/21-08/01/21
5. r	Jordan Fishman	Assistant Principal Coaching & Support	Office of the Chief of School Administration	$40.00	01/03/21-06/30/21
2. r	Thyra Handford	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	01/01/21-06/30/21
5. r	Joseph Hartlaub	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	01/01/21-06/30/21
6. r	Ali Hatab	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	01/01/21-06/30/21
4. r	Yvette Martel	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	01/01/21-06/30/21
5. r	Virginia McFadden	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	01/01/21-06/30/21
5. nr	Sandra Peterson	GPA Programmer Trainer	Office of the Chief of School Administration	$40.00	01/01/21-06/01/21
5. r	Marybeth Sandvig	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	01/01/21-06/30/21

Codes	Name	Position	Assignment	Hourly Wage	Dates
2. r	Peggie Swift	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	01/01/21-06/30/21
2. r	Winifred Tidmore	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	01/01/21-06/30/21
4. r	Tatiana Joseph	Liaison for District Multilingual Multicultural Advisory Council	Office of the Chief of Academics	$35.00	03/02/21-09/01/21
5. r	Paul Kobza	Duplicating Equipment Operator II	Office of the Chief of School Administration	$35.00	04/01/21-07/30/21
4. r	Ruth Aviles	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. nr	Mae Beard	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	Doris Bisek	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	Cheryl Bohnsack	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	Heidi Bukowski	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	Geoffrey Carter	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
2. r	Willie Fuller	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
2. r	Rozalia Harris	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
2. r	Janie Hatton	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
2. r	Mary Henry	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
2. r	Justine Hutchins	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
4. r	Maria Jenkins	Bilingual Grow-Your-Own Initiative	Office of the Chief of Human Resources	$30.00	02/11/21-08/11/21
5. r	Debbie Karow	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	Robin Kitzrow	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	Steven Krey	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. nr	Joan Kuehl	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
4. nr	Diane Ludwig	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
2. r	Mondell Mayfield	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	Therese Meurer	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
2. r	Charlotte Patterson	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
2. r	Kelvin Robinson	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	Cindy Shields	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	Lauren Vey	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	Robin Waeltz	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
2. r	Ouida Williams	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
5. r	John Zablocki	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/21

Codes	Name	Position	Assignment	Hourly Wage	Dates
5. r	Nina Zealy	Induction Specialist	Office of the Chief of Academics	$30.00	01/01/21-06/30/
5. nr	Theodore Wegner	Law Clerk	Office of the Chief of Human Resources	$20.00	11/16/20-05/16/21

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		

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

Authorized expenditures were previously approved in the FY21 budget.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 3) Action on Receipt of the Fiscal Year-end 2020 Audit Reports

Background

Baker Tilly has completed the June 30, 2020, year-end reports, which are being presented for the Board's consideration. The reports and a presentation by Baker Tilly are attached to the minutes of your committee's meeting. They include

- Financial statements for June 30, 2020;
- Reporting and insights from the 2020 audit;
- Pension reports for the Administration and for teachers;
- A report on federal and state awards; and
- Baker Tilly's presentation to the Board.

Baker Tilly considers the District's internal control over financial reporting as a basis for designing its auditing procedures for the purpose of expressing an opinion on the District's financial statements. Internal-control matters identified by Baker Tilly are reported to the District in the "Reporting and Insights From 2020 Audit, June 30,2020." While this communication presents the auditor's observations on, and makes recommendations regarding, various district management and internal-control issues; it does not express an opinion on the effectiveness of the District's internal controls.

Reporting and Insights from 2020 Audit, June 30, 2020 also includes a report on the status of prior-year issues.

Baker Tilly reported that it had received the full cooperation of MPS staff during the course of its audit. The following highlights were noted:

1. The District's governmental funds ended the 2020 fiscal year with a decrease in total fund balances of $24.3 million. This decrease reflects a combined decrease in General Fund of $1.0 million, a decrease in the Construction Fund of $16.3 million. and a decrease in School Nutrition Services Fund of $7.0 million.
2. Total fund balance for the governmental funds was $94.3 million at June 30, 2020. Of this amount

- $2.4 million was non-spendable for non-current receivables, inventories, and prepaid expenditures;
- $48.9 million was restricted for self-insurance, debt service, capital projects, school nutrition, and the long-term capital improvement fund;
- $2.9 million was committed for construction;
- $15.1 million is assigned for 2021 budget; and
- $25.0 million was unassigned.

3. The District's total long-term obligations at year end were $1.3 billion and had decreased by $124.9 million (net) during the 2020 fiscal year. The net decrease relates primarily to the decrease in the net pension liability of $134.7 million. The long-term obligations include $366 million of bonds and notes, $187 million of net pension obligation, and $762 million of accrued OPEB obligation.
4. During the year ended June 30, 2020, the District's final budget showed an anticipated reduction to the General Fund's equity by $75.5 million; however actual results reported a decrease in the General Fund's equity by approximately $1.0 million.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.07 - Fiscal Audits

Fiscal Impact Statement

No fiscal impact

Committee's Recommendation

Your Committee recommends that the Board accept the following documents, as attached to the minutes of your Committee's meeting:

1. Financial Statements, including Independent Auditor's report as of and for the year ended June 30, 2020;
2. Reporting and Insights from 2020 Audit, June 30, 2020;
3. Milwaukee Board of School Directors Early Retirement Plan;
4. Milwaukee Board of School Directors Early Retirement Plan for Teachers; and
5. Report on Federal and State Awards

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Emergency Purchases Due to COVID-19 and Change Orders in Excess of $25,000; Cumulative Purchases in Excess of $50,000; 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 COVID-19 Expenditures, Report on Monthly Grant Awards; and Acceptance of Donations

Purchases

——— Authorization to Purchase with Dell Marketing LP for VxRail E560D Systems under MHEC Contract # MHEC-07012015

The Administration requests authorization to make a one-time purchase from Dell Marketing LP ("Dell") of VxRail E560D Systems. These items comprise a hardware upgrade to the server infrastructure that currently

supports 204 district enterprise servers. This new hardware will allow near-obsolete servers and storage to be combined into a single supported solution.

This purchase is made under the Dell Midwestern Higher Education Compact ("MHEC") Contract # MHEC-07012015 and is in accordance with the vendor's quote dated April 23, 2021.

The total cost of goods purchased from Dell will not exceed $154,477.24.

Budget Code: TSV-0-0-TLN-DW-EEQ5 (Technology — Equipment) $154,477.24

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 CDW Government, LLC, for Core Networking Equipment — Internet Capacity Increase under State Contract #505ENT-M16-DATACOMMUN-01

The Administration requests authorization to make a one-time purchase from CDW Government, LLC, ("CDW-G") of two Cisco Aggregation Services Routers ("ASR"). One ASR will be installed at each MPS datacenter to replace current edge routers that have lower capacities. This higher capacity will allow the District to meet increased Internet needs as well as provide for flexibility in current and future learning environments.

This purchase is made under the State of Wisconsin's contract #505ENT-M16-DATACOMMUN-01 — NASPO ValuePoint Cisco AR233 (14-19) and will be in accordance with the vendors' quote dated April 27, 2021.

The total cost of goods purchased from CDW-G will not exceed $299,619.74.

Budget Code: TSV-0-0-TLN-DW-EEQ5 (Technology — Equipment) $299,619.74

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 Accounting Equipment Corp, d/b/a AE Business Solutions, a Palo Alto Firewall Upgrade under UW-Contract 21-2769

The Administration requests authorization to make a one-time purchase from Accounting Equipment Corp, d/b/a AE Business Solutions, ("AE Business Solutions") of two network-processing cards for the current District Palo Alto Firewall. These network-processing cards will allow internet capacity to be increased to allow for greater demand of network traffic to support the current and future varied learning environments.

This purchase is made under the University of Wisconsin System's Networking Equipment and Supplies contract # 21-2769 and will be in accordance with the vendors' quote dated April 29, 2021.

The total cost of goods purchased from Dell will not exceed $308,000.

Budget Code: TSV-0-0-TLN-DW-EEQ5 .(Technology — Equipment) $308,000

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 n Excess of $25,000

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

C029084 Sebastian Family Psychology Practice

On December 1, 2019, the Administration entered into a contract with Sebastian Family Psychology Practice for mental health services as a part of the Project Prevent grant. Due to changes in a service provision resulting from the COVID-19 pandemic, remaining grant funds are being reallocated as the grant closes out. Additional funds in the amount of $30,000 are being transferred to Sebastian Family Psychology Practice to provide additional unbillable services, including consultations, professional development to staff, and workshops for parents.

Original Contract Amount $65,588
Increase.....$30,000
Adjusted Contract Amount $95,588

Report on Emergency Purchases Due to COVID-19

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with a vendor for products related to the COVID-19 pandemic. Due to the emergency nature of this procurement, the purchase was not previously approved by the Board.

Vendor	Purchase Order	PO's Total	Description of Goods	Procurement Basis
Office Depot Workspace Facilities	DFMS's System	$252,000.00	8,000 Clear Desk Barriers	ETB
Cleveland Menu Printing, Inc.	DFMS's System	$220,000.00	20,000 PVC Desk Dividers	ETB
Cleveland Menu Printing, Inc.	DFMS's System	$240,000.00	15,000 Polycarbonate Desk Dividers	ETB
Brothers Interior, a Coakley Brothers Company	DFMS's System	$130,500.00	10,000 Cardboard Desk Barriers	ETB
Cleveland Menu Printing, Inc.	DFMS's System	$80,000.00	5,000 Polycarbonate Desk Dividers	ETB
Really Good Stuff	P942668	$198,577.00	850 sets for Head Start students for hands-on social-emotional summer opportunities	ETB
Occupational Health Centers of the Southwest, P.A., dba Concentra Medical Centers	C029926	$475,000.00	OSHA respirator appointment, including questionnaire, N95 mask, and additional testing, if needed, approved MPS staff	ETB
Gingko Bioworks, Inc.	C029902	$160,000.00	Pooled testing program for COVID-19 for MPS's employees and students	ETB

Routin Monthly Financial 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			
Carver Academy	Teachers	$30.00	PBIS Incentive
Fratney Street School	Go Fund Me	$2,110.16	Green Space Initiative
Fratney Street School	Go Fund Me	$217.57	Green Space Initiative
Fratney Street School	Go Fund Me	$605.97	Green Space Initiative

Location	Donor	Amount	Gift or Purpose
Fratney Street School	Go Fund Me	$854.39	Green Space Initiative
Fratney Street School	Go Fund Me	$1,361.24	Green Space Initiative
Fratney Street School	Go Fund Me	$1,635.68	Green Space Initiative
German Immersion School	AbbVie Employee Engagement Fund*	$20.60	Classroom Supplies
Hawley Environmental School	Supporting Families Together	$150.00	Supporting Families Together
Hayes Bilingual School	Gary Giombi	$100.00	Green Space Initiative
Kluge School	Summerfest	$2,000.00	Let the Music Play
Milwaukee School of Languages	Emily L McGinley & Edward T Possing	$15.00	HS Forensic Club
Milwaukee School of Languages	Nathan & Jodi Elliott	$30.00	HS Forensic Club
Morse Middle School	Richard & Nansi Hawkins	$200.00	Science Room
Morse Middle School	Richard & Nansi Hawkins	$200.00	Science Room
Parkview School	ExxonMobil Educational Alliance	$500.00	Educational Alliance Program
School of Career & Tech Ed	Anonymous	$150.00	Classroom Supplies
Siefert School	Cream City Links	$100.00	Gift Cards
Siefert School	Thomas Kriofsky	$200.00	PBIS or Other School Activities
Thurston Woods	Marilyn Byrd	$200.00	Family/Student Needs
Thurston Woods	Marilyn Byrd	$200.00	PTA Needs
Trowbridge School	Mike Arnow	$800.00	STEM Education
Auer Avenue School	United of Greater Milwaukee & Waukesha County	$5,000.00	Technology Equipment and Internet
Grant School	The Blackbaud Giving Fund	$5,000.00	Support for Grant School-UEC
Hopkins Street School	United of Greater Milwaukee & Waukesha County	$5,000.00	Technology Equipment and Internet
Longfellow School	United of Greater Milwaukee & Waukesha County	$5,000.00	Technology Equipment and Internet
	Total Monetary Donations	*$31,680.61*	
Non-monetary Donations			
Browning School	Donors Choose	$522.27	Books
Burdick School	Donors Choose	$476.60	Noise-Canceling Headset
Burdick School	Donors Choose	$736.60	Classroom Books
Cass Street School	Donors Choose	$405.69	Classroom Supplies
Doerfler School	Donors Choose	$228.94	Face Masks
Dr. B. Carson Academy of Science	Donors Choose	$562.26	A Variety of Art Supplies
Dr. B. Carson Academy of Science	Donors Choose	$489.68	Supplies for Virtual Learning
Emerson School	Donors Choose	$197.91	For the Love of Books
Emerson School	Donors Choose	$702.19	Books and Classroom Decor
Fernwood School	Donors Choose	$296.65	Polishing Skills in a Montessori Classroom
Fifty-Third Street School	Donors Choose	$578.06	Knox Teaching Tools
Franklin School	Donors Choose	$506.92	Book Challenge Basketballs
Franklin School	Donors Choose	$608.36	Book Challenge Basketballs
Franklin School	Donors Choose	$577.92	Book Challenge Basketballs
German Immersion School	Donors Choose	$536.48	General Classroom Supplies
Goodrich School	Donors Choose	$429.79	Celebrating Student Success

Location	Donor	Amount	Gift or Purpose
Goodrich School	Donors Choose	$553.54	Dedicated Distance Learners
Goodrich School	Donors Choose	$319.00	Dedicated Distance Learners
Goodrich School	Donors Choose	$470.51	Headphones with Mic Bundle
Goodrich School	Donors Choose	$439.96	Culturally Responsive Books
Goodrich School	Donors Choose	$233.00	Teachers Pay Teachers Gift Cards
Goodrich School	Donors Choose	$258.98	Let's Make Nonfiction Fun!
Goodrich School	Donors Choose	$504.91	Books for Class Library
Goodrich School	Donors Choose	$338.12	Building a Library
Goodrich School	Donors Choose	$239.54	Math Supplies
Goodrich School	Donors Choose	$334.50	Digital Resources
Goodrich School	Donors Choose	$360.38	Social Emotional Learning
Goodrich School	Donors Choose	$303.74	Earth Day is Everyday
Goodrich School	Donors Choose	$359.44	The Time to Act is Now
Goodrich School	Donors Choose	$261.24	Leveler Books
Goodrich School	Donors Choose	$308.76	Help Keep Us Covid Safe
Goodrich School	Donors Choose	$452.05	Collaboration Station
Goodrich School	Donors Choose	$430.00	Books
Goodrich School	Donors Choose	$283.52	Creating a Safe Classroom
Goodrich School	Donors Choose	$389.63	P is for Puppets
Goodrich School	Donors Choose	$452.13	Easy Readers
Goodrich School	Donors Choose	$260.03	Books to Capture Their Attention
Goodrich School	Donors Choose	$584.66	Help Promote Social Emotional
Goodrich School	Granville Business Improvement District	$1,000.00	School Supplies
Hartford University School	Donors Choose	$456.30	Headphones
Keefe Avenue School	Delta Sigma Theta Sorority Incorporated	$200.00	McDonalds Gift Cards
Lincoln Middle School	Chuck E Cheese	$36.00	Gift Cards
Lincoln Middle School	Buffalo Wild Wings	$35.00	Gift Card & Swag
Lincoln Middle School	Bowlero Corporation	$230.10	Bowling Passes
Lincoln Middle School	Skyzone	$90.00	Day Family Pass
Lincoln Middle School	Monkey Joe's	$65.00	5 Jump Passes
Lincoln Middle School	Green Bay Packers	$280.40	Branded Sports Items
Lincoln Middle School	Adventure Rock	$36.00	2 Person Pass for One Day
Lincoln Middle School	Pizza Shuttle	$50.00	10 $5 Gift Certificates
Lincoln Middle School	Urban Ecology Center	$60.00	One-Year Membership
Longfellow School	Donors Choose	$485.46	Learning Kits
Longfellow School	Donors Choose	$259.62	Student Supplies
Longfellow School	Donors Choose	$228.89	Classroom Supplies
Longfellow School	Donors Choose	$228.89	Seats for Social Distancing
Longfellow School	Donors Choose	$300.45	Books
Longfellow School	Donors Choose	$298.82	Manipulatives Individual Sets
MacDowell Montessori	Donors Choose	$1,527.06	Microphones
Manitoba School	Donors Choose	$468.00	Math Tools
Maple Tree School	Donors Choose	$619.33	Classroom Supplies
Maple Tree School	Explore Learning	$1,300.00	Reflex Math
Maple Tree School	Donors Choose	$455.01	Classroom Supplies
Maple Tree School	Donors Choose	$368.21	Classroom Supplies
Ninety-Fifth Street School	Donors Choose	$305.98	Bukosky Classroom Library

Location	Donor	Amount	Gift or Purpose
Ninety-Fifth Street School	Donors Choose	$143.67	Clean Classroom for Hybrid Learning
Ninety-Fifth Street School	Donors Choose	$225.59	Classroom Supplies
Ninety-Fifth Street School	Donors Choose	$180.18	Mutz Owl Science Kit
Ninety-Fifth Street School	Donors Choose	$376.01	Books
Ninety-Fifth Street School	Donors Choose	$142.53	Kargol Face Masks
Ninety-Fifth Street School	Donors Choose	$447.93	Kargol Books
Ninety-Fifth Street School	Donors Choose	$271.97	Spivey Desk
Ninety-Fifth Street School	Donors Choose	$336.71	Stephan Math Games
Ninety-Fifth Street School	Donors Choose	$180.18	Spivey Science Kits
Ninety-Fifth Street School	Donors Choose	$450.64	Spivey Books
Ninety-Fifth Street School	Donors Choose	$273.32	Mutz Lego STEM
Ninety-Fifth Street School	Donors Choose	$235.69	Mutz Novel
Ninety-Fifth Street School	Donors Choose	$479.37	Spivey Books
Ninety-Fifth Street School	Donors Choose	$175.12	Kargol Air Purifier
North Division High School	Donors Choose	$204.01	Going Green
North Division High School	Donors Choose	$545.91	Green Thumbs for Urban School
North Division High School	Donors Choose	$222.71	Hear Us Loud and Clear
Office of Communications and School Performance-Contracted School Services	Joanne Danforth	$375.00	Mitten Tree-75 Knitted Hats
Office of Finance Nutrition Services	Century Springs	$8,468.60	11,520 Water Bottles
Office of Finance Recreation	Community Involvement Direct Supply	$450.00	Chairs
Project STAY	Goodwill	$100.00	Goodwill Voucher
Roosevelt Middle School	Anonymous Donation	$17.99	Hair Love Book
Siefert School	Donors Choose	$293.70	School Zone Reading Workbooks
Starms Early Childhood School	Donors Choose	$970.78	Classroom Furniture
Starms Early Childhood School	Donors Choose	$327.82	Classroom Seating
Starms Early Childhood School	Donors Choose	$314.12	Classroom Resources
Starms Early Childhood School	Donors Choose	$498.70	General School Supplies
Story School	Donors Choose	$523.39	Classroom Supplies
Story School	Donors Choose	$528.72	Classroom Supplies
Thurston Woods	Donors Choose	$373.40	Virtual Learning Supplies
Townsend School	Donors Choose	$232.99	Water
Townsend School	Donors Choose	$445.90	Water
Trowbridge School	Donors Choose	$133.53	Classroom Supplies
Trowbridge School	Donors Choose	$243.14	Microwave
Trowbridge School	Donors Choose	$139.06	Computer Monitor
Trowbridge School	Donors Choose	$208.95	Post Its
Trowbridge School	Donors Choose	$307.15	Writing Materials
Vincent	Donors Choose	$190.52	Purifier
	Total Non-monetary Donations	*$45,413.48*	
Total Value for May 2021		$77,094.09	
	**Donations from MPS Alumni*	*$20.60*	

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 Reports of the Standing Committees.

* * * * *

(Item 5) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Professional Services Contracts, Equipment Purchases; and Report with Possible Action Regarding Air Quality

Contracts

Playfield Renovation

Green Bay Playfield

Prime Contractor
Payne & Dolan, Inc.
W6380 Design Drive
Greenville, WI 54942

Low bidder, base bid of $2,224,424.00, plus $100,000.00 for Mandatory Alternate Bid #1, to provide an obstacle course, plus $45,000.00 for Mandatory Alternate Bid #2, to provide an outdoor classroom, plus $50,000.00 for Mandatory Alternate Bid #3, to provide a plaza, plus $45,000.00 for Mandatory Alternate Bid #4, to provide asphalt games, for a total cost of..... $2,464,424.00.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
673	107	61	No	25%	27.91%	$620,819.00	20%	600	10

Funds are available for the playfield-renovation project from account code STS 00 RFI RC ECNC (Project No. 6467). The project's start date is scheduled for May 28, 2021, and completion date is October 29, 2021.

Air-cooled Chiller Replacement

Rogers Street Academy

Prime Contractor
Just Mechanical
16200 West Glendale Drive
New Berlin, WI 53151

Low bidder, base bid of $132,850.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
56	3	5	No	15%	18.78%	$24,959.00	0%	100	10

Funds are available for the air-cooled chiller-replacement project from account code FAR 00 MM2 IS ECNC (Project No. 6652). The project start date is scheduled for May 28, 2021, and completion date is October 29, 2021.

New Play Structure Installation

Forest Home Elementary School

Prime Contractor
Lee Recreation, LLC
260 West Main Street
Cambridge, WI 53523

Low bidder, base bid of $95,433.29

In accordance with 3.09(7)(E)1a, the District has not directly engaged in a competitive procurement process for these services. Instead, these services will be obtained pursuant to the cooperative purchasing agreement with Omnia Partners Contract #R170301 for playground systems, installation, services and related items.

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	NA	NA

Funds are available for the new play-structure installation project from account code MBM 0A BDE FH EMMB (Project No. 6583). The project start date is scheduled for May 28, 2021, and completion date is August 20, 2021.

Auditorium Seat Replacement

Ronald Reagan High School

Prime Contractor
JWC Building Specialties, Inc.
540 Progress Drive, Suite A
Hartland, WI 53029

Low bidder, base bid of $164,639.00

In accordance with 3.09(7)(E)1a, the District has not directly engaged in a competitive procurement process for these services. Instead, these services will be obtained pursuant to the cooperative purchasing agreement with Omnia Partners Contract #R170301 for playground systems, installation, services and related items.

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	NA	NA

Funds are available for the auditorium seat replacement project from account code MBM 0A BDH TL EMMB (Project No. 7158). The project start date is scheduled for May 28, 2021, and completion date is August 9, 2021.

Total construction contract dollars awarded..... $2,857,346.29
Total dollars HUB participation $1,115,617.00
% of HUB participation 42.62%
% Minority employees within company 13.70%
% Women employees within company..... 0.08%

Professional Services Contracts

RFP #6606-1 Division 1 Central Station Security Monitoring Services — Building Operations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide central station monitoring services — building operations.

Selected firm: Stanley Convergent Security Solutions, Inc.

Contract amount over the three-year term: $239,760.00

Contract Period: June 1, 2021-May 31, 2024

Budget Code: Various

RFP #6606 Division 2 Security Guard Response Services — Building Operations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide security-guard response services — various MPS sites.

Selected firm: Pezon LLC, dba Signal 88 Security Milwaukee

Contract Period: June 1, 2021-May 31, 2024

Budget Code: Various, over the three-year term..... $225,000.00

RFP #21-015 Moving Services — Design & Construction

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide moving services — design & construction.

Selected firms: Coakley Brothers Company
Perfect Install, Inc.
C. Coakley Relocation Services
CH Coakley

Contracts will be issued on an as-needed basis based on pre-approved rate schedule.

Contract Period: June 1, 2021-May 31, 2024

Budget Code: Various. not to exceed annually $1,000,000.00

RFP #21-003 Printing, Scanning, Paper and Electronic Distribution, and Electronic Bidding Services — Design & Construction

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide printing, scanning, paper and electronic distribution, and electronic bidding services — design & construction.

Selected firm: A/E Graphics

Contracts will be issued on an as-needed basis, based on pre-approved rate schedule

Contract Period: June 1, 2021-May 31, 2024

Budget Code: Various. not to exceed annually $49,000.00

Report of Equipment Purchases

Air-cooled Chiller

Rogers Street Academy

Prime Contractor
Johnson Controls, Inc.
12000 West Wirth Street
Milwaukee, WI 53202

Low bidder, base bid of $83,476.00

Funds are available for the air-cooled chiller from account code FAR 00 MM2 IS ECNC (Project No. 6652).

New Truck Accessories

Maintenance & Repair Division

Prime Contractor
Badger Truck Equipment
10915 West Rogers Street
West Allis, WI 53227

Low bidder, base bid of $121,540.00

Funds are available for the new truck accessories from account code FAR 00 MM2 DW ECNC (Project No. 7183).

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.

The Department of Facilities and Maintenance Services (DFMS) continues to monitor mechanical systems throughout the district and toperform any necessary repairs to make sure that MPS's buildings are

safe and clean. DFMS is contracting with consultants to update documentation necessary to complete testing and balancing of the mechanical systems, along with outside contractors and in-house staff who are performing the task.

The Administration will continue to pursue measures in ensuring good air quality in MPS's buildings and will report to the Board monthly. 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 and to identify any deficiencies in mechanical systems, and then evaluate potential deficiencies and establish a remediation plan if necessary. This defined process equates to performing a ventilation audit.

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

The item authorizes expenditures for:

- Total Construction Contracts Requested..... $2,857,346.29
- Total Professional Services Contracts Requested over a three-year term $3,611,760.00
- Total Amount of Equipment Purchases..... $205,016.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contracts, professional services contracts, and equipment purchases, as attached to the minutes of your Committee's meeting, and the air quality report shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the construction contracts, professional services contracts, equipment purchases, and air quality report.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 6) Action on the Award of Professional Services Contracts

Background

RFP 1004 Authorization to Extend a Contract with Marquette University for Therapeutic Services

The Administration is requesting authorization to extend the contract with Marquette University ("Marquette") for therapeutic services. Marquette provides therapeutic services to students at the MPS Success Center.

Marquette will provide services that prioritize the social and emotional health of students and equip them to better navigate school in collaboration with MPS and families. Through structures provided in this program, it is expected students will acquire the necessary skills to enable them to be successful in a traditional school setting. 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. The anticipated length for full-time services provided for each student will be a minimum of nine weeks. Marquette will work with MPS to develop each individual student's daily schedule based on therapeutic needs.

Continuum of services will be provided by Marquette to students upon return to their previous (or subsequent) schools of record. Such services will include, but not be limited to, family therapy, collaboration with other

community organization services being provided to the student, and on-going follow-up with the student as needed and as determined by the student's support plan.

The MPS Success Center, which is located at Green Bay Avenue School, 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 into a traditional school setting. Marquette will engage the student and his/her family in therapeutic services for the duration of the reassignment at an alternative education placement.

Contractor was chosen pursuant to RFP 1004, which closed on May 14, 2019. The original contract provided for two one-year options to extend if certain performance objectives were met. Marquette has met the performance objectives codified in the contract; therefore, MPS is exercising the second option year for the contract.

This second, and final, contract extension will run from August 1, 2021, through July 31, 2022. The total cost of the contract in the second extension year will not exceed $758,032.

Budget Code: ORC-0-0-ALS-DW-ECTS (Other Curriculum — Contract Marquette University Services) $758,032

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
2,926	532	1,574	No	15%	15%	TBD	NA	300	10

RFP 1010 Authorization to Extend a Contract with Robert Munger, d/b/a Munger Technical Services, for Various Telecommunications Services

The Administration is requesting authorization to extend the contract with Robert Munger, d/b/a Munger Technical Services, ("Munger") for network/telecommunications wiring and related services across the district. These services will include assembly, installation, and service of equipment such as te,ephones; wire,ess access points; network switches; security cameras; digita, signage; uninterruptib,e power supp,ies (UPS); projectors; and interactive f,at pane,s.

The vendor was chosen pursuant to RFP 1010, which closed on April 25, 2019. The original contract provided for two one-year options to extend if certain performance metrics were met. Munger has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

This final contract extension will run from June 1, 2021, through May 31, 2022. The total cost of the contract in this second extension year will not exceed $275,000.

Budget Code: Varies by location using services $275,000

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	20%	20%	TBD	NA	300	10

RFP 1012 Authorization to Extend a Contract with Literacy Services of Wisconsin, Inc., for Adult Education Services

The Administration is requesting authorization to extend the contract with Literacy Services of Wisconsin, Inc., ("Literacy Services") for adult education services. Literacy Services will manage and staff the adult learning labs at North Division High School and South Division High School and provide additional virtual education services as needed.

The adult learning labs will be open to all Milwaukee adults. Participants will receive a comprehensive assessment of their adult learning needs and receive tailored adult education services based on those needs, including adult basic education, adult secondary education, English-language learning, civics and citizenship education, and computer-literacy training.

Contractor was chosen pursuant to RFP 1012, which closed on May 9, 2019. The original contract provided for two one-year options to extend if certain performance metrics were met. Literacy Services has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract.

This second, and final, contract extension will run from July 1, 2021, through June 30, 2022. The total cost of the contract in this second extension year will not exceed $130,000.

Budget Code: RAE-0-0-ADE-IF-ECTS (Adult Education — 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
26	8	20	No	NA	NA	NA	NA	200	10

OMNIA R190501 Authorization to Enter into a Supplemental Blanket Agreement with Lakeshore Equipment Company for Educational Supplies and Classroom Furniture

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

- classroom supplies;
- puzzles;
- blocks and manipulatives;
- educational games;
- STEM materials;
- dramatic play materials;
- active play materials; and
- classroom furniture.

This blanket agreement is entered into pursuant to the OMNIA Partners Contract Number R190501. A financial analysis was conducted of spend with Lakeshore, and the vendor was found to have been used for a high volume of purchases of educational materials and classroom furniture. The OMNIA Partners contract will allow for MPS to receive discounts and additional benefits that would not otherwise be available to the District. In addition to the benefits afforded under this cooperative contract, Lakeshore is offering MPS additional benefits, such as a two-percent merchandise certificate on the order and free shipping — no minimum.

This supplemental blanket agreement will run from June 1, 2021, through May 31, 2024.

The total estimated cost of materials and services purchased under this blanket agreement will not exceed $5,000,000. If additional funding is needed during the term of the blanket agreement, the Administration will return to the Board for authorization.

Budget Code: Varies by location ordering goods..... $5,000,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours over 36 Months)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	900	30

AEPA IFB 018-A Authorization to Enter into a Supplemental Blanket Agreement with CDW Government, LLC, for Electronic Supplies

The Administration is requesting authorization to enter into a supplemental blanket agreement with CDW Government, LLC, ("CDW") for various electronic supplies that are not currently covered under existing contracts. Categories of supplies that will be provided under this blanket agreement include, but are not limited to:

- audio/visual equipment and accessories;
- computer/tablet accessories;
- memory/system components;
- cables;
- document scanners; and
- ink and toner.

This blanket agreement is entered into pursuant to the cooperative Association of Educational Purchasing Agencies ("AEPA") IFB 018-A Technology Catalog Contract.

This supplemental blanket agreement will run from June 1, 2021, through May 31, 2024.

The total estimated cost of materials purchased under this contract will not exceed $500,000. If additional funds are required during the term of the blanket contract, the Administration will return to the Board for authorization.

Budget Code: Varies by location ordering goods..... $500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours over 36 Months)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	900	30

AEPA IFB 018-D Authorization to Enter into a Supplemental Blanket Agreement with Midwest Educational Furnishings, Inc., for Furniture and Classroom Instructional Solutions

The Administration requests authorization to enter into a blanket agreement with Midwest Educational Furnishings, Inc., ("Midwest Furnishings") for furniture and classroom instructional solutions for school purchasing across the District. This blanket agreement is entered into pursuant to the cooperative purchasing agreement with the Association of Educational Purchasing Agencies (AEPA)/Cooperative Educational Service Agency (CESA) IFB 018-D Furniture Contract. The benefits afforded under this cooperative blanket agreement will include multiple-tiered discounts on list prices of furniture and classroom solutions and pricing discounts on delivery and installation.

This supplemental blanket agreement will run from June 1, 2021, through May 31, 2024.

The total estimated cost of materials purchased under this agreement will not exceed $1,000,000. If additional funds are required during the term of the blanket agreement, the Administration will return to the Board for authorization.

Budget Code: Varies by location ordering goods..... $1,000,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours over 36 Months)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	300	10

——— Authorization to Contract with Eight Vendors for 21st Century Community Learning Centers and Safe Places (Summer CLC/ Safe Place)

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

Summer programs provide youth with academic supports, engaging recreation-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.

Upon the Board's approval, the Administration may enter into contracts with eight community-based organizations to provide 21st Century Community Learning Center and Safe Place programs at 42 21st Century Community Learning Centers and Safe Place locations. Implementation of programs is contingent upon State of Wisconsin's legislative orders, community need, community-based partners' capacity, and building-modification projects.

The Administration recommends that the contracts run from June 1, 2021, through August 31, 2021. Actual programs' start and end dates will vary. The total amount of the contracts will not exceed $1,390,000 and will be distributed amongst the CLCs as follows:

Boys and Girls Club of Greater Milwaukee $920,000
Children's Outing Association.....$200,000
Milwaukee Christian Center, Inc. $35,000
Milwaukee Kicker's Soccer Club, Inc..... $35,000
Neighborhood House, Inc..... $35,000
Neu-Life Community Development, Inc. $65,000
Silver Spring Neighborhood Center, Inc. $70,000
United Migrant Opportunity Services $30,000

Budget Codes: CSV-0-0-CNR-XX-ECTS (Extension Fund — Contracted Services)..... $1,255,000
000-0-0-W2C-XX-ECTS (Wisconsin Shares) $135,000

RFP 1038 Authorization to Enter into a Contract with Drive USA, Inc., d/b/a Arcade Drivers School, for a Drivers' Education Program

The Administration is requesting authorization to enter into a contract with Drive USA, Inc., d/b/a Arcade Drivers School, ("Arcade Drivers School") for a drivers' education program. Arcade Drivers School 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 Driver Education program.

MPS 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 driver education to all age-eligible MPS students. Paired with the Community-based Driver Education program, young people throughout Milwaukee now have multiple access points to obtaining drivers' licenses.

Contractor was chosen pursuant to RFP 1038, which closed on February 22, 2021. The contract will run from September 1, 2021, through August 31, 2022, (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 $566,940.

Budget Code: DRD-0-0-DED-DW-ECTS (MPS Drive — Contract Services)..... $486,940
CSV-0-0-DED-DW-ECTS (Community-based Driver Ed — Contract 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
32	14	12	NA	NA	NA	NA	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

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 Committeels 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 Reports of the Standing Committees.

* * * * *

(Item 7) Action on the Award of Professional Services Contracts Related to Transportation

RFB 5763 Authorization to Enter into Contracts with Three Contractors for Transportation Services for Summer Programs

The Administration is requesting authorization to enter into contracts with the following contractors for transportation services for summer programs: Durham School Services, LP; First Student, Inc.; and Lamers Bus Lines, Inc.

These contractors were chosen pursuant to RFB 5763. The original contracts provided for two one-year options to extend upon mutual agreement. This will be the second, and final, extension of these contracts.

The contract extensions will run from June 1, 2021, through May 31, 2022. The total cost of the contracts in this extension year will not exceed $450,000.

The following table provides information on the amount not to exceed for each contract:

Program	Contractor	Amount
Extended School Year (ESY) with Club	First Student, Inc.	$174,000
Recreation Program	Lamers Bus Lines, Inc.	$210,000
Devin Harris Playground	Lamers Bus Lines, Inc.	$3,000
Summer Stars Teen Program	Lamers Bus Lines, Inc.	$52,000
Summer Playground Travelling Adventures	Durham School Services, LP	$11,000

Budget Codes:
TPH-0-A-SSE-DW-EPPT $384,000
RPW-0-0-PRC-RC-ECTS $11,000
RPW-0-S-DH1-RC-ECTS $3,000
RTW-0-0-MCC-RC-ECTS $52,000

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
NA	NA	NA	No	5%	5%	TBD	NA	300	0

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
57,000	25,372	32,031	No	5%	5%	$8,700	NA	300	0

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
186	65	68	No	5%	5%	TBD	NA	300	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 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 Reports of the Standing Committees.

* * * * *

(Item 8) Action on the Award of Exception-to-bid Contracts

——— Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System on Behalf of University of Wisconsin-Milwaukee to Provide College Courses Leading to Transferrable College Credits for MPS High-school Students through the M^3 College Program

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee ("UWM") to serve the MPS 2020-21 senior class through provision of college courses leading to transferrable college credits for MPS high-school students through the M^3 College Program.

This contract is for the M^3 College Program, which is an innovative dual-enrollment program among MPS, Milwaukee Area Technical College ("MATC"), and UWM that allows eligible students to complete their high-school graduation requirements while earning up to 20 college credits from both MATC and UWM. This contract is for students to take six of those credits at University of Wisconsin-Milwaukee.

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 second, and final, contract extension will run from July 1, 2021, through June 30, 2022.The total cost of the contract in this extension year will not exceed $150,000.

Budget Code: ORC-0-0-ESV-EO-ECTS (Contract Services — College & Career Readiness)..... $150,000

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 Extend a 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 Program

The Administration is requesting authorization to extend a contract with Milwaukee Area Technical College ("MATC") to serve the MPS juniors and seniors through provision of college courses leading to transferrable college credits for MPS high-school students through the M^3 College Program.

This contract is for M3 College Program, which is an innovative dual-enrollment program between MPS, MATC, and University of Wisconsin-Milwaukee ("UWM") that allows eligible students to complete their high-school graduation requirements while earning up to 20 college credits from both MATC and UWM. This contract is for students to take 14 of those credits at Milwaukee Area Technical College during their senior year of high school.

Up to 100 MPS students will attend classes at the MATC Downtown Campus four times a week (Monday through Thursday) and will be working to earn up to seven college credits the first semester and another six the second semester. The students will be taking classes in core subject areas such as English and math. Additionally, up to 64 MPS students (juniors and seniors) will attend classes at MATC and will be working toward gaining a Certified Nursing Assistant (CNA) certification and Licensed Practical Nurse (LPN) certification, earning up to 16 college credits in the 2021-22 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 original contract provided for two one-year options to extend upon mutual consent. This will be the second option year for the contract.

This second and final contract extension will run from July 1, 2021, through June 30, 2022. The total cost of the contract in this extension year will not exceed $525,000.

Budget Code: ORC-0-0-ESV-EO-ECTS (College & Career Readiness — Contract Services) $525,000

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 Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School for the Provision of Virtual Program/School

The Administration is requesting authorization enter into a contract with Cooperative Educational Service Agency #9 (CESA #9)/Wisconsin Virtual School ("WVS") for the provision of equitably-accessible, high-quality online educational options, courses, and services for Milwaukee Public Schools (MPS) and its students for use in an MPS virtual program/school. WVS will be used to deliver online education courses in grades 6 through 12, as well as advanced-placement and credit-recovery courses that align with Wisconsin State Standards. WVS 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 administration and staff to teach courses and to further develop and to operate the MPS virtual program and school.

This contract is in response to, and in alignment with, the Board's approval of the Administration's regional development plan on July 26, 2018, which directed establishing a MPS virtual school to begin effective with the second semester of the 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, which has an agreement with DPI to provide online courses and services to Wisconsin schools as a partner in the Wisconsin Digital Learning Collaborative (WDLC), consists of two collaborating organizations, WVS and the Wisconsin eSchool Network. These two organizations partner with DPI to provide a single point for schools to access quality online courses. Combined, the programs provide partnership pathways for schools to provide a variety of online and blended-learning opportunities. WVS provides high-quality, media-rich online courses that meet Wisconsin's and national standards and are taught by instructors holding appropriate Wisconsin DPI licensing. WVS also offers assistance and training to districts in developing their own virtual programs. As such, WVS is uniquely situated to provide the services requested by MPS.

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

This contract will run from July 1, 2021, through June 30, 2022. The total cost of the contract in this initial term will not exceed $350,000

Budget Codes: Title ID GOE-0-I-1T2-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

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 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 Reports of the Standing Committees.

* * * * *

(Item 9) Action on a Request to Approve the Third Amendment to Extend the Lease Agreement with Assata at the 35th Street Building located at 3517 West Courtland Avenue

Background

Assata, which was established as a Milwaukee Public Schools partnership school in 1992, provides an educational program for students in grades 9 through 12 who are at risk of not graduating as defined in Wis. Stat. 118.153(1)(a). Assata's educational component is designed to integrate historic contributions and

experiences of African-Americans into the daily curriculum as a means to expand both subject and content knowledge needed to overcome credit deficiencies.

In June of 2013, the Milwaukee Board of School Directors entered into a lease agreement with Assata for a portion of the 35th Street School property located at 3517 West Courtland Avenue. In June 2016, the Milwaukee Board of School Directors approved the first amendment to lease term agreement, and the second amendment to the lease agreement was approved in June 2018.

The Administration is requesting approval of the proposed third amendment to the lease agreement with Assata that will extend the lease term from July 1, 2021, through June 30, 2024, which aligns with the term of the current partnership contract with Assata.

The lease rent revenue shall be as follows:

- July 1, 2021-June 30, 2022..... $112,590.00
- July 1, 2022-June 30, 2023..... $114,842.00
- July 1, 2023-June 30, 2024..... $117,141.00

The original lease, prior lease extensions, and the draft third amendment are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is $344,573.00.

Implementation and Assessment Plan

Upon the Board's approval, the Third Amendment to the Lease Agreement with Assata, 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 Assata, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 10) Action on a Request to Approve the Third 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 and/or behavioral issues have become major barriers in a student's success in school.

In June 2018, the Milwaukee Board of School Directors entered into a lease agreement with Banner Prep for a portion of the 35th Street School property located at 3517 West Courtland Avenue. In June 2019, the Milwaukee Board of School Directors approved the first amendment to lease term agreement, and the second amendment to the lease agreement was approved in June 2020.

The Administration is requesting approval of the proposed third amendment to the lease agreement with Banner Day Learning Corp. that will extend the lease term from July 1, 2021, through June 30, 2022, which aligns with the term of the current partnership contract with Banner Prep.

The lease rent revenue will be as follows:

- July 1, 2021-June 30, 2022..... $104,971.00

The original lease, prior amendments, and the draft third amendment are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule 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 $104,971.00.

Implementation and Assessment Plan

Upon the Board's approval, the Third Amendment to the Lease Agreement with Banner Day Leaning Corp., as attached to the minutes of your Committee's meeting, shall be executed.

Committee's Recommendation

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

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 11) Report with Possible Action Regarding the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff

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 December 2019 meeting, the Board directed the Administration to establish a special task force to develop capacity in attracting, retaining, and developing bilingual teachers and support staff. Since that time, the Bilingual Task Force (BTF), which has been meeting monthly, submitted the Preliminary Bilingual Task Force Report during the March 2021 board cycle. At that time, the motion was submitted, discussed, and officially adopted at the Board's regular April 2021 meeting:

1. That the final reprtt of the Bilingual Task Force (BTF) shall include recommendations by bilingual paraprofessionals, bilingual permit teachers, students, parents, community members, and others with expertise on bilingual and World Language issues.
2. In its next meetings, the BTF will create working groups for this purpose. The working groups shall prepare reconmendations on
    a) all aspects of the financial support from MPS and the specific out-of-pocket costs to future bilingual and World Language teachers;
    b) protocols so that bilingual and World Language teachers complete their student teaching on the job at MPS;
    c) alternative ways of assessing the language proficiency of bilingual employees and on how to engage DPI on standards for bilingual and related certification; and
    d) on the most efficient and effective reorganization of MPS programs, suppmt systems to advocate for, and retain and nmture educators for the expansion of bilingualism in MPS.

Going forward, the motion will guide the work of the BTF.

As part of its April action, the Board directed the BTF to create working groups to create further recommendations. In order to establish the working groups, an electronic form was created for members to select an area of interest as aligned to the Preliminary Bilingual Task Force Report. At the BTF's April meeting, the task force shared the Preliminary Task Force Report that was presented to the Board in March.

The BTF's May meeting took place the evening of May 12, 2021. Topics on the agenda included working groups' assignments based on responses via the electronic form and work time for the groups. The groups will align their work to the Board's action.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

* * * * *

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 Data and Progress Associated with the Office for Civil Rights (OCR) 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

In 2014-15, the Office for Civil Rights (OCR) conducted a biennial review of data and discovered a disproportionality of African American students receiving referrals, suspensions and other disciplinary actions.

The Administration has been working with the U.S. Department of Education Office for Civil Rights (OCR) to fulfill ten agreed upon action items to ensure the equity of discipline measures within the district and in 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 Office of Civil Rights (OCR). At that time, the Board took action to direct the Administration to report monthly on progress relative to the ten agreed upon action items, as well as a report on suspensions, expulsions, and referrals. The report for March through April 2021 follows.

Discipline Disproportionality Data and Action Steps, March 1-April 27, 2021

Below is an update of activities and benchmarks aligned to the action steps associated with Resolution #05-14-5003 with the Office for Civil Rights. Action steps 1, 5, 6, and 8 are considered met pending feedback from the Office for Civil Rights. All data and information have been updated as of April 27, 2021.

Action Step 2 — Early Identification of Students at Risk for Behavioral Difficulties and Early Intervention

Ongoing implementation of the multi-tiered system of behavioral support continues districtwide to identify students at risk for behavioral difficulties. All schools are documenting behaviors and supports within PLP Classroom Behavior in Infinite Campus. School teams use this data to inform teachers' practice, to identify school-wide trends in behaviors, and to identify students at risk for early intervention. Documentation of data indicate that staff members are working with students with behavioral difficulties without having to resort immediately to disciplinary practices.

March 31, 2021

As of March 31, 2021, there were 1,399 documented Tier 2 behavioral interventions and 165 Tier 3 behavioral interventions across the district.

March Benchmark & Timeline

By March 31, 2021, documented Tier 2 interventions will increase by 10%, supporting students who have been identified for early intervention.

Outcome

Benchmark met. This is a 23% increase from 1,138 Tier 2 interventions and a 12% increase from 147 Tier 3 interventions, as of February 28, 2020.

April 27, 2021

As of April 27, 2021, there were 1,555 documented Tier 2 behavioral interventions and 181 Tier 3 behavioral interventions across the district.

April Benchmark & Timeline

By April 27, 2021, documented Tier 2 interventions will increase by 10%, supporting students who have been identified for early intervention.

Outcome

Benchmark met. This is an 11.2% increase from 1,399 Tier 2 interventions and a 10% increase from 165 Tier 3 interventions, as of April 27, 2020.

May Benchmark & Timeline

By May 31, 2021, documented Tier 2 interventions will increase by 10%, supporting students who have been identified for early intervention.

Action Step 3 — Outreach to Students

During March and April, middle and high schools held virtual meetings of their Student Discipline Committees, with minutes and discussions having been submitted online.

March 31, 2021

March Benchmark & Timeline

By March 31, 2021, 100% of traditional middle and high schools will have submitted evidence validating that their Student Discipline Committees each had held two virtual meetings at which specific recommendations from students and topics of interest to students had been discussed.

Outcome

Benchmark met.

April Benchmark & Timeline

By April 30, 2021, 100% of traditional middle and high schools will have submitted evidence validating that their Student Discipline Committees each had held two virtual meetings at which specific recommendations from students and topics of interest to students had been discussed.

Outcome

Benchmark on-track to being met pending final report (April 1- April 30).

Report Summary

The topics discussed by students at meetings held throughout March included due process in suspensions, defining equity, policing, Milwaukee's segregation, returning to school buildings, school climate, student voice, and other topics. Students also discussed recommendations around returning to schools, specific routines and procedures for schools, mask wearing, equity within the classroom, and opportunities to have student-led conversations in class.

April 27, 2021

April Benchmark & Timeline

By April 30, 2021, 100% of traditional middle and high schools will have submitted evidence validating that their Student Discipline Committees each had held two virtual meetings at which specific recommendations from students and topics of interest to students had been discussed.

The topics discussed by students at meetings held throughout April included returning to school buildings, rebuilding the classroom community after a year removed, students engaging in social justice, and other topics. Students also began to discuss the May Student Leadership Summit and breakout sessions they will attend.

May Benchmark & Timeline

Host the MPS Virtual Student Leadership Spring 2021 Summit for students from all Student Discipline Committees. Students will participate in two rounds of self-selected breakout sessions on a variety of topics, including mental health, summer opportunities, financial planning, student leadership, and interviewing skills, among others.

Action Step 4 — Outreach to District Staff

All schools have Discipline Work Groups that meet monthly to analyze disproportionality data, to identify specific strategies, and to identify specific professional development and support for staff members and students. The District Discipline Manager continues to send to Discipline Champions weekly emails containing best practices, supports, and articles for reflection.

March Benchmark & Timeline

By March 31, 2021, 100% of MPS schools will have submitted evidence validating that their Discipline Work Groups had met during the month.

Outcome

Benchmark met.

April Benchmark & Timeline

By April 30, 2021, 100% of MPS schools will have submitted evidence validating that their Discipline Work Groups had met during the month.

Outcome

Benchmark on-track to being met pending final report (April 1-April 30).

Report Summary

March 31, 2021

Discipline Champions receive weekly email with updates, best practices, and articles for reflection to implement and share throughout their school community. After reviewing their schools' data, Discipline Work Groups identified specific strategies for implementation. Examples of some of these identified strategies include a staff discussion around rules and procedures, relationship-building strategies, family contact, virtual check- in/check-out, updating the T-chart, and morning meetings, among others.

Schools also discussed recommendations and supports needed, including increasing family engagement, students returning to school buildings, creation of school book studies, additional professional development on disproportionality and bias, hybrid learning strategies, and addressing grief, among others.

April 27, 2021

After reviewing their schools' data, Discipline Work Groups identified specific recommendations and support needed, including professional development on navigating in-person learning and virtual learning at the same time, specific classroom procedures, self-care for adults and students, allocating time to talk with colleagues and students about social justice, and consistent messaging.

April Benchmark & Timeline

By April 30, 2021, 100% of MPS schools will have submitted evidence validating that their Discipline Work Groups had met during the month.

May Benchmark & Timeline

By May 31, 2021, 100% of MPS schools will have submitted evidence validating that their Discipline Work Groups had met during the month. All school teams will submit year-end recommendations to the district regarding discipline.

Action Step 7 — Staff Professional Development

March 31, 2021

The following is a sampling of professional development opportunities that were offered to staff members during March through the District's Learning Management System (LMS).

Title	Audience	Enrollment
Culturally-responsive Problem Solving	Story	31
Role of Bias in Discipline	Fratney, Whitman	76
Courageous Conversations about Race Exploration	Riverside	91
Courageous Conversations about Race Exploration	North Division	28
Courageous Conversations about Race Exploration	Bradley Tech	51
Courageous Conversations about Race Exploration	Milwaukee School of Languages	56
Courageous Conversations about Race Exploration	King HS	69
Courageous Conversations about Race Exploration	Golda Meir	58
Courageous Conversations about Race Exploration	Project Stay	10
Courageous Conversations about Race Exploration	Reagan	50
Courageous Conversations about Race Exploration	Alliance	12
Courageous Conversations about Race Exploration	Groppi	10
Courageous Conversations about Race Exploration	Transition	11

March Benchmark & Timeline

Provide sessions for middle- and high-school teachers to attend the Courageous Conversations about Race Exploration. All staff members who attend will be provided best practices and opportunities for additional support.

Outcome

Benchmark met.

April 27, 2021

The following is a sampling of professional development opportunities that were offered to staff members during April through the district's Learning Management System (LMS).

Title	Audience	Enrollment
Courageous Conversations about Race Exploration	Bay View	50
Courageous Conversations about Race Exploration	Madison	39
Courageous Conversations about Race Exploration	Pulaski	57
Courageous Conversations about Race Exploration	Vincent	50
Courageous Conversations about Race Exploration	MacDowell	16
Courageous Conversations about Race Exploration	South	64

Title	Audience	Enrollment
Courageous Conversations about Race Exploration	WCLL	16
Courageous Conversations about Race Exploration	Audubon	60
Courageous Conversations about Race Exploration	Marshall	53
Courageous Conversations about Race Exploration	Rufus King High School	73
Courageous Conversations about Race Exploration	Milwaukee High School of the Arts	61

Year to date, 1,011 staff members have attended the all-day Courageous Conversations about Race Exploration.

April Benchmark & Timeline

Provide sessions for middle- and high-school teachers to attend the Courageous Conversations about Race Exploration. All staff members who attend will be provided best practices and opportunities for additional support.

Outcome

Benchmark met.

May Benchmark & Timeline

Provide sessions for middle- and high-school teachers to attend the Courageous Conversations about Race Exploration. All staff members who attend will be provided best practices and opportunities for additional support. Complete sessions for all regular education and special education teachers at traditional middle and high schools.

Action Step 9 — Data Evaluation

March 31, 2021

Below are all behavioral events and administrators' resolutions documented across the district from March 1, 2021, through March 31, 2021. There were 28 referrals in which 33 events were found. As of March 31, 2021, there have been 277 behavioral events, as compare with 45,074 behavioral events year-to-date for March 31, 2020.

	Total Number of Events										
Behavioral Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Two or More Ethnic Codes	March	February	YTD	Administrators' Resolutions*
Bullying Due to Sex										1	
Bullying — Other Reason											
Chronic Disruption				2				2		65	18
Disorderly Conduct				3				3	1	16	18
Endangerment of Physical Safety/Mental Well-being		1						1		2	18
Inappropriate Dress				2				2		3	18
Inappropriate Personal Property										6	
Inappropriate use of electronic communication devices	7			10		3		20	12	129	2, 3, 4, 9, 13, 17
Personal Threat										7	
Possession/Ownership/Use of Drugs											
Possession/Ownership/ Use of a Gun										4	
Possession/Ownership/Use of Weapon Other than Gun				1				1		3	1, 9.10
Sexual Assault										1	

Behavioral Event	Total Number of Events										Administrators' Resolutions*
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Two or More Ethnic Codes	March	February	YTD	
Sexual Harassment	1							1		2	9
Substantial Environmental Disruption	1							1		8	9
Use of Tobacco, Including Chewing	1							1		6	9
Vandalism										1	
Verbal Abuse/Profanity/Harassment				1				1	2	23	18
Grand Total	10	1		19		3		33	15	277	

*Code	Resolution
1	Alternative Virtual Instruction
2	Conference
3	Counsel
4	CS Conference Scheduled
5	Handled at Local Level
6	IEP Review
7	Investigative Review
8	Alternative School Reassignment
9	Parent Contact
10	Police Involvement
11	Preliminary Expulsion Hearing
12	Referral- BIT
13	Referral to School Social Worker/School Psychologist
14	Remain Present School
15	Suspension
16	Suspension Pending
17	Virtual Discipline Process
18	In process

April 27, 2021

Below are all behavioral events and administrators' resolutions documented across the district from April 1, 2021, through April 27, 2021. There were 82 referrals in which 101 events were found. As of April 27, 2021, there have been 377 behavioral events year-to-date, as compare with 45,074 behavioral events year-to-date for the 2019- 20 school year.

Behavioral Event	Total Number of Events										Administrators' Resolution*
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Two or More Ethnic Codes	April	March	YTD	
Assault	1			3				4		4	9, 18
Battery				1				1		2	18
Bullying Due to Sex										1	
Bullying — Other Reason				1		1		2		2	18
Chronic Disruption	4	2		10				16	2	81	9, 18
Disorderly Conduct	5	1		12				18	3	33	1, 3, 9, 12, 15, 18
Endangerment	1			4				5	1	6	3, 18
Fighting	8			13				21		21	1, 3, 9, 17, 18
Gambling				1				1		1	18
Inappropriate Dress									2	3	
Inappropriate Personal Property	1		1					2		8	1, 3, 9

Behavioral Event	Total Number of Events										Administrators' Resolution*
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Two or More Ethnic Codes	April	March	YTD	
Inappropriate use of electronics	2			1			1	4	20	133	3, 9, 18
Leaving classroom without permission	3			2				5		5	9, 18
Other substances/materials				1				1		1	1
Personal Threat	1			3		1		5		12	1, 2, 3, 9, 10, 18
Possession/Ownership/Use of Drugs	2			2				4		4	9, 10, 11, 17
Possession/Ownership/ Use of a Gun										4	
Possession/Ownership/Use of Weapon Other than Gun	2							2	1	5	11, 17
Sexual Assault										1	
Sexual Harassment									1	2	
Substantial Environmental Disruption				5				5	1	13	1, 9, 18
Use of Tobacco, Including Chewing				1				1	1	7	1
Vandalism				2				2		3	18
Verbal Abuse/Profanity/Harassment				2				2	1	25	18
Grand Total	30	3	1	64		2	1	101	33	377	

*Code	Resolution
1	Alternative Virtual Instruction
2	Conference
3	Counsel
4	CS Conference Scheduled
5	Handled at Local Level
6	IEP Review
7	Investigative Review
8	Alternative School Reassignment
9	Parent Contact
10	Police Involvement

*Code	Resolution
11	Preliminary Expulsion Hearing
12	Referral- BIT
13	Referral School to Social Worker/School Psychologist
14	Remain Present School
15	Suspension
16	Suspension Pending
17	Virtual Discipline Process
18	In process

	District's Population	YTD Behavioral Events, as of:	
		03/31/21	04/27/21
Hispanic	27%	23%	24%
American Indian	>1%	1%	2%
Asian	8%	1%	1%
Black	51%	63%	63%
Pacific Islander	>1%	0%	0%
White	10%	11%	9%
Two or More Ethnic Codes	4%	1%	1%

Action Step 10 — Implementation Plan

March 31, 2021

On March 2, 2021, the District Discipline Disproportionality Leadership Team met and discussed schools' data and Discipline Work Groups' meeting minutes.

Cohorts of staff members reading Glenn Singleton's *Courageous Conversations About Race* and Ibram X Kendi's *How to Be an Antiracist* completed their reading and discussions. A cohort of 27 staff members began reading *Pushout: The Criminalization of Black Girls in Schools* by Monique Morris.

Milwaukee French Immersion School completed its six-session series on race and disproportionality led by ten school-based facilitators coached by the District Discipline Manager. La Escuela Fratney continued a professional development series on race and disproportionality facilitated by the District Discipline Manager.

The Wisconsin (WI) Disproportionality Network continues to offer an Educational Equity Leadership Series with a variety of local and national speakers on various topics on race and equity. Each session includes a presentation followed by an online discussion by participants. In March, the sessions offered included Sticks & Stones: From Hurting to Healing, Education in the Lens of Two Sisters, and Art as a Process to Decolonize. 21 MPS staff members attended.

A variety of other opportunities were shared through Discipline Champions, including a viewing of the documentary *White Like Me, Grab the Mic — Tell Your Story* resources from Jason Reynolds, a national five-day racial reflection challenge from Frederick Joseph, a national webinar from Heather McGhee based on *The Sum of Us: What Racism Costs Everyone,* as well as various articles on systemic racism, bias, and school climate and discipline.

All participants attending Courageous Conversations about Race Exploration receive a follow-up email from the District Discipline Manager with additional resources, best practices, and access to a networking site for all attendees to continue their exploration. Additionally, a cohort of ten MPS staff members has been identified to engage with Courageous Conversations about Race towards becoming practitioners of the work within MPS.

March Benchmark & Timeline

Begin cohort reading *Pushout: The Criminalization of Black Girls in Schools* by Monique Morris with four total sessions discussing the book and reflecting on an action plan for Milwaukee Public Schools.

Outcome

Benchmark met.

April 27, 2021

On April 13, 2021, the District Discipline Disproportionality Leadership Team met and discussed schools' data and Discipline Work Groups' meeting minutes.

A cohort of 27 staff members finished reading Monique Morris' Pushout: The Criminalization of Black Girls in Schools. Participants met four times to discuss the book and to contextualize the work within Milwaukee Public Schools.

The Wisconsin (WI) Disproportionality Network continues to offer an Educational Equity Leadership Series with a variety of local and national speakers on various topics on race and equity. Each session includes a presentation followed by an online discussion by participants. In April, the sessions offered included Message in the Madness with Eddie Moore, Reflections of a Global RAPtivist with Aisha Fukushima, and Latinx Communities and the COVID19 Pandemic with Armando Ibarra.

A variety of other opportunities were shared through Discipline Champions, including resources to discuss anti-Asian hate with students, a webinar on Leadership for Equity through Positive Relationships, expectations, procedures and best practices as students return to school buildings, and updating the school T-chart to encompass students' learning virtually and in the classroom.

All participants attending Courageous Conversations about Race Exploration receive a follow-up email from the District Discipline Manager with additional resources, best practices, and access to a networking site for all attendees to continue their exploration. Additionally, a cohort of ten MPS staff members have been identified to engage with Courageous Conversations about Race towards becoming practitioners of the work within MPS.

April Benchmark & Timeline

Complete *Pushout: The Criminalization of Black Girls in Schools* book cohort with staff members, create resources for future book cohorts, and create district next steps.

The ten identified Courageous Conversations about Race practitioners begin summer cohort with vendor.

Outcome

Benchmark met.

May Benchmark & Timeline

Creation of best practices for universal classroom supports across various approaches, including PBIS, restorative practices, mindfulness, and others.

Integration of disproportionality best practices within the 2021-22 School Improvement Plans (SIP).

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 2) Report with Possible Action on Bullying Prevention

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 2019, the Milwaukee Board of School Directors approved Resolution 1819R-017 regarding bullying prevention. Since that time, district staff have reviewed best practice in bullying prevention; developed proposed revisions to Administrative Policy 8.52, Bullying; and developed Administrative Procedures 8.52, Bullying,to support the policy. The proposed revisions and draft procedure have been submitted for the review process before they come before the Board for consideration.

A bullying-prevention professional development for district administrators has been drafted, detailing the proposed changes to the policy and the newly developed procedur, and incorporating recommendations for bullying prevention, intervention, and safety planning. A companion professional development has been created for teachers and is in progress for support staff, tailored toward their role in supporting the prevention of bullying. A presentation on bullying prevention was provided for parents and other members of the district community during the Community Conversation in December 2020.

Through the Wisconsin Department of Public Instruction, district staff members participated in both instructor-led and self-paced learning opportunities with Dr. Chad Rose of the Bully Prevention Lab at the University of Missouri. These learning opportunities were made available to school- and district-based staff at no cost, as a result of our receipt of the 2019-21 DPI school-based mental health grant.

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 8.52, Bullying

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(Item 3) Report with Possible Action on Family 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 engagement activity. This presentation will highlight the professional development and support that parent coordinators received this year to help increase their capacity to meet the needs of families within the district during virtual learning. Each MPS school has a parent coordinator who plays a critical role in serving as a liaison between the school and families to improve communication, to support academic achievement, and to increase overall engagement.

Parent Coordinator Institutes

Monthly professional development institutes will be held the second Tuesday for two hours. The sessions will feature W.I.N. (What I Need) sessions. All parent coordinators and school leaders are invited.

Support during Reopening

Pathways were created to expedite information for parent coordinators to disseminate to families. Creative tools were provided to assist with equitable family-engagement activities. Resources include a help desk, Google classroom tools, procurement of donations for schools, a weekly newsletter, and job postings and community resources for families.

Family Engagement Events

The most recent events held included the Special Education Leadership Institute for Families (SELIF), Celebrating Abilities, and My Very Own Library Virtual Book Fair.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.11, School Engagement Councils

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve Submission of Contracts for the Achievement Gap Reduction Program

Background

The Achievement Gap Reduction (AGR) program was authorized in 2015 after state legislation passed Wisconsin Acts 53 and 71. The purpose of AGR is to improve academic achievement and decrease

achievement gaps through the implementation of one or more of the approved school improvement strategies. Currently, MPS has 63 traditional schools and one non-instrumentality charter school that participate in the AGR program. The participating schools are:

Allen Field	Gaenslen	MACL
Barton	Grant	Milw. Sign Language
Brown	Grantosa	Mitchell
Browning	Greenfield	Neeskara
Bruce	Hampton	Obama
Bryant	Hawthorne	Parkview
Burbank	Hayes	Pratt
Carson	Hi-Mount	River Trail
Cass	Hopkins	Rogers
Clarke	Lloyd	Sherman
Clemens	Jackson	Siefert
Congress	Keefe	Starms (Gr. 1-3)
Doerfler	King, Jr.	Starms E.C. (K5)
Eighty-first	Kluge	Story
Elm	LaCausa	Stuart
Emerson	LaFollette	Thoreau
Engleburg	Lancaster	Thurston Woods
Fifty-third	Lincoln	Townsend
Forest	Longfellow	Victory
Home	Lowell	Westside
Franklin	Maple Tree	WCLL
Fratney	Metcalfe	Zablocki

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.

All school districts that participate in the AGR program are to submit a five-year-contract to the Department of Public Instruction by June 15, 2021.

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 AGR program provides state aid of $2,388.04 per low-income pupil. The proposed FY22 MPS budget includes the AGR funding expected to be generated from the 64 schools.

Implementation and Assessment Plan

Upon the Board's approval, 64 contracts will be electronically submitted, and an official copy of the Board's action approving the submission of the AGR contracts will be forwarded to the Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the 2021-26 Achievement Gap Reduction program applications to the Department of Public Instruction.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 2) Action on Approval of the English Language Development (ELD) Standards

Background

As required by the Wisconsin Department of Public Instruction, a notice identifying the academic standards previously adopted by the school board is to be included as an item on the Board's agenda at the start of the school year. Since the Administration completed this in September 2020, English Language Development (ELD) Standards were recently adopted by the Wisconsin Department of Public Instruction. The Administration is requesting that these English Language Development Standards be approved by the Board.

WIDA English Language Development Standards

ELD Standard 1:	English-language learners communicate for social and instructional purposes within the school setting;
ELD Standard 2:	English-language learners communicate information, ideas, and concepts necessary for academic success in the content area of language arts
ELD Standard 3:	English-language learners communicate information, ideas, and concepts necessary for academic success in the content area of mathematics;
ELD Standard 4:	English-language learners communicate information, ideas, and concepts necessary for academic success in the content area of science;
ELD Standard 5:	English language learners communicate information, ideas, and concepts necessary for academic success in the content area of social studies;

In December 2020, the Wisconsin Department of Public Instruction released the ELD standards to support English-learner students' social, instructional, and academic language proficiency. The standards include support for language arts, mathematics, science, and social studies from beginning language development to more advanced levels. As a result, the ELD standards demonstrate methods for multilingual learners to access standards-based grade-level content instruction through the four domains of reading, writing, speaking, and listening. The ELD standards uphold the importance of educators developing content and language concurrently, with academic content as a context for language learning and language as a means for learning academic content. Introducing the ELD standards and how to integrate them into core content teaching will be part of Ambitious Instruction during the 2021-22 school year.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the English Language Development (ELD) Standards will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the English Language Development (ELD) Standards.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 3) Action on the Approval of the Selection of Textbooks and Instructional Materials for Grades K-8 Literacy, Including Bilingual and English as a Second Language (ESL) for Textbooks to Be Used During the 2021-22 School Year

Background

On February 25, 2020, the Board approved the opening of the study of areas for textbook/material selection. Pursuant to Administrative Policy 7.26, Textbook/Materials Adoption, evaluation committees were formed. The committees have completed the necessary studies with respect to grades K-8 Literacy, including Bilingual and English as a Second Language (ESL), and are recommending the following for adoption for use during the 2021-22 school year:

K5-2nd-grade Reading (English)
Into Reading; 2022; Houghton Mifflin Harcourt
3rd-5th-grade Reading (English)
Into Reading; 2022; Houghton Mifflin Harcourt
6th-8th-grade Reading (English)
Into Literature; 2022; Houghton Mifflin Harcourt
K5-2nd-grade Reading Bilingual/Biliteracy (Spanish)
¡Arriba la Lectura!; 2020; Houghton Mifflin Harcourt
3rd-6th-grade Reading Bilingual/Biliteracy (Spanish)
¡Arriba la Lectura!; 2020; Houghton Mifflin Harcourt
7th -8th-grade Reading Bilingual/Biliteracy (Spanish)
Galería de lengua y cultura; 2022; Vista Higher Learning
K5-5th-grade English Language Development for English Learners, levels 2-4, and K5, all levels
Connect; 2022; Vista Higher Learning
1st-3rd-grade English Language Development for English Learners, level 1 (Newcomers)
Get Ready Sail!; 2022, Vista Higher Learning
4th-5th-grade English Language Development for English Learners, level 1 (Newcomers)
Get Ready Soar!; 2022; Vista Higher Learning
6th-8th-grade English Language Development for English Learners, levels 2-4
Impact; 2017; National Geographic Learning
6th-8th-grade English Language Development for English Learners, level 1 (Newcomers)
Time Zones; 2021; National Geographic Learning

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.26, Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

Approval of this item authorizes expenditures. The estimated cost for selection of the recommended textbooks/instructional materials is $12,000,000, with schools budgeting $10/student per year for the duration of the literacy adoption for consumables. Funding is included in the FY21 budget, budget code GEN-0-0-INV-DW-ETXB (Textbooks).

Implementation and Assessment Plan

Textbooks/instructional materials and on-line tools for the recommended adoptions will be purchased in FY21 with funds that have been allocated in FY21. Professional development and online tools will be implemented during the 2021-22 school year.

Committee's Recommendation

Your Committee recommends that the Board authorize the Administration to select the textbooks and instructional materials to be used during the 2021-22 school year as detailed in this item and to begin the negotiation and implementation processes, including related supplementary materials such as teachers' manuals, resource guides, and online resources.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 4) Action on a Request to Approve the Contracts for Behavioral Reassignment and At-risk Seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy

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 through a Central Office hearing process and have received a placement in BR schools for a specified period of time. MPS also offers at-risk programs that were developed to serve students who are 16 years of age or older and are defined as at-risk of not graduating from high school under Wisconsin State Statutes, Section 118.153(1)(b), to help these students work towards earning high-school diplomas. MPS continues to have a need to partner with community-based agencies to serve students that have been reassigned for a designated period of time due to violations of the MPS code of conduct.

In March 2020, 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. Banner Prep's mission is to provide an alternative small-school setting for students when academic and/or behavioral issues have become major barriers to their success in school. The current contract specifies that Banner Prep will serve 125 BR seats in grades 9-12.
- Southeastern Education Center (Southeastern), located at 4200 N. Holton Street. 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. The current contract specifies services for 85 BR seats in grades 6 through 8.
- Lad Lake Synergy (Synergy), located at 2820 W. Grant Street. Synergy's mission is to guide growth, to reach potential, and to live responsibly. 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.

In February 2021, a team met to review the data for each of the schools. Each review was conducted virtually and included a presentation by the school's representatives, classroom visits, and parent, staff, and student focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from schools, and to provide feedback.

Based on 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 and at-risk seats for the 2021-22 school year. The proposed 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 90 BR seats in grades 6 through 12 and 20 at-risk seats in grades 9 through 12, for a total of 110 seats.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contract for BR and at-risk seats. The representatives agree with the contracts' modifications for the Board's approval. The contract documents are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

Schools' 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.

Committee's Recommendation

Your Committee recommends that the Board approve the contracts, effective for the 2021-22 school year.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

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(Item 5) Action on a Request to Approve the Instrumentality Charter School Contract with Whittier Elementary, Inc., for Whittier Elementary School

Background

Whittier Elementary School (Whittier), located at 4382 S. 3rd Street, was established as an instrumentality charter school beginning with the 2001-02 school year. The current contract is for up to a maximum of 225 full-time-equivalent (FTE) pupils in grades K4 through 5. Whittier's contract has been renewed for five years in each of its previous renewal cycles.

Whittier's mission is to provide a safe, caring learning environment in which staff, students, parents, and community relationships merge to foster high academic achievement for students. Whittier works to take a child where he/she is functioning and to move the child forward through enrichment, remediation, and acceleration opportunities so that each child will be challenged to achieve academic success.

On January 28, 2021, the Board approved a five-year renewal recommendation for Whittier 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 Whittier Elementary, Inc., for Whittier Elementary School.

In April 2021, representatives from Whittier, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model instrumentality charter school contract and agreed to the redline contract as attached to the minutes of your Committee's meeting.

Contingent upon the Board's approval, Whittier accepts the instrumentality charter contract as attached to the minutes of your Committee's meeting, with the following modifications:

- language has been added to clarify that the charter school's governing board is a party to the contract, to reflect current law, and to reflect historical background;
- the name of the school is Whittier Elementary School, and the school will be located at 4382 S. 3rd Street;
- the name of the person who will be in charge of the charter school has been updated to reflect that Margaret (Peggy) Mystrow will be the school leader, and language has been added to reflect the manner in which administrative services will be provided;
- language has been revised to reflect applicability of MPS's policies and statutes;

- language relating to performance indicators has been updated to reflect applicability and current practice;
- language relating to the charter school's governance has been updated to provide clarity and to be consistent with statutory language relating to the charter school's governance;
- language has been revised relating to the charter school's staff;
- language relating to requirements for admission to the school has been updated;
- language relating to financial and performance audits has been updated to reflect current practices and to reflect selection of method for financial and performance audits;
- language has been updated to reflect selection of disciplinary guidelines;
- language relating to facilities, indemnification, and insurance has been updated;
- language relating to the effect of the establishment of the charter school on the liability of the Board has been updated;
- language relating to background screening has been updated;
- language relating to right to inspect and receive requested information and reports has been updated;
- language relating to the calendar has been updated;
- language relating to purchasing has been updated;
- language relating to transportation and nutrition has been updated;
- language relating to the responsibilities of the Local Education Agency (LEA) of the District as the school food authority (SFA) has been clarified;
- language has been updated to reflect that Whittier will serve up to a maximum of 225 FTW pupils in grades k4 through 5;
- the term of the contract is updated to reflect five years, to start with the 2021-22 school year and to end with the last regularly scheduled day of the 2025-26 school year;
- language relating to modification or termination of contract has been revised to provide clarity and to reflect current practices;
- language has been added to demonstrate that parties mutually agree to the terms of the contract;
- technical revisions have been made throughout the contract; and
- technical revisions have been made to Appendix A (proposal).

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

The funds for this charter school contract are included as part of the FY22 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2021-22 school year and ending with the 2025-26 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the five-year, instrumentality charter school contract with Whittier Elementary, Inc., for Whittier Charter School to begin with the 2021-22 school year and to end on the last regularly scheduled day of the 2025-26 school year.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

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(Item 6) Action on a Request to Approve the Instrumentality Charter School Contract with IDEAL Charter School, Inc. for Individualized Developmental Educational Approaches to Learning (I.D.E.A.L.) Charter School

Background

Individualized Developmental Educational Approaches to Learning (IDEAL) Charter School, located at 1420 West Goldcrest Avenue, was established as an instrumentality charter school beginning with the 2001-02 school year. IDEAL's mission is to ensure the healthy development and high academic success of all students through the unique multi-age program. IDEAL has five constructs of its educational program: multi- aged inclusive classrooms, students actively engaged in meaningful learning, assessment by performance, product demonstration, shared governance model, and community involvement.

The current contract is for up to a maximum of 300 full-time-equivalent (FTE) pupils in grades K4 through 8. IDEAL has received a five-year instrumentality charter school renewal in each of its previous renewal cycles.

On December 8, 2020 Administration recommended a five-year renewal for IDEAL On December 17, 2020, the Board approved a three-year renewal for IDEAL 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 IDEAL Charter School, Inc., for Individualized Developmental Educational Approaches to Learning (IDEAL) Charter School.

In April 2021, representatives from IDEAL, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model instrumentality charter school contract and agreed to the redline contract as attached to the minutes of your Committee's meeting.

Contingent upon the Board's approval, IDEAL accepts the instrumentality charter contract with the following modifications:

- language has been added to clarify that the charter school's governing board is a party to the contract, to reflect current law, and to reflect historical background;
- the name of the school is Individualized Developmental Educational Approaches to Learning (Ideal) Charter School, and the school will be located at 1420 West Goldcrest Avenue;
- the name of the person who will be in charge of the charter school has been updated to reflect that Jennifer Carter willll be the school leader, and language has been added to reflect the manner in which administrative services will be provided;
- language has been revised to reflect applicability of MPS's policies and statutes;
- language relating to performance indicators has been updated to reflect applicability and current practice;
- language relating to the charter school;s governance has been updated to provide clarity and to be consistent with statutory language relating to charter school governance;
- language has been revised relating to the charter school's staff;
- language relating to requirements for admission to the school has been updated;
- language relating to financial and performance audits has been updated to reflect current practices and to reflect selection of method for financial and performance audits;
- language has been updated to reflect selection of disciplinary guidelines;
- language relating to facilities, indemnification, and insurance has been updated;
- language relating to the effect of the establishment of the charter school on the liability of the Board has been updated;
- language relating to background screening has been updated;
- language relating to right to inspect and to receive requested information and reports has been updated;
- language relating to the calendar has been updated;
- language relating to purchasing has been updated;
- language relating to transportation and nutrition has been updated;
- language relating to the responsibilities of the local Education Agency (LEA) and of the District as School Food Authority (SFA) has been clarified;

- language has been updated to reflect that IDEAL will serve up to a maximum of 300 FTE pupils in grades k4 through 8;
- the term of the contract is updated to reflect five years, to start with the 2021-22 school year and to end with the last regularly scheduled day of the 2025-26 school year;
- language relating to modification or termination of the contract has been revised to provide clarity and reflect current practices;
- language has been added to demonstrate that parties mutually agree to the terms of the contract;
- technical revisions have been made throughout the contract; and
- technical revisions have been made to Appendix A (Proposal).

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

The funds for this charter school contract are included as part of the FY22 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2021-22 school year and ending with the 2025-26 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the five-year, instrumentality charter school contract with IDEAL Charter School, Inc., for Individualized Developmental Educational Approaches to Learning (IDEAL) Charter School to begin with the 2021-22 school year and to end on the last regularly scheduled day of the 2025-26 school year.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

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(Item 7) Action on a Request to Approve the Non-instrumentality Charter School Contract with Milwaukee Excellence, Inc. for Milwaukee Excellence Charter School

Background

Milwaukee Excellence Charter School (Milwaukee Excellence), located at 4950 North 24th Street, was established as a non-instrumentality charter school beginning with the 2016-17 school year. Milwaukee Excellence's mission is through rigorous academics and character 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. Milwaukee Excellence's vision is to use a slow-growth model, growing one grade at a time. Milwaukee Excellence seeks to provide a high-quality education for the most vulnerable populations in our community, to offer a whole-child education with a focus on STEM, coding, and computer science, as well as advance placement courses.

The current contract is for up to a maximum of 600 full-time-equivalent (FTE) pupils in grades 6 through 10. This is Milwaukee Excellence's first renewal cycle.

On December 8, 2020, the Administration recommended a five-year renewal for Milwaukee Excellence. On December 17, 2020, the Board approved a three-year renewal for Milwaukee Excellence 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 Milwaukee Excellence Foundation, Inc., for Milwaukee Excellence Charter School.

In April 2021, representatives from Milwaukee Excellence, 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, Milwaukee Excellence accepts the non-instrumentality charter contract with the following modifications:

- language has been added to clarify that charter school's governing board is a party to the contract, to reflect current law, and to reflect historical background;
- the name of the school is Milwaukee Excellence Charter School, and the school will be located at 4950 North 24th street;
- the name of the person who will be in charge of the charter school has been updated to reflect that Maurice Thomas will be the school leader, and language has been added to reflect the manner in which administrative services will be provided;
- language has been revised to reflect applicability of MPS's policies and statutes;
- language relating to performance indicators has been updated to reflect applicability and current practice;
- language relating to the charter school's governance has been updated to provide clarity and to be consistent with statutory language relating to charter school governance;
- language relating to requirements for admission to the school has been updated;
- language relating to financial and performance audits has been updated to reflect current practices and to reflect selection of method for financial and performance audits;
- language has been updated to reflect selection of disciplinary guidelines;
- language relating to facilities, indemnification, and insurance has been updated;
- language relating to the effect of the establishment of the charter school on the liability of the Board has been updated;
- language relating to background screening has been updated;
- language relating to right to inspect and to receive requested information and reports has been updated;
- language relating to the calendar has been updated;
- language relating to purchasing has been updated;
- language relating to transportation and nutrition has been updated;
- language relating to the responsibilities of the Local Education Agency (LEA) and of the District as School Food Authority (SFA) has been clarified;
- language has been updated to reflect that Milwaukee Excellence will serve up to a maximum of 720 FTE pupils in grades 6 through 11 in the 2021-22 school year and 840 FTE pupils in grades 6 through 12 in the 2022-23, 2023-24, 2024-25, and 2025-26 school years;
- the term of the contract is updated to reflect five years, to start with the 2021-22 school year and to end with the last regularly scheduled day of the 2025-26 school year;
- language relating to modification or termination of contract has been revised to provide clarity and reflect current practices; and
- language has been added to demonstrate that parties mutually agree to the terms of the contract; and
- technical revisions have been made throughout the contract.

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

The funds for this charter school contract are included as part of the FY22 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2021-22 school year and ending with the 2025-26 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the five-year, non-instrumentality charter school contract with Milwaukee Excellence, Inc., for Milwaukee Excellence Charter School to begin with the 2021-22 school year and to end on the last regularly scheduled day of the 2025-26 school year.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 8) Action on a Request to Approve the Non-instrumentality Charter School Contract with Next Door Foundation, Inc., for Next Door Charter School

Background

Next Door Charter School (Next Door), serving students at 2545 North 29th Street and 5310 W. Capitol Drive, was established as a non-instrumentality charter school beginning with the 2006-07 school year. Next Door's mission is to support the intellectual, spiritual, and emotional development of children so that they can become self-sufficient, contributing members of the community. Next Door's vision is to support the development of young children so that they may become confident, independent, and pro- social learners.

The current contract is for up to a maximum of 280 full-time-equivalent (FTE) pupils in grades K4 and K5.

On January 28, 2021, the Board approved a three-year renewal recommendation for Next Door and authorized the Administration, in collaboration with the Board's designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Next Door Foundation, Inc., for Next Door Charter School.

In April 2021, representatives from Next Door, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model non-instrumentality charter school contract and agreed to the redline contract as attached to the minutes of your Committee's meeting.

Contingent upon the Board's approval, Next Door accepts the non-instrumentality charter contract with the following modifications:

- language has been added to clarify that charter school's governing board is a party to the contract, to reflect current law, and to reflect historical background;
- the name of the school is Next Door Charter School, and the school will be located at 2545 North 29th Street and 5310 W. Capitol Drive;
- the name of the person who will be in charge of the charter school has been updated to reflect that Tracey Sparrow will be the school leader, and language has been added to reflect the manner in which administrative services will be provided;
- language has been revised to reflect applicability of MPS's policies and statutes;
- language relating to performance indicators has been updated to reflect applicability and current practice;
- language relating to the charter school's governance has been updated to provide clarity and to be consistent with statutory language relating to charter school governance;
- language relating to requirements for admission to the school has been updated;
- language relating to financial and performance audits has been updated to reflect current practices and to reflect selection of method for financial and performance audits;
- language has been updated to reflect selection of disciplinary guidelines;
- language relating to facilities, indemnification, and insurance has been updated;

- language relating to the effect of the establishment of the charter school on the liability of the Board has been updated;
- language relating to background screening has been updated;
- language relating to right to inspect and to receive requested information and reports has been updated;
- language relating to the calendar has been updated;
- language relating to purchasing has been updated;
- language relating to transportation and nutrition has been updated;
- language relating to the responsibilities of the Local Education Agency (LEA) and of the District as School Food Authority (SFA) has been clarified;
- language has been updated to reflect that next door will serve up to a maximum of 208 FTE pupils in grades k4 and k5;
- the term of the contract is updated to reflect three years, to start with the 2021-22 school year and to end with the last regularly scheduled day of the 2023-24 school year;
- language relating to modification or termination of the contract has been revised to provide clarity and reflect current practices;
- language has been added to demonstrate that parties mutually agree to the terms of the contract;
- technical revisions have been made throughout the contract; and
- technical revisions have been made to Appendix A (Proposal).

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

The funds for this charter school contract are included as part of the FY22 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2021-22 school year and ending with the 2023-24 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the three-year, non-instrumentality charter school contract with Next Door, Foundation, Inc., for Next Door Charter School to begin with the 2021-22 school year and end on the last regularly scheduled day of the 2023-24 school year.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 9) Action on a Request to Approve the Non-instrumentality Charter School Contract with La Causa, Inc., for La Causa Charter School

Background

La Causa Charter School (La Causa) was established as a non-instrumentality charter school beginning with the 2003-04 school year. La Causa has two campuses located at 1643 South 2nd Street (main campus) and 809 West Greenfield Avenue (early childhood center). La Causa's goal is to have students graduate bilingual, biliterate, and bicultural. La Causa's mission is to provide innovative, foundational, and culturally-

rich academic programs focused on fine arts, vocational education, and bilingual education, while engaging the entire family in their children's educational experience.

The current contract is for up to a maximum of 810 full-time-equivalent (FTE) pupils in grades K4 through 8. La Causa has received a five-year non-instrumentality charter school for each of its previous charter school renewals.

On December 8, 2020, the Administration recommended a five-year renewal for La Causa. On December 17, 2020, the Board approved a three-year renewal recommendation for La Causa 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 La Causa, Inc., for La Causa Charter School.

In April 2021, representatives from La Causa, 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, La Causa accepts the non-instrumentality charter contract with the following modifications:

- language has been added to clarify that charter school's governing board is a party to the contract, to reflect current law, and to reflect historical background;
- the name of the school is La Causa Charter School, and the school will be located at 1643 South 2nd Street (main campus) and 809 West Greenfield Avenue (early childhood center);
- the name of the person who will be in charge of the charter school has been updated to reflect that George A. Torres will be the school leader, and language has been added to reflect the manner in which administrative services will be provided;
- language has been revised to reflect applicability of MPS's policies and statutes;
- language relating to performance indicators has been updated to reflect applicability and current practice;
- language relating to the charter school's governance has been updated to provide clarity and to be consistent with statutory language relating to charter school governance;
- language relating to requirements for admission to the school has been updated;
- language relating to financial and performance audits has been updated to reflect current practices and to reflect selection of method for financial and performance audits;
- language has been updated to reflect selection of disciplinary guidelines;
- language relating to facilities, indemnification, and insurance has been updated;
- language relating to the effect of the establishment of the charter school on the liability of the Board has been updated;
- language relating to background screening has been updated;
- language relating to right to inspect and to receive requested information and reports has been updated;
- language relating to the calendar has been updated;
- language relating to purchasing has been updated;
- language relating to transportation and nutrition has been updated;
- language relating to the responsibilities of the Local Education Agency (LEA) and of the District as School Food Authority (SFA) has been clarified;
- language has been updated to reflect that La Causa will serve up to a maximum of 810 FTE pupils in grades k4 through 8;
- the term of the contract is updated to reflect five years, to start with the 2021-22 school year and to end with the last regularly scheduled day of the 2025-26 school year;
- language relating to modification or termination of the contract has been revised to provide clarity and reflect current practices;
- language has been added to demonstrate that parties mutually agree to the terms of the contract;
- technical revisions have been made throughout the contract; and
- technical revisions have made to Appendix A (proposal).

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

The funds for this charter school contract are included as part of the FY22 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2021-22 school year and ending with the 2025-26 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the five-year, non-instrumentality charter school contract with La Causa, Inc., for La Causa Charter School, as attached to the minutes of your Committee's meeting, to begin with the 2021-22 school year and end on the last regularly scheduled day of the 2025-26 school year.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 10) Action on a Request to Approve an Agreement with Milwaukee Area Technical College for At-risk Students

Background

In accordance with Wisconsin State Statutes, Section 118.153(1)(b), Milwaukee Public Schools (MPS) has partnered with Milwaukee Area Technical College (MATC) 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 technical colleges in lieu of attending high school and to participate in programs leading to high-school graduation. MPS has partnered with MATC since 2000 to serve students who are defined as at-risk under the state statute and to help these students work towards earning high-school diplomas.

On March 17, 2020, the Milwaukee Board of School Directors approved a one-year agreement with MATC and authorized 45 full-time-equivalent pupils for the 2020-21 school year. In February, 2021, a team met to review the data for MATC. The review also included a presentation by the school's representatives and student focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from the school, and to provide feedback. Based on the review of data for the 2020-21 school year, the Administration recommends a one-year agreement renewal with MATC for the 2021-22 school year.

Contingent upon the Milwaukee Board of School Directors' approval, representatives from MATC, the Office of the City Attorney, and the MPS Administration have agreed to the following as indicated in the redline agreement that is attached to the minutes of your Committee's meeting:

- 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;
- MATC will serve at-risk students who are 16 years of age or older seeking high-school diplomas through the credit-earning system;
- MATC will serve students who are 17 years of age or older seeking high-school-equivalency diplomas;
- students completing the program will receive an MPS diploma; and
- technical revisions made throughout the agreement to reflect current practices.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

MPS will be charged an hourly per-pupil rate for the 2021-22 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. Funding for the agreement will be included as part of the FY22 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the agreement, as attached to the minutes of your Committee's meeting, will become effective for the 2021-22 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the agreement with Milwaukee Area Technical College for At-Risk Students, as defined in Wisconsin Statutes, Section 118.15, for the 2021-22 school year.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 11) Action on a Request to Approve the Contracts for At-risk Seats with Assata, Grandview, NOVA, and Shalom

Background

Since 1986, in accordance with Wisconsin Statutes, Sec. 118.153, MPS has been offering alternative school options to students considered at-risk of not graduating high school. Administration has determined that there is a continued educational programing need for schools that provide services for students that are at risk of not graduating that may not be addressed within a traditional school setting. It is necessary to contract with non-traditional schools and community-based agencies to ensure that the District offers a continuum of services that meets the changing needs of its families and students.

In February 2021, a team met to review the data for each of the schools. Each review was conducted virtually and included a presentation by the school's representatives, classroom visits, and parent, staff, and student focus groups. The team was provided the opportunity to discuss the findings, to consider additional input from schools, and to provide feedback.

Based on a thorough review of the school application, data, presentation, and virtual site visit, the team has recommended a three-year renewal of the partnership school contracts with the following programs:

- Assata High School, located at 3517 W. Courtland Avenue, established in 1992. The proposed contract is to serve up to a maximum of 120 FTE seats in grades 9 through 12. Assata's educational component is designed to integrate historic contributions and experiences of African-Americans into the daily curriculum as a means to expand both subject and content knowledge needed to overcome credit deficiencies.
- Grandview High School, located at 2745 S. 13th St., established in 1988. The proposed contract is to serve up to a maximum of 240 FTE seats in grades 9 through 12. Grandview's mission is to help young adults become academically, emotionally, and socially prepared for productive participation in the 21st Century.
- NOVA High School, located at 2320 W. Burleigh St., established in 1993. The proposed contract is to serve up to a maximum of 110 FTE seats in grades 9 through 12. NOVA's mission is to graduate proficient, confident, and respectful young scholars with the educational and social skills necessary to compete in our ever-changing world.
- Shalom High School, located at 1749 N. 16th St., established in 1986. The proposed contract is to serve up to a maximum of 100 FTE seats in grades 9 through 12. Shalom's

mission is to allow at-risk students an opportunity to earn high-school diplomas and to prepare students to be productive, successful adults, good citizens and to become responsible mature members of their communities.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contract for students at-risk of not graduating from high school. The representatives agree with the contract modifications for the Board's approval as outlined in the attachments to 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 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

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

Implementation and Assessment Plan

The contract term for at-risk schools is three years and may be renewed based on the outcome of the contract review, availability of funds, and needs of MPS.

Upon the Board's approval, the contracts will become effective beginning with the 2021-22 school year and ending on the last regularly scheduled day of the 2023-24 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the contracts for at-risk seats with Assata, Grandview, NOVA, and Shalom, as attached to the minutes of your Committee's meeting, beginning with the 2021-22 school year and ending on the last regularly scheduled day of the 2023-24 school year.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

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(Item 12) 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, regarding climate justice, to the Committee on Student Achievement and School Innovation (SASI). At its meeting on March 17, 2020, the Board adopted Resolution 1920R-016. As part of 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.

Since the last report, the curriculum writing has moved forward, and curated lessons have been linked to science standards across grade levels. The connections will be added to the updated pacing guides that will accompany the new science-resource adoption for grades K-8 and most high-school courses. The curriculum-

writing team will move to a support-and-maintenance role next school year, and the writing team will be expanded to bring in additional content areas, with our next focus being to bring in English/language arts (ELA) and social studies connections.

The Climate Justice Curriculum Advisory Committee reached out to the Superintendent's Student Advisory Committee (SSAC) to determine how this important work can intersect and how the Committee can support and amplify the work of the students, particularly in regards to planning for Earth Day 2022. The groups will communicate to develop a plan for this work. The Committee also submitted a district position statement, mission, and vision for this work, as well as parental letter to address any concerns that may be shared with schools. Both the advisory committee and curriculum-writing team will continue to meet through June, take a break for the month of July, and resume meetings in August. The advisory committee will meet quarterly for the 2021-22 school year. The curriculum-writing team will continue monthly meetings.

The District Sustainability Team continues to meet virtually every month. The District Sustainability Team reviewed the sustainability plans from more than a dozen school districts from across the country in order to curate a robust inventory of exemplars and to garner a functional understanding of the ways in which similarly-sized school districts are incorporating sustainability initiatives into their planning and operations.

The most recent meetings centered on creating a template for MPS's departments to use in drafting sustainability goals. The individual MPS departments' sustainability plans will eventually be complied into one District Sustainability Plan. In addition, our community partners, ReFlo and Arts@Large, have been working with a dynamic team of MPS high-school interns to draft a student survey designed to capture and to give voice to our high-school students about their thoughts and interest in sustainability initiatives in their schools and in their community and exploring career pathways to participation in the green economy.

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 13) Report with Possible Action on the Regional Showcase — High School 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

Pursuant to the Board's action, the 2020-21 monthly Regional Showcase item provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the High School Region is featured. The region comprises 25 schools, including Montessori, immersion, International Baccalaureate, bilingual, career and technical education, community schools, alternative, and other specialty schools. The High School Region has served over 20,000 students in diverse settings to meet the varied needs of our students. Schools in the High School Region include Alliance, Audubon MS/HS, Bay View, Bradley Tech, 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, and Wisconsin Conservatory of Lifelong Learning.

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

Featured School — Riverside University High School

Riverside University High School is committed to being a diverse, multicultural, urban high school with a primary focus on the preparation of students for success in post-secondary educational settings. The shared efforts of students, parents, and staff will result in lifelong learners and productive citizens in the global community.

Enrollment at Riverside is 1,436 students. Of those, 84.6% are economically disadvantaged, 21.6% are students with disabilities, and 13.6% are English-l;anguage learners. Attendance at Riverside is 87.4%

Riverside offers numerous programs to support student learning:

- Advanced Placement (AP Capstone);
- Pre-AP (English and math, 9th grade);
- Project Lead the Way;
- bilingual education;
- Seal of Biliteracy;
- robotics;
- internships & youth apprenticeships;
- Black and Latino Male Achievement;
- National Honor Society;
- comprehensive athletic program; and
- extensive music program (drumline, band, choir , and musicals)

Riverside leverages partnerships with several local organizations, including UWM, MSOE, College Possible, Gear Up, Rockwell Automation, Medical College of Wisconsin, and the Urban Ecology Center, among others.

Riverside has several points of pride:

- academic supports and attendance grew during virtual learning;
- a partnership with Schuler Education Foundation is pending; and
- The REDGen TIGERS is a group of student leaders who are advocates for celebrating the tools that can help all students and staff at Riverside University High School take ownership of their mental health and wellbeing by working together to create a school culture that promotes connection, authenticity, emotional and physical well-being.

Riverside made a 1.2-point overall gain from 2016-17 on the School Report Card. “Closing the Gaps” growth also increased for the past two years and now exceeds the state’s growth. On-track and post-secondary scores also exceed those of the state.

Riverside recognizes the opportunity for growth in the areas of attendance, graduation rate, achievement on ACT tests, and the school climate.

The full presentation is attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

N/A

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director O'Halloran 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 reports:

(Item 1) Action on Amendments to the Proposed 2021-22 MPS Budget

Background

On April 30, 2021, members of the Milwaukee Board of School Directors received copies of the Superintendent's proposed FY2022 district budget. On May 5, 2021, the Superintendent's proposed FY2022district budget was posted on the MPS Portal for the general public to view.

Your Committee reports having received an overview of the Superintendent's proposed FY2022 budget from the Administration at each of your Committee's meeting on May 6, 20, and 25, 2021. Your Committee accepted public testimony on the proposed budget at each of these meetings.

In addition to your Committee's meetings, the Board held a public hearing, pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, on the proposed Fiscal Year 2022 School Operations, Construction, and Extension Funds on May 18, 2021.

At its meeting on May 20, 2019, your Committee conducted a work session and took action on the following proposed amendments to the Superintendent's proposed FY2022 budget:

- Amendment #1 — *Withdrawn by its sponsor.*
- Amendment #2 — *Withdrawn by its sponsor.*
- Amendment #3 — Held in committee and ultimately *Withdrawn by its sponsor.*
- Amendment #4 by Director Carr, to specify that proceeds from the sale of the Wheatley site be used to fund shop classes for wood, print, and electrical at North Division High School.
- Amendment #6 by Directors O'Halloran and Peterson, that school psychologists be credited outside experience that was not applied to Phase 2 of salary-schedule placements (in January 2020) and that all psychologists be properly placed in Phase 3.
- Amendment #7 by Directors Gokalgandhi and Taylor, to strengthen and to expand the Black and Latino Male Achievement (BLMA) Office and to work with Black and Latino youth.
- Amendment #8 by Directors Gokalgandhi and Taylor, to create a program for Women and LGBTQIA+ students.

Note: At the request of its sponsor, Amendment #5 was considered at the following meeting of your Committee.

At its meeting on May 25, 2019, your Committee conducted a work session and took action on the following proposed amendments to the Superintendent's proposed FY2022 budget:

- Amendment #5 by Director Taylor, to fund a certified nursing assistant class at four MPS high-school sites, one on each side of the city (north, south, east, west), to be offered to students at the low-cost rate such as that offered for the MPS Drive program.
- Amendment #9 by Director Herndon, to increase funding for additional communications and marketing materials/output by reducing the budget of Contracted Schools.
- Amendment #10 by Directors O'Halloran and Peterson', to add two public records positions to the Office of Board Governance.
- Amendment #11 by Directors Taylor and Peterson, to fund additional hours to create more 40-hour paraprofessional positions and HCA positions in schools for those that want 40 hours.
- Amendment #12 — *Withdrawn by its sponsor.*

- Amendment #13 by Director Garcia, to support the expansion of arts offerings by designating additional professional development to support new and growing visual-arts educators.
- Amendment #14 by Director Taylor, to reallocate nutrition funding in order to provide a fresh fruit and vegetable option every day in all schools and a full salad option for half the high-school population every day.
- Amendment #15 — *Withdrawn by its sponsors.*
- Amendment #17 by Director Taylor, to restore the cosmetology program at Obama as a trade option for students that may not attend college right away after high school.
- Amendment #18 by Director Taylor, to offer business planning and financial-literacy as telepresence courses for each Region, with funding to be divided equally into the High School, Southwest, Central, East, Northwest Regions.
- Amendment #19 by Director Siemsen, to increase school social worker FTEs by three by reducing contracted services for School Safety.
- Amendment #20 by Director O'Halloran, to increase the MPS Drives program from ESSER Funds and to raise the allocation by 285 seats, to 2,000.
- Amendment #21 by Director O'Halloran, to increase funding to Violence Free Zones (VFZ) program partners from ESSER Funds.
- Amendment #22 by Director Siemsen, to provide funding to schools to support two afterschool extra-curricular clubs per high school.

These amendments have been provided under separate cover.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 2.05, Board Planning Cycle

Fiscal Impact Statement

To be determined based on the actions of the Board.

Committee's Recommendation

Your Committee recommends that the Board:

- adopt Amendment #4;
- adopt Amendment #5 with the $300,000 ESSER II funding source, as recommended by the Administration;
- adopt Amendment #6;
- adopt Amendment #7 as revised and corrected;
- adopt Amendment #8 as revised;
- adopt Amendment #9 as modified with the funding source as outlined in the Administration's response;
- adopt Amendment #10, inclusive of the Administration's request to add a third position to be assigned to the Administration;
- adopt Amendment #11 as modified, with $2.9 million to be set aside to fund the intent, as recommended by the Administration;
- adopt Amendment #13, but for one position to be funded from ESSER II, as recommended by the Administration;
- adopt Amendment #14;
- adopt Amendment #17, inclusive of the Administration's recommendation to use ESSER II dollars as the funding source;

- adopt Amendment #18, with implementation as outlined in the response to this amendment;
- adopt Amendment #19, with funding to come from ESSER II, as recommended by the Administration;
- adopt Amendment #20 and use funds from vacancy adjustments in school operations to fund the intent, as recommended by the Administration;
- adopt Amendment #21; and
- adopt Amendment #22 with the funding source as recommended by the Administration, to use ESSER funding on page 7 of the budget detail.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

(Item 2) Action on the Superintendent's Proposed 2021-22 Budget

Background

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

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

The spirit of this informational overview is publicly to report and to seek input from taxpayers concerning support for students and schools. It is incumbent upon the District to spend funding responsibly. Your Committee's meetings and others planned as part of the budget timetable provide an opportunity for further budget review and discussion with the community and the Milwaukee Board of School Directors.

The proposed budget reflects the commitment to provide the best possible learning experiences for all MPS children.

In addition, the proposed Elementary and Secondary Emergency Education Relief Fund (ESSER) information is available in Attachment 7 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 3.01 - Annual Operating Budget

Fiscal Impact Statement

The proposed budget for July 1, 2021 through June 30, 2022 is balanced. A balanced budget is one in which funding authorized for each Fund matches the projected revenues.

Projected 2021-22 revenue in the School Operations Fund is $1,034.7 million, which is a 2.8 percent increase of $27.7 million over that of the 2020-21 fiscal year. The $77 million referendum amount is included in the School Operations Fund.

The total proposed budget, which includes Operations, Nutrition, Extension, Construction, and grant funding, is $1.3 billion. Compared with fiscal year 2020-21, this is a 2.8 percent decrease that is mainly attributable to a projected increase in Operations funds offset by a reduction in Categorical (grants) funds.

Recommendation

The recommendation is that the Board adopt the proposed FY2022 budget, including the resolutions for the School Operations, Construction, and Extension funds.

At the suggestion of President Peterson, and with no objection from the body, the question was split.

The first question being the adoption of the proposed FY22 budget, inclusive of the School Operations and Construction Funds, Director O'Halloran moved to adopt the budget and the following resolutions for the School Operation 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 $1,091,167,676 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 2021 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 *[AMOUNT 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 2021, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

EXTENSION FUND

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 $34,839,247 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2021 Fiscal Year, and that $27,225,000 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 2021, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

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.

The next question being on the adoption of the following resolution for the Construction fund:

CONSTRUCTION FUND

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $4,049,797 will be required for the 2021 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $2,923,868 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2021, said amount to be in addition to the money received from other miscellaneous sources.

Director Gokalgandhi moved adoption.

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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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the Title I District Advisory Council (DAC), to CESA #11, and to the MPS Head Start Policy Council

* * * * *

(Item 2) Monthly 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 during the month of May 2021 included the following:

Academic Achievement

- participated in Century Foundation'd discussion of diversity issues in schools;
- eas interview by Maryland Avenue Montessori's students;
- met with Superintendent Posley regarding the Road to Readiness;
- met with Director Gokalgandhi to review budget;
- attended the Climate Justice Advisory Committee's meeting;
- attended the AM Youth summit; and
- met with MPS art teachers.

Effective and Efficient Operations

- met with the Superintendent Posley;
- met with Dr. Mann, Office of Board Governance;
- participated in a budget review with Martha K. and Dr. Posley;
- attended award ceremony for the STEM Fair
- participated in a budget review with the CFO and Dr. Posley;
- met with BLMA staff and Superintendent. Posley; and
- mett with IBEW officials and Labor Council officials about potential apprentice programs.

Student, Family, and Community Engagement

- attended the *Voces de la Frontera* May Day march in favor of immigrants' rights;
- spoke at the Milwaukee Community School Partnership's informational session for board members;
- met with Superintendent Posley and Kirsten Johnson of the Milwaukee Health;
- attended LIT forum on the budget;
- attended the cross-sector group led by MPS Foundation's President John Kersey; and
- met with MTEA leaders.

* * * * *

UNFINISHED BUSINESS

(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.

At the Board's organizational meeting on April 22, 2021, President Peterson advised that he does not wish to serve as the delegate to the Library Board; therefore, the Board will need to take a roll call vote to determine its delegate.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

Recommendation of the Office of Board Governance

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

Director Peterson moved to nominate Director Siemsen to be the Board's delegate to the Library Board. With no other nominations made, 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.

* * * * *

NEW BUSINESS

(Item 1) Action on a Request to Revise Administrative Policy and Procedure 4.07, Student Nutrition & Wellness

Referred to the Committee on Legislation, Rules and Policies

(Item 2) Action on a Request to Revise Administrative Policy 8.28, Student Discipline, and Administrative Policy 8.31, Student Suspension

Referred to the Committee on Legislation, Rules and Policies

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(Item 3) Action on a Request to Revise Administrative Policy 8.42, Student Records

Referred to the Committee on Legislation, Rules and Policies

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(Item 4) Action on a Technical Amendment to Board Rule 1.02, Regular Board Meetings

Referred to the Committee on Legislation, Rules and Policies

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(Item 5) Action on a Request to Revise Administrative Policy 3.01, Annual Operating Budget

Referred to the Committee on Legislation, Rules and Policies

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RESOLUTIONS

Resolution 2122R-001

By Director O'Halloran

WHEREAS, Section 118.40 of the Wisconsin Statute allows a school board to establish a charter school by entering into a contract with the person submitting a petition or proposal for a charter school or, on its own initiative, to contract with a person to operate a school as a charter school; and

WHEREAS, In July 1995, MPS published its process and guidelines for submitting proposals for innovative options for operating schools; and

WHEREAS, Since charters were established in the district, the needs of the district relative to its chartering program and practices have changed, making it necessary to make changes to certain procedures and a create more uniform method of contracting with charter schools; now, therefore, be it

RESOLVED, That when a recommendation to renew a contract with a charter school is brought to the Board, the recommendation shall include

- a report of the academic, financial, and operational standing of the school;
- a description of the student demographics, including the percent of children with special needs;
- a breakdown of the schools teaching staff, including the percent who are licensed and the status of plans for licensure for staff who are not licensed; and be it

FURTHER RESOLVED, That the Charter Review Team serve public notice of its meetings along with publication of the review criteria; and be it

FURTHER RESOLVED, That a report of the performance data of each charter school be brought to the Board for consideration annually; and be it

FURTHER RESOLVED, That the charter school authorizer report required under Wisconsin Statute 118.40(3m)(f) be presented to the Board for its consideration; and be it

FURTHER RESOLVED, That the lease terms for schools who use MPS facilities shall be limited to the term of the charter school contract; and be it

FURTHER RESOLVED, That an Administrative Procedure be developed that codifies the steps that will be taken when a charter school closes, which shall include a description of how both district and student/family interests will be protected and the steps that will be taken to ensure that students will be able to be enrolled elsewhere within the district; and be it

FURTHER RESOLVED, That the model contract shall be revised to include the following provisions:

- that the school agrees to pay its employees a minimum wage of $15/hour (which may be phased in over several years to ensure proper budget planning);
- that the discipline procedure of the school shall align with that of MPS and shall include a mechanism for disputes about discipline to be resolved;
- hat the school (if it is a non-instrumentality charter) agrees to provide an annual report that describes its relationships, financial agreements, and any other partnership agreements with any management company, in order to ensure the school's operational and financial transparency; and be it

FURTHER RESOLVED, That all applicable Administrative Policies and Procedures and guidebooks be updated to reflect the above changes.

Referred to the Committee on Student Achievement and School Innovation

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Resolution 2122R-003

By Directors Peterson and O'Halloran

WHEREAS, In August 2020 The Milwaukee Board of School Directors declared that the second Monday in October be recognized as Indigenous Peoples' Day in Milwaukee Public Schools; and,

WHEREAS, Milwaukee Public Schools has a holistically strong First Nations Studies Program that has thrived and expanded the original work of the W.E. I.N.D.I.A.N.S. Program, which was started in the early 1970's to meet the unique academic needs of our First Nations Studies students in Milwaukee Public Schools; and

WHEREAS, The passage of 1989 Wisconsin Act 31, requires all public school districts to provide instruction on the history, culture, and tribal sovereignty of Wisconsin's eleven federally recognized tribal nations and communities; and

WHEREAS, Land acknowledgements help us remember nations and our ancestors who had an enduring relationship to land and were keepers of the land where we now live and to raise awareness about histories often suppressed or forgotten; and

WHEREAS, Throughout the world, land acknowledgements express the belief that aboriginal, indigenous, and First Nations peoples should be honored and respected; now, therefore, be it

RESOLVED, That at the July 2021 board meeting the MPS First Nations Studies program coordinator, after consultation with local historians and tribal people, bring to the Board a recommendation of the content of a land acknowledgement that is suitable for use in the Milwaukee Public Schools; and, be it

FURTHER RESOLVED, That beginning the month following Board approval, and thereafter, at each official meeting of the Milwaukee Board of School Directors, the meeting shall include the land acknowledgement read by the presiding officer; and, be it

FURTHER RESOLVED, That after approval of the land acknowledgement content, the Milwaukee Public Schools District's home webpage display the land acknowledgement language adopted by The Milwaukee School Board of Directors; and, be it

FURTHER RESOLVED, That the land acknowledgement be used at appropriate Milwaukee Public School public gatherings especially those that relate to place and culture.

Referred to the Committee on Parent and Community Engagement.

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Resolution 2122R-004

By Director Peterson, co-sponsored by Director Taylor

WHEREAS, The Milwaukee Public Schools has a commitment to equity in all areas of operations; and

WHEREAS, This commitment should result in equitable access for middle and high school students to creative and rigorous curricula, advanced course offerings, and welcoming school environments; and

WHEREAS, There is a disproportionality among schools in certain areas including student attendance, mobility, and graduation rates; the number of classes taught by non-certified teachers; student achievement measures; the percentage of students with special needs; and possible funding differentials; and

WHEREAS, Large school districts throughout the county are facing similar problems and reviewing the impact of student screening and/or admission policies in certain schools; and

WHEREAS, These issues are complicated, interconnected, and require thoughtful problem-solving by all affected stake-holders; now, therefore, be it

RESOLVED That the Board directs the Administration to create a middle/high school equity workgroup to examine the aforementioned issues and make recommendations to the Board as to how any such problems of inequity might be addressed; and, be it

FURTHER RESOLVED, That parents, staff and students from both selective enrollment schools and schools without selective enrollment be part of the work group, as well as representatives of the MTEA and ASCD and that these and other stakeholders be provided the opportunity to give input at school board and community meetings; and, be it

FURTHER RESOLVED, That the workgroup consult with and draw on the experience of other districts and educators that have faced similar challenges; and, be it

FURTHER RESOLVED, That the Administration report back on the composition of the work and its initial meeting(s) in the September 2021 Board cycle and that initial recommendations by the workgroup be made to the Board during the January 2022 board cycle, with the understanding that the earliest policy changes would go into effect for the 2022-2023 school year.

Referred to the Committee on Student Achievement and School Innovation.

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Resolution 2122R-005

By Director Peterson, co-sponsored by Director Gokalgandhi

WHEREAS, The Milwaukee Public Schools has promoted Community Schools since 2015 and now has 12 schools that are identified as community schools; and

WHEREAS, The Milwaukee Public Schools works closely with the United Way of Greater Milwaukee and Waukesha County and the Milwaukee Teacher's Education Association (MTEA) and several significant community organizations in the Milwaukee Community Schools Partnership; and

WHEREAS, The values and practices of the MPS community schools focus on shared leadership, equity and cultural relevance, and there is an established implementation strategy; and,

WHEREAS, As the number of community schools in MPS, as a part of the Milwaukee Community Schools Partnership, increases it is essential to have equitable and consistent procedural and accountability processes to ensure that all community schools are of high quality; now, therefore, be it

RESOLVED, That a workgroup be established to craft a Community Schools policy to guide the current community schools and the expansion of community schools; and be it

FURTHER RESOLVED, That the work group be led by representatives of the MPS Administration, the United Way, the MTEA, and Community Schools Coordinators, and that it include and/or receive substantive input from staff, parents, community members, and students of current community schools; and, be it

FURTHER RESOLVED, That the policy deal with such issues as selection, readiness, and onboarding of additional community schools; roles and responsibilities of key stakeholders and staff; administrative processes and procedures; professional development and ongoing support of staff, and data collection and evaluation; all of which follow Community Schools strategy; and, be it

FURTHER RESOLVED, That the work group report back to the board during the November 2021 board cycle with the goal of having a final policy introduced for the Board's approval by the end of that month.

Referred to the Committee on Student Achievement and School Innovation.

* * * * *

The Board went into recess at 8:03 p.m. and returned at 8:18 p.m., whereupon Director Carr made a motion to

1. rescind the Board's previous action on the Superintendent's proposed budget, inclusive of the adoption of the fund resolutions; and
2. adopt the proposed FY22 budget inclusiove of the revised resolutions for the School Operations, Extension, and Construction funds, which are to read 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 $1,091,167,676 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 2021 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 ~~2021~~ 2022, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

EXTENSION FUND

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 $34,839,247 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the ~~2021~~,2022 Fiscal Year, and that $27,225,000 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 ~~2021~~ 2022, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to 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 $4,049,797 will be required for the 2021 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $2,923,868 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in ~~2021~~ 2022, said amount to be in addition to the money received from other miscellaneous sources.

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.

The Board adjourned at 8:22 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 1, 2021

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, Taylor, and President Peterson — 9.
Absent — None.

The Board Clerk read the following call of the meeting:

May 27, 2021

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, June 1, 2021, to consider the following item of business:

1. Action on the MPS Roadmap to Readiness Plan to Return to In-person Learning for the 2021-22 School Year.

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 from the Central Services building.

Testimony will be taken live during the meeting. 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 June 1, 2021.

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 June 1, 2021, will be forwarded to the Board for its consideration.

This meeting will be broadcast on WYMS radio-88.9 FM, or 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 the MPS Roadmap to Readiness Plan to Return to In-person Learning for the 2021-22 School Year

Background

In May, June, July, and October of 2020, as well as in January and March of 2021, the Administration shared plans associated with the reopening of school for the 2020-21 school year with the Milwaukee Board of School Directors. Six workgroups (health and safety, academics, school operations, communications, professional development, and classroom and school wide supports) guided these plans and have since continued to further refine plans to best support the health and safety of our students, staff, and greater community. The work groups include teachers, school leaders, other staff, representatives of the Milwaukee Teachers' Education Association (MTEA) and of the Administrators and Supervisors Council (ASC), students, parents, and community members.

In January 2021, the Board took action to begin in-person learning on February 8, 2021, for students with disabilities requiring in-person learning at three school locations. At its special meeting on March 23,

2021, the Milwaukee Board of School Directors approved the Administration's recommendation for returning to in-person learning, and the following timeline for staff and students was implemented:

- on March 29, 2021; MPS central and school-based staff returned to in-person work;
- on April 12, 2021, students in Pre-K through second grade returned to in-person learning;
- on April 19, 2021, students in grades 3 through 8 returned to in-person learning; and
- on April 26, 2021, students in grade 12 and high-school students in need of support returned to in-person learning.

Based on extensive research and consideration by the Administration and the six workgroups, the Administration is recommending return to in-person learning for the 2021-22 school year, with the following timeline for staff and students to begin full in-person learning:

- on August 9, 2021, all teachers on the early-start calendar return to their buildings;
- on August 16, 2021, all students on the early-start calendar will begin full in-person learning for the 2021-22 school year;
- on August 26, 2021, all teachers on the traditional-start calendar will return to their buildings; and
- on September 2, 2021, all students on the traditional-start calendar will begin full in-person learning for the 2021-22 school year.

Roadmap to Readiness Update, 2021-22

Five Priorities for Success

- Increase academic achievement and accountability
- Improve district and school culture
- Develop our staff
- Ensure fiscal responsibility and transparency
- Strengthen communication and collaboration

Points of Pride

Phase I and Phase II by the Numbers

- Every student had a working school-issued Chromebook to engage in remote learning throughout the year.
- 14,000 active Google Classrooms were conducted each week.
- 13,000 WiFi Hotspots were provided to students to bridge virtual learning.
- 1,677 applications were collected for kindergarten enrollment. 756 guests registered for the two events.
- 119 Community Learning Centers (CLCs), Safe Places, and Childcare Camps were operated safely, supporting 4,666 students of working families.
- 1,773,964 meals were provided to children and community members at 50 Stop, Grab and Go Sites from July 2020 through April 2021.
- A total of 7,091 HEPA filtration units were delivered for every classroom and shared space in the district, in addition to more than 80,000 individual plexi barriers.
- More than 250,000 N95 masks, 20,000 face shields, and 9,000 gowns were delivered.

During Phase I and Phase II

- Three sites opened to ensure that IEP and 504 safeguards were in place for students.
- Virtual parental conferences and IEP meetings had an increased number of participants.
- Two Student Leadership Summits were organized and implemented.
- Students in need benefited from various tutoring opportunities.
- The expansion for the visual art and music programs continued successfully.
- Graduation and completion ceremonies were held in person.
- A district COVID-19 dashboard for stakeholders was created.
- MPS sites were used for students, staff, and the community as vaccination clinics and COVID-19 testing sites.
- A hotline was developed to ensure that health and safety practices were routine.

- A contact-tracing system was created for students and staff.

Lessons Learned

During Phase I and Phase II

- constituents were concerned about the constraints of three cases closing a school;
- parents and staff expressed concerns about surveillance testing;
- constituents looked for district guidelines that followed public health guidance;
- building of positive school communities was critical to success;
- there were concerns about concurrent teaching.

2021-22 School Year

Full in -person learning begins:

- Early Start — August 16; teachers' start-day, August 9
- Traditional Start — September 2; teachers' start-day, August 26

Full In-person Learning

Five days of face-to-face, in-person teaching and learning — Monday through Friday

Virtual Option

MPS Virtual School

A standalone K-12 virtual program has been planned for Fall 2021

- Enrollment will be limited.
- Students will remain enrolled in their current schools while participating in the virtual program

A K-12 virtual school is being explored for the future.

- New students currently attending other districts will be able to enroll.
- There will be an opportunity to provide expanded course offerings through secondary enrollment for students who are not enrolled at the virtual school.

Health and Safety

Recommendations for the 2021-22 School Year

- Continue to follow CDC's current guidance and make changes as updated
- Require that masks be worn by staff and students indoors, except while eating or drinking
- Require masks be worn on buses
- Do not require that Masks be worn outdoors
- Maintain isolation rooms at each school
- Physical distancing of at least three feet be observed in classrooms to the greatest extent possible

Mitigation Strategies for the 2021-22 School Year

- Requirements to quarantine will be based on current guidance from the CDC and Milwaukee Health Department (MHD) , depending on vaccination status.
- COVI D-19 testing options will be explored.
- "Close contacts" in a classroom would be only those that were within six feet of any positive case for more than 15 minutes.
- The MHD's current guidance is that three percent or more of a school's population with positive COVID-19 cases would result in the use of flexible scheduling.

Air-quality Controls

- MPS's HVAC units will continue to supply the maximum amount of outside air that the units can safely provide. The systems are running two hours before and two hours after buildings are occupied.

- Mechanical consultants have been hired to perform design assessments on existing ventilation systems.
- Contractors have been hired to confirm that existing ventilation systems are operating at their full capability.
- A remediation plan will be created when necessary for any corrective measures needed to systems and to determine the best course of action.

Air-quality Timeline

In addressing the existing ventilation systems:

- consultants are being hired to create Engineering Data Sheets (EDS) through December 31, 2021;
- as EDS get completed, testing-and-balancing (TAB) contractors will perform services that equate to a ventilation audit for the next two years;
- TAB reports of ventilation systems may require remediation efforts which will result in capital projects to be completed in the next three years;
- DFMS continues to work on deferred maintenance repairs to stay ahead of consultants who are creating design packages with EDS.

Integrated Project Delivery (IPD) contractors will be hired to assist DFMS.

- Including the tasks identified above, the IPD contractor will develop an overall timeline, project planning, and implementation of construction projects within ESSER's funding guidelines over the next three years.
- An RFP for IPD contractors should be bid out in June and presented at the Board's July Board meeting

What You Can Expect

Health and Safety

- Consistent messaging around health and safety information for families will be continued.
- COVID-19 cases will be documented and monitored with the use of established Smartsheet data-gathering and dashboard reporting tools
- Plexiglass barriers will be returned and cleaned, and additional plexiglass barriers will be purchased as needed.
- HEPA filters will continue to be used in all classrooms and common spaces.
- Each building will maintain additional cleaning staff.
- Restrooms will be inspected and supplies will be replenished as needed
- Additional cleaning of each school will occur during the summer.

Academic Expectations

- In-person teaching and learning will replace concurrent teaching and learning.
- Ambitious Instruction will have a clear focus on acceleration.
- Summer planning with school teams will be focused on School Improvement Plans.
- Instructional best practices that encourage physical distancing will be implemented.
- Curricular work will be done to align standards and to prioritize learning.
- Google Classroom and digital platforms will be used to promote digital literacy.
- There will be vertical grade-level articulation.

Curriculum Planning Professional Development

Adopted Reading and Science Textbooks

Reading

- July 13-15, 22, and 23, from 10:00 a.m. until 12:00 p.m. and from 1 :00 p.m. until 3:00 p.m.
- August 11 for schools on the early-start calendar; August 31 for schools on the traditional calendar.

Science

- July 16-23, from 10:00 a.m. until 12:00 p.m. or from 2:00 p.m. until 4:00 p.m. for Houghton Mifflin Harcourt (HMH) K-8 science
- July 13-15, from 10:00 a.m. until 12:00 p.m. or from 2:00 p.m. until 4:00 p.m. for biology and chemistry
- July 20, from 1:00 p.m. until 3:00 p.m. for earth science
- July 23, from 1:00 p.m. until 4:00 p.m. for anatomy and physiology
- July 26, from 1:00 p.m. until 4:00 p.m. for AP biology
- July 27, from 1:00 p.m. until 4:00 p.m. for botany

Professional Development

Early Start Calendar

Number of Hours	Monday August 9	Tuesday August 10	Wednesday August 11	Thursday August 12	Friday August 13
3	Organization Day	Academic Overview	Academic Overview	Academic Overview	Instructional Technology
	Health and Safety	Classroom and School-wide Supports	School Operations	School-based Options	School-based Options
3	Classroom Set-up/Planning	Classroom Set-up/Planning	Classroom Set-up/Planning	Classroom Set-up/Planning	Classroom Set-up/Planning

Traditional Calendar

Number of Hours	Thursday August 26	Friday August 27	Monday August 30	Tuesday August 31	Wednesday September 1
3	Organization Day	Academic Overview	Academic Overview	Academic Overview	Instructional Technology
	Health and Safety	Classroom and School-wide Supports	School Operations	School-based Options	School-based Options
3	Classroom Set-up/Planning	Classroom Set-up/Planning	Classroom Set-up/Planning	Classroom Set-up/Planning	Classroom Set-up/Planning

What You Can Expect

Professional Development

- Input by internal and external workgroup members in the development of district-wide professional development
- Collaboration with school teams to create the Essential 8
- Formative assessments
- Menu of options to support standards-aligned instructional systems
- Virtual and in-person options for professional learning

Parental Support

- Communication with families for 2021-22 school-year logistics will begin in June.
- Parents may attend specific events virtually, including parent conferences and IEP meetings.
- Parent-resource information, offered in multiple languages, will continue to be housed on the MPS reopening website.

Classroom and School-wide Supports

Welcome Week

	Training/Professional Development	Start date
New Staff & Student Induction	Introductions/informational meetings • School tours and school-specific guidelines • Policies and procedures • SEL supports	Early-start Calendar: August 16-September 20 Traditional Calendar: September 2-October 8
Staff Training	• School-support introductions, roles, and responsibilities • Expectations • Procedure	Early-start Calendar: August 10-August 13 Traditional Calendar: August 27-August 31
Core Instruction	SELs welcome students • Establishing community • Processing emotions	Early-start Calendar: One day during the week of August 2-August 6 Traditional Calendar: The week of August 16-August 20
Summer SEL Support	Resources provided to staff and families in preparation for returning in the fall	July 9, July 23, August 6, and August 20

What You Can Expect

Classroom Supports

- School-support staff interactions, lessons, and guidance for students, staff, and families will continue.
- SEL supports and services will be part of Tier I instruction.
- First six weeks of SEL lessons will be provided to engage students in establishing routines and building community.
- Professional development will be provided to support staff to ensure that information is shared and expectations to support students are understood.
- Academic support will be offered to struggling learners.

School Operations

Transportation

- Bus Safety: Safety protocols have been established between MPS and bus companies.
  - Masks on buses
  - Buses' capacity based on CDC's and MHD's guidance.
- Efforts to attract and to retain drivers will be underway for the next few months.
- MPS will collaborate with bus companies to identify drop-off and pick-up areas to allow for physical distancing.
- Bus information will be sent to all families.
- Schools will establish safe entry and departure procedures.
- All 21st Century CLC programs will begin on the first day at school locations.
- Select Safe Place and Childcare Camp locations will also open on the first day of school, with additional programs to be opened as part-time staff are hired.

	Programs: 2021-22		
	Twilight Centers	Community Centers	Midnight League
Summer Locations	6	6	3 (2 basketball/1 soccer)
Fall Locations	8	13	3 (2 basketball/1 soccer)

Athletics

- Online registration for 2021-22 fall sports
- Five summer contact days for student athletes allowed
- Athletic equipment cleaned and ready to go
- Live streaming of athletic events

Summer Academy

Program's Highlights

June Term middle- and high-school students: June 7 through July 2
Elementary enrichment summer school and ESY: June 22 through July 29
Summer School enrichment and credit recovery: July 6 through July 29

- Following the reopening health and safety protocols
- In-person and virtual learning
- Large sites identified for appropriate distancing of staff
- Breakfast and lunch provided
- New career-exploration program for middle- and high-school students
- Coordination with Camps, Community Learning Centers, and Safe Places for full-day programming

Summer Meal Options

- Pilot meal-delivery service in 53205, 53206, and 53233 ZIP codes
- Meals pre-ordered in advance
- Grab & Go for summer is planned (breakfast & lunch)
- Meal services for the following programs:

  — 14 summer schools
  — 34 CLCs
  — 22 Camps
  — Five Twilight Centers

Staffing

All staff will report to work in person at the start of the 2021-22 school year.

- All current approved remote-work plans will sunset at the end of this school year.
- Remote-work accommodations based on the pandemic will not be offered moving forward.

Human Resources is aggressively recruiting for the upcoming school year.

- June 23 and 26: MPS Job Fair (recruiting all positions — certificated and classified).
- Other job fairs/hiring events are being planned throughout the summer.

Summer Enrollment Outreach

- Each school will create a Summer Enrollment Plan and host a Summer Open House.
- Student Services will conduct canvassing in collaboration with stakeholders.

Communications

Messaging and Timeline

June and July 2021 — Message to all district stakeholders about Fall school plans

- Develop and distribute a press release and engage press for media coverage about the school return for Fall 2021
- Use all district outreach tools (email, letters, social media, etc.) and advertisements (TV, radio, bus, billboards) to help carry back-to-school and school-enrollment messages to the public
- Ensure that communication materials are translated into families' preferred languages
- Gain feedback from students, families, and staff to create communications and materials needed for Fall 2021 back-to-school

August and September 2021 — Welcome and celebrate the start of the 2021-22 school year

- Continue to give students, families, and staff up-to-date information about the District's fall back-to-school plan

- Ensure that students, families, and staff can access key information to begin school
- Promote Welcome Week for students
- Celebrate the first day of school for early-start schools — August 16, 2021
- Celebrate the first day of school for traditional-start schools — September 2, 2021

Reopening Workgroups

- Health and Safety
- Quality Instruction
- Student and Staff Support
- Efficient and Safe Operations
- Effective Communication

Note: Each workgroup comprises principals, teachers, support staff, nurses and parents. Meetings were held weekly to discuss what is needed for a safe return to full in-person learning. The workgroups' co-chairs have a list of all attendees and topics of discussion for their workgroups.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. Any costs associated with implementing the 2021-22 Roadmap to Readiness Plan requiring the Board's approval will be brought before the appropriate committee.

Implementation and Assessment Plan

The Administration is prepared to implement the Board's action relative to moving to in-person learning.

Administration's Recommendation

The Administration recommends that the Board approve returning to in-person learning for the 2021-22 school year, as detailed in the Roadmap to Readiness Plan as provided under separate cover.

Director Peterson moved approval of the Administration's recommendation and that the Board further direct the Administration to proceed with planning and implementation for a full in-person, face-to face, five -days a week return to school for students for both August and September start dates. The planning and implementation should start immediately and include, at a minimum, the following parameters:

1. no concurrent teaching;
2. the option for students to have full participation in fall sports and other extra-curricular activities;
3. professional development for staff in culturally-relevant, anti-racist, social-emotional teaching strategies and school-based sharing and planning on social-emotional lessons and practices;
4. adherence to CDC's recommendations, such as three-foot distancing between students and no mask requirement when students are outside, with the understanding that such recommendations might change based on local and CDC guidance;
5. continuation and expansion of efforts with community partners to encourage vaccination of eligible students, staff, and families;

6. a “return to school” district-wide social media launch, to include both print and person-to-person marketing campaigns, inclusive of translations in the languages of MPS’s families, encouraging each school to focus on increasing school enrollment, including at least one open house;
7. creation of a standalone K-12 virtual option for families with a limited-enrollment that requires proactive registration by June 21, 2021, to allow for informed decision making relative to the overall return to school planning;
8. issuance of a Request for Proposal to contract with a public-relations firm to assist MPS in developing a strategic plan for improving our public relations and marketing efforts;
9. continuation of the Road To Readiness work groups’ meetings and expansion of the work groups when necessary, to get additional professional advice. This should include meet-and-confer sessions with MPS unions and other interested stakeholders, with a report to come back to the Board, no later than its regular meeting on June 24, 2021, that is to include a written plan containing details of the June 1, 2021, presentation, inclusive of student voice, made to the Board and any additional recommendations such as the role of COVID-19 testing, protocols for contact tracing, quarantining of students and staff, details on a virtual component (staffing, duration of virtual learning, and protocol for virtual students to return to face-to-face instruction), use of plexiglass barriers, and other matters concerning a safe return to school.

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.

The Board adjourned at 8:24 p.m..

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 17, 2021

Special 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.

The Board Clerk read the following call of the meeting:

June 10, 2021

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 Thursday, June 17, 2021, to consider the following item of business:

1. Report with Possible Action Regarding the Elementary and Secondary School Emergency Relief Fund (ESSER III)

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 from the Central Services building.

Testimony will be taken live during the meeting. 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 June 17, 2021.

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 June 17, 2021, will be forwarded to the Board for its consideration.

This meeting will be broadcast on WYMS radio-88.9 FM, or 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) Report with Possible Action Regarding the Elementary and Secondary School Emergency Relief Fund (ESSER III)

Background

The American Rescue Plan Act (ARPA) of 2021 was put into law on March 11, 2021, to provide stimulus funds to help with recovery from the economic and health effects of the COVID-19 pandemic. Included in the plan is another round of the Elementary and Secondary School Emergency Relief Fund (ESSER III) to districts to help safely reopen, to sustain operation of schools, and to address the impact of COVID-19 on elementary and secondary schools.

ESSER III's funding provides districts with considerable flexibility in determining how best to use the funds. Ninety percent of the funds that the State receives is to be allocated by the same formula used to distribute funds from Title I, Part A, of the Elementary and Secondary Education Act. The term of available funding for the ESSER III grant program is March 13, 2020, through September 30, 2024.

The following are ESSER III's requirements for school districts:

- set aside 20% of funding to address learning loss through the implementation of evidence-based interventions and ensure that those interventions respond to students' social, emotional, and academic needs and address the disproportionate impact of COVID-19 on under-represented student subgroups (each major racial and ethnic group, children from low-income families, children with disabilities, English learners, gender, migrant students, students experiencing homelessness, and children and youth in foster care);
- engage in meaningful consultation with stakeholders in the development of the District's ESSER III plan;
- develop and make publicly available on the website a plan for a safe return to in-person instruction and continuity of services; and
- meet local maintenance of equity requirements for fiscal years 2022 and 2023.

Please see the fact sheet provided under separate cover for more information from the U.S. Department of Education on the ESSER III (ARP ESSER) funds.

ESSER III Overview

Directing Funding to Support Schools

For every dollar budgeted in the School Operations Fund, ninety-one cents is used to educate and to support MPS students

How the Funds Will be Spent

Schools 91%
Central 6%
Other.....3%

Elementary and Secondary School Emergency Relief (ESSER) Programs

Information Category	ESSER I	ESSER II	ESSER III
Stimulus bill	Coronavirus Aid, Relief, and Economic Security Act (CARES Act)	Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA)	American Rescue Plan Act (ARPA)
Performance period	3/13/2020 -9/30/2022	3/13/2020-9/30/2023	3/13/2020-9/30/2024
Total amount in grants to Milwaukee Public Schools	$41 million	$225 million	$506 million — Districts must reserve 20% to mitigate learning loss
School districts provide private schools with services	Yes; $15 million	N/A	N/A

History of Revenue-limit Adjustments to Base Revenue

Year	Per-pupil Revenue-limit Adjustment	%Change
1993-94	$190.00 or CPI, whichever was greater	—
1994-95	$194.37 or CPI, whichever was greater	2.3%
1995-96	$200.00	2.9%
1996-97	$206.00	3.0%
1997-98	$206.00	0.0%
1998-99	$208.88	1.4%
1999-00	$212.43	1.7%
2000-01	$220.29	3.7%
2001-02	$226.68	2.9%
2002-03	$230.08	1.5%
2003-04	$236.98	3.0%
2004-05	$241.01	1.7%
2005-06	$248.48	3.1%
2006-07	$256.93	3.4%
2007-08	$264.12	2.8%
2008-09	$274.68	4.0%
2009-10	$200.00	−27.2%
2010-11	$200.00	0.0%
2011-12	-$528.81	−5.5%
2012-13	$50.00	*
2013-14	$75.00	50.0%
2014-15	$75.00	0.0%
2015-16	$0.00	−100.0%
2016-17	$0.00	0.0%
2017-18	$0.00	0.0%
2018-19	$0.00	0.0%
2019-20	$175.00	100.0%

*For the 2011-12 year, all districts had their base revenue limit per member reduced by 5.5%.
The Per-pupil Change shown here is the statewide average for 2011-12.

Source: Wisconsin Department of Instruction

Per-pupil Revenue Limit Increase

History — Milwaukee Public Schools

Revenue-limit Formula, 2004-05 to 2010-11

	2004-05	2005-06	2006.07	2007-08	2008-09	2009-10	2010-11
Base Revenue Per Member	8,042	8,296	8,576	8,877	9,187	9,527	9,813
Per-Member Increase	241	248	257	264	275	200	200
Maximum Revenue per Member	8,283	8,545	8,833	9,141	9,462	9,727	10,013

Survey of Revenue-limit Formula, 2011-12 to 2020-21

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Base Revenue per Member	10,104	9,639	9,792	9,945	10,122	10,122	10,122	10,122	10,122	10,297
Per-member Increase	−556	50	75	75	0	0	0	0	175	179
Maximum Revenue per Member	9,548	9,689	9,867	10,020	10,122	10,122	10,122	10,122	10,297	10,476

Revenue Limit: What It Could Have Been

Comparison of Actual Per-pupil and a One-percent Increase Annually

	Increase to Per-pupil	Actual Revenue limit (no exemptions)	Actual Per-pupil	# of Pupils, 3-yr Avg	Increased by 1%	Updated Revenue Limit	Difference — Actual to Updated
2010-11			$10,012.60	85,448			
2011-12	1%	$802,356,936	9,547.89	84,035	$10,112.73	$849,822,929	$47,465,993
2012-13	1%	803,498,514	9,689.11	82,928	10,213.85	847,014,423	43,515,909
2013-14	1%	812,030,000	9,866.99	82,082	10,315.99	846,757,238	34,727,238
2014-15	1%	816,325,363	10,020.24	81,231	10,419.15	846,358,113	30,032,750
2015-16	1%	822,229,412	10,122.11	80,033	10,523.34	842,214,729	19,985,317
2016-17	1%	810,102,830	10,122.11	78,991	10,628.58	839,561,899	29,459,069
2017-18	1%	799,555,591	10,121.73	77,801	10,734.86	835,183,032	35,627,441
2018-19	1%	787,480,716	10,121.73	76,871	10,842.21	833,451,606	45,970,890
2019-20	1%	778,092,996	10,296.73	75,567	10,950.63	827,506,496	49,413,500
2020-21	1%	778,092,997	10,475.73	74,236	11,060.14	821,060,515	42,967,518
Total Change							$379,165,625

ESSER I Spending

Description	Amount
Professional development	$14,635
COVID testing	215,522
COVID information for families and staff	7,264
Personal protective equipment (PPE) and sanitizing	3,463,512
Facilities — Air quality	3,853,537
Technology	24,681,721
Indirect Cost	4,266,797
Contracted Schools	4,862,676
Total	$41,365,664.00

Proposed ESSER Funding

	ESSER II	ESSER III	Total
Accelerating Learning			
Direct Services	$11,112,841	$12,646,200	$23,759,041
High-quality Materials	$44,552,208	$9,093,240	$53,645,448

	ESSER II	ESSER III	Total
Professional Development	$8,257,855	$9,706,538	$17,964,393
Total, Accelerating Learning	*$63,922,904*	*$31,445,978*	*$95,368,882*
Health and Wellness			
Mental Health	$7,902,048	$13,584,674	$21,486,722
COVID-19 and Health-related	$2,447,035	$10,010,210	$12,457,245
Social Emotional Learning	$10,561,833	$9,867,096	$20,428,929
Physical Education and Experiential Learning	$3,631,038	$2,115,315	$5,746,353
Total, Health and Wellness	*$24,541,954*	*$35,577,295*	*$60,119,249*
Facilities			
Air Quality	$108,174,720	$75,419,440	$183,594,160
Plumbing	$0	$5,500,000	$5,500,000
Electrical	$890,000	$707,000	$1,597,000
Interior	$0	$8,520,000	$8,520,000
Total, Facilities	*$109,064,720*	*$90,146,440*	*$199,211,160*
Other Educational Services and Programs	$27,683,823		$27,683,823
Grand Total	$225,213,399	$157,169,713	$382,383,112

ESSER III Plan Development

- Proposed Priority Areas
- Accelerating Learning
- Health and Wellness
- Facilities
- Technology
- Clubs, activities, and safety nets for students

Planning Team

- District administrators
- School leaders
- Teachers
- Parents/guardians

Consultation: Gather input from stakeholders

- Students
- Families
- District administrators
- School leaders
- Educators
- Unions
- Tribes
- Civil rights organizations
- Stakeholders representing the interests of children

More Information and Input

- http://mpsmke.com/esser
- esser@milwaukee.k12.wi.us
- Stakeholder Series
- Milwaukee Board of School Directors' meetings

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

The tentative allocation of ESSER III funding for Milwaukee Public Schools (MPS) is $505,767,416. MPS awaits further details from the state on the ESSER III's application timeline.

This item does not authorize expenditures.

Implementation and Assessment Plan

The District will move forward with developing a plan in consultation with key stakeholders — including, but not limited to, students, families, teachers, school leaders, administrators, and others. The plan will be presented to the Milwaukee Board of School Directors to seek further input from the Board and community members.

The gavel was passed to Vice President Taylor at 7:21 and returned to President Peterson at 7:26 P.M.

The Board adjourned at 7:29 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 24, 2021

Regular meeting of the Board of School Directors called to order by President Peterson at 5:37 P.M.

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

Before commencing with the items on the agenda, President Peterson asked for a moment of silence to acknowledge the passing of the following members of the MPS family:

- Collette Cronce, a retired payroll employee;
- James Francis, a retired teacher from Clarke Street School;
- Ann Gallagher, a retired teacher at Gaenslen School;
- Demonta Hambright, Jr, a student at Alliance High School;
- Mike Hibben, a retired teacher at Fritsche Middle School;
- Mary Ellen McCormack Mervis, a retired teacher at Reagan High School;
- Isac Rivera Ramos, a student at Allen Field School;
- Bolivia Roberts, a school safety assistant at Kagel School; and
- Errol Young, a retired building services helper at Bradley Tech.

AWARDS AND COMMENDATIONS

Excellence in Education Award (Posthumous)

Each month, 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" in honor of:

Colleen Charity Krajcik

A proud and dedicated teacher, Colleen Krajcik devoted her MPS career to the students at Clarke Street school for 20 years. Co-workers and former students remember her as an excellent and effective teacher who was humble, passionate, calm, and supportive of her students. Colleen spent countless hours preparing unique and interesting lessons and making certain that her classroom was a warm and inviting learning environment, often volunteering her beloved husband, Ron, to assist in various projects. She loved all the children she came in contact with and went above and beyond to find creative ways to make sure they were fully prepared for the next academic challenge in their lives. Colleen was a true champion of students and enjoyed making genuine connections with families.

Early in her career in education and before becoming an MPS employee, Colleen pursued her love of working with children at Sherman Park Preschool as an aide, teacher, and administrator. While raising her five children, she earned her degree in Early Childhood Education from UW-Milwaukee, eventually receiving her master's degree. Teaching and helping children learn was the passion of her life.

Colleen and her husband, Ron, adored and cared for 15 foster babies while raising their own children. Her joy in life was being a #1 fan of her children and grandchildren, and she never missed watching them play, compete, or perform. Colleen was also an unofficial Shevil Knevil of the Brewcity Bruisers, a popular Milwaukee Roller Derby club.

The Milwaukee Board of School Directors honors Colleen Charity Krajcik for her dedication, outstanding leadership, and commitment to excellence on behalf of the students of the Milwaukee Public Schools.

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of April and May 2021 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

MPS Celebrates Graduation Week

Congratulations, MPS graduates! The first week of June was a special one for the MPS family as we held in-person graduation ceremonies for all MPS high schools! We are especially proud of our students this year for persevering through the pandemic, engaging in virtual learning, and developing new ways to study, to learn, and to be successful.

Graduations took place June 1-4, 2021, at North Division High School and the UWM Panther Arena.

MPS Celebrates Valedictorians and Salutatorians

It is especially fitting that we recognize our MPS valedictorians and salutatorians for the 2020-21 school year. Congratulations to all MPS valedictorians and salutatorians! We are especially proud of the young women and men who have excelled and attained the highest grades in their classes.

MPS Class of 2021 Valedictorians and Salutatorians

The Alliance School
Valedictorian.....Anessia L. Johnson
Salutatorian.....Shaniya C. Threat

Assata High School
Valedictorian.....Brandy Mays
Salutatorian.....Tyesha Craft

Audubon High School
Valedictorian.....Anya Ramos
Salutatorian.....Brady Bourassa
Christopher L. Douangmala

Banner Prep
Valedictorian.....Jamaya Chamberlain
Salutatorian..... Jaela Horton

Bay View High School
Valedictorian..... Abdifatah Abdi
Salutatorian..... Israel Urena

Bradley Tech and Trade High School
Valedictorian..... Jonillia D. Davis
An Le
Salutatorian..... Dwight Turner

Carmen High School-Northwest
Valedictorian..... Berlin Wells
Brennon Wells
Salutatorian..... Zarea Sims

Carmen High School-South
Valedictorian.....Alexandra Moreno Romero
Salutatorian.....Arlet Nicolas

Carmen High School-Southeast
Valedictorian.....Daniel Ortega Moran
Salutatorian.....Zurisidai Santos Mora

Grandview High School
Valedictorian.....Crystal Torres
Salutatorian.....Anna Ramirez

Groppi High School
Valedictorian.....Brandon C. Leach, Jr.
Salutatorian.....Norma G. Hernandez

Hamilton High School
Valedictorian.....Van Hnin Thang
Israel Akinsanya
Egan C. Bedwell
Catherine G. Carroll
Rebecca Gilpatric
Leeana Goodmon
Courtney Griffin
Kongmeng Her
Madelyn Isham
Annabelle E. Jurena
Bennett T. Lasalle
Chloe L. Miller
Salutatorian.....Shanley Lance

Rufus King High School
Valedictorian.....Skylar Morgan
Meng Moua
Butoyi Odetta
Eli Pierce-Haig
Aine Plunkett
Kyla N. Racks
Fardowso M. Shidad
Georgia L. Simmerman
Lucy E. Sloan-Spice
Liam Sullivan-Konyn
Margaret Thompson
Riley D. Young

Lad Lake Synergy
Valedictorian.....Brooklyn Jones
Salutatorian.....Desirae Thompson

MacDowell Montessori School
Valedictorian.....Raelene V. Ripani
Salutatorian.....Lanaisa Smith

Madison Academic Campus
Valedictorian.....Trinay M. Austin
Salutatorian.....Cha Xiong

Golda Meir High School
Valedictorian.....Lisa R. Estes
Gabrielle A. Gooding
Jasmine Lutz
Ava Tijerina

Milwaukee High School of the Arts
Valedictorian.....Danae Ayers
Lei-Le I. Christenson
Shoshana G. Rubin
Salutatorian..... Mikaela Bowers
Casmir A. Byrne
Casmir A. Byrne

Milwaukee School of Languages
Valedictorian..... Eve E. Buda
Samuel W. Gende
Emma D. Sachs
Salutatorian..... Catherine E. Fink

Milwaukee Marshall High School
Valedictorian..... Tyra Wilson
Salutatorian..... Kavina M. Spinks

North Division High School
Valedictorian..... Diamond M. Dickerson
Salutatorian..... Shekinah Boatman

Nova High School
Valedictorian..... Valpie Burnett
Salutatorian..... Nychea Williams-Lewis

Obama SCTE
Valedictorian..... Nevaeh Jeanes
Salutatorian..... Lindseyonna Ferguson

Project Stay High School
Valedictorian..... Cariyae Gray
Salutatorian..... Julia Butler

Pulaski High School
Valedictorian..... Antonio M. Alcala
Salutatorian..... Christian A. Kasiske

Reagan College Prep High School
Valedictorian..... Ava E. Gessner
Lily Haasl
Samantha Hantsche
Grace G. Lelinski
Alondra I. Perez Rivera
Mailyn Santibanez Tanon
Raymond J. Scherer
Elizabeth J. Simon
Cynthia Soto-Chavez
Veronica E. Waszak
Lydia Zajichek

Riverside University High School
Valedictorian..... Ger Lor
Joshua Wilder

South Division High School
Valedictorian..... Hesh Meh
Salutatorian..... Ashley Lopez

Transition High School
Valedictorian..... Aliyah I. Ontiveros
Salutatorian..... Rodolpho Carmen

Vincent High School
Valedictorian..... Carmen N. Bledsoe
Salutatorian..... Zkoria J. Randall

Washington High School of IT
Valedictorian..... Analise D. Moye
Salutatorian..... Cheviona T. Jones

Wisc. Conserv. of Lifelong Learning
Valedictorian..... Kelandre Halsell
Salutatorian..... Makayla Davis

MPS's Seniors Choose Historically Black Colleges and Universities

MPS's Class of 2021's graduates will spread out across the country this year to attend Historically Black Colleges and Universities (HBCUs). Students selected HBCUs for a number of reasons, including strong academics, majors and programs, historic campuses, and the cultures and climates of schools. Thousands of dollars in scholarships are helping students to realize their career dreams. Below is a sampling of MPS graduates who have selected HBCUs. Good luck in college and beyond!

John Battles, Milwaukee School of Languages.....University of Arkansas at Pine Bluff
Sophia Brooks, Golda Meir High School..... Howard University
Kashari Christopher-Rhymes, James Madison Academic Campus.....Central State University
Amari Cole, Milwaukee School of Languages.....Tennessee State University
Jakirra Collins, Milwaukee School of Languages ..... Howard University
Ja'Khia Dismukes, Ronald Reagan IB High School..... Howard University
Dominic Gaines, Bay View High School..... Shaw University
lkeria Green, Bay View High School.....Clark Atlanta University
Briahjanay Griffin, James Madison Academic Campus..... Jackson State
Amarea Howard, Vincent High School.....Alabama State University
Nevaeh Jeanes, Barack Obama High School..... Tougaloo College
Anessia Johnson, Alliance School..... Fisk University
Brandon Leach Jr., Groppi High School .....Grambling State University
Kaili Marshall, Milwaukee School of Languages .....Prairie View A&M University
Taira McClellan, Vincent High School.....Central State University
Zkoria Randall, Vincent High School .....Jackson State University
Bianca Sampson, Milwaukee School of Languages.....Jackson State University
Daijane Smith, Bradley Technology and Trade High School.....Tennessee State University
Camesha Williams, James Madison Academic Campus .....Jackson State University

MHSA Jazz Ensemble Honored by *DownBeat Magazine* for Seventh Time

Milwaukee High School of the Arts is celebrating after its Vocal Jazz Ensemble was recognized in *DownBeat Magazine's* 44th national Student Music Awards competition. The ensemble, which is made up of the most-advanced students enrolled in the vocal music program at MHSA, was honored with two awards: Outstanding Performance — Large Vocal Jazz Group from performing-arts high schools and Outstanding Performance — Latin Group from performing-arts high schools.

Congratulations to Raymond Roberts and all the students in the Vocal Jazz Ensemble:

- TyRel Belin;
- Nadia Fortunato;
- Thavon Her;
- Kevon Knight;
- Jeffrey Pastor;
- Jasmine Rivera;
- Lariyah Roberson;
- Shoshana Rubin;
- lmani Smith;
- Justin Turner;
- Joshua Villanueva;
- Micah Wheeler;
- Kimberly Zapot-Ponce;
- Roberto Antunez-Perez (guitar); and
- Landon Harmon (drums).

MPS Continues to Promote Vaccinations

The District continues to promote vaccines to our students, families, and staff. All Wisconsin residents age 12 and older are eligible for the Pfizer COVID-19 vaccine. MPS's vaccination sites were closed as of June 11, but vaccines are widely available. Vaccines are free! Health insurance and identification are not needed. Visit the Milwaukee Health Department's COVID-19 vaccine page for more information. Individuals can also call the hotline at (414) 286-6800 for questions, to schedule an appointment or home visit, or to speak with a nurse.

MPS Will Offer Summer Meals at Schools, Plus Deliver to Three ZIP Codes

Milwaukee families will have two options this summer to receive free meals from Milwaukee Public Schools. All Milwaukee children age 18 and under are eligible. In addition, adults are also eligible for the meal-delivery program. Read below to find a program near you.

MPS is taking meals on the road! To support Milwaukee families, MPS will deliver meal bundles with breakfast and lunch items to selected neighborhoods in July and August. If you live in the 53205, 53206, or 53233 ZIP codes, join the MPS Summer Meal -delivery Program. Deliveries will be made three times per week at MPS bus stops and some individual homes.

Families who live outside the delivery regions can receive meals from the MPS Summer Food Service Program by picking up meals at specific MPS schools. Pre-orders are required. Meals can be picked up Mondays, Wednesdays, and Fridays from 10:00 a.m. to 12:00 p.m., beginning June 21, 2021.

Participating Schools — Summer Food Service Program

- Bethune, 1535 N. 35th St.
- Browning, 5440 N. 64th St.
- Congress, 5225 W. Lincoln Creek
- Dr. Cooper- 5143 S. 21st St.
- Engleburg, 5100 N. 91st St.
- Fifty-Third Street, 3618 N. 53rd St.
- La Escuela Fratney, 3255 N. Fratney St.
- Fernwood Montessori, 3239 S. Pennsylvania Ave.
- Milwaukee Academy of Chinese Language, 2430 W. Wisconsin Ave.
- North Division, 1011 W. Center St.
- Rogers Street Academy, 2430 W. Rogers St.
- Vieau, 823 S. 4th St.
- Vincent, 7501 N. Granville Rd.
- Wedgewood Park, 6506 W. Warnimont Ave.
- Zablocki, 1016 W. Oklahoma Ave.

Join Our Team — MPS is Hiring Teachers and School Support Staff for Fall 2021

Become a member of the Milwaukee Public Schools family! MPS is hiring for Fall 2021. Do you want to make a difference in the lives of our students? MPS is seeking exceptional educators and support staff, along with building service workers and food service workers, to join our team.

Teachers and Staff Recruitment Virtual Events

Two virtual employment events are scheduled to help job seekers explore careers and learn more about the district.

- Wednesday, June 23, 2021, from 4:30 to 6:30 p.m.
- Saturday, June 26, 2021, from 10:00 a.m. to 12:00 p.m

District personnel will share information on the hiring process, full-time and part-time openings, license requirements, and competitive pay and benefits. Residency in Milwaukee is not required, but teacher candidates must have valid Wisconsin teaching licenses or be enrolled in a DPI-approved licensure program by August 1, 2021.

MPS offers great benefits for full-time employees.

- Health insurance
- Dental insurance
- Life insurance
- Vision insurance
- Flexible health savings account
- Flexible dependent care savings account
- Generous vacation and sick leave
- Pension
- 403B participation (voluntary)
- Tuition Reimbursement.

MPS is the largest school district in Wisconsin, with about 5,000 teachers and an additional 5,000 full- and part-time staff. Many options for career advancement are available.

View open positions and read more about benefits on our website at mpsmke.com/careers. Register for the job fair at mpsmke.com/jobfair.

For more information, call (414) 475-8224 or email 565@milwaukee.k12.wi.us.

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(Item 2) Report with Possible Action Regarding the Roadmap to Readiness Plan to Return to In-Person Learning for the 2021-2022 School Year

Background

In May, June, July, and October 2020, as well as in January and March 2021, the Administration shared plans associated with the reopening of school for the 2020-21 school year with the Milwaukee Board of School Directors. In June 2021, the Administration shared plans associated with the reopening of school for the 2021-22 school year. Through this extensive time period, six work groups (health and safety,

academics, school operations, communications, professional development, and classroom and school wide supports) guided these plans and have since continued to further refine plans to best support the health and safety of our students, staff, and greater community. The work groups include teachers, school leaders, other staff, Milwaukee Teachers' Education Association (MTEA) representatives, Administrators and Supervisors Council (ASC), students, parents, and community members.

In January 2021, the Board took action to begin in-person learning at three school locations on February 8, 2021, for students with disabilities requiring in-person learning. At its special meeting on March 23, 2021, the Milwaukee Board of School Directors approved the Administration's recommendation for returning to in-person learning, and the following timeline for staff and students was implemented:

- on March 29, 2021 MPS central and school-based staff returned to in-person work;
- on April 12, 2021, students in Pre-K through grade 2 returned to in-person learning;
- on April 19, 2021, students in grades 3 through 8 returned to in-person learning; and
- on April 26, 2021, students in grade 12 or high-school students in need of support returned to in-person learning.

The Board took action at its special meeting on June 1, 2021, to return to in-person learning for the 2021-22 school year, as detailed in the presentation provided in the minutes of that meeting. The Board's action directed the Administration to proceed with planning and implementation for a full in-person, face-to-face, five-days-a-week return to school for students for both the August 2021 and September 2021 start dates, in alignment with nine parameters.

The Administration shared an overview of Roadmap to Readiness Report and Update as aligned to the Board's June 1, 2021 action.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

The gavel was passed to Vice President Taylor at 6:23 P.M. and returned to President Peterson at 6:28 P.M.

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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

New state revenue projections would allow the state legislature to sufficiently fund long-standing proposals that would better support public schools. In the words of the Wisconsin Policy Forum (see the attachment under separate cover), the new revenues provide a golden opportunity for the state. As it notes,

> For years, efforts to overhaul the state's school funding formula have appeared out of reach given the amount of money needed to ensure most districts do not lose funding. The potential state surplus makes it possible to rewrite the formula to account for factors such as student poverty and English Learner status. Such an update might help close achievement gaps and also could be used to cut school property taxes.

Despite the availability of the revenues, as of June 15, 2021, the Joint Committee on Finance has provided for no per-pupil funding increases and no increases in general aid and has, in fact, put policies in place that jeopardize $2.3 billion of federal funding that is meant to provide specific and targeted assistance related to the ongoing and after-effects of the pandemic.

As of this writing, the Joint Committee on Finance is scheduled to conclude its work on June 17, 2021. Legislative leaders have stated that the full legislature will complete passage of the budget by June 30. It is then expected that Governor Evers will consider veto options.

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 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.

The gavel was passed to Director Taylor at 6:46 P.M. and returned to President Peterson at 6:47 P.M.

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(Item 2) Action on a Request to Retire to Closed Session Pursuant to Wisconsin Statute 19.85(1)(g) to Confer With Legal Counsel With Respect to Litigation in Which the Board Is or Is Likely to Become Involved

Background

It is necessary for the Board to confer with legal counsel 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

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

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE:

- 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 2021

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 report will provide a highlight of one area of the OAE's Work Plan and the Work Plan's progress from the previous month. June is the last month of the OAE's FY21 Work Plan. A final report on work completed as part of the FY21 Work Plan will be transmitted to the Board subsequent to the close of the FY21 year on June 30, 2021.

Additionally, the OAE's FY22 Work Plan has been provided under separate cover. Implementation of the FY22 Work Plan will begin July 1, 2021.

Work Plan Highlight: Historically Underutilized Business 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. HUBs are for-profit businesses that are 51% or more owned, controlled, and managed by minority, women, disadvantaged, SBA-8A, or other MPS-targeted business owners that are certified by a recognized agency. 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 HUB 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 17, 2021, and June 14, 2021, Accountability and Efficiency Services fulfilled eight requests for information/research, two constituent inquiries, four requests for data analysis, and two special projects.

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

Contract Compliance Services

This month, Contract Compliance Services received a designated support team from the Department of Workforce Development to submit its pre-apprenticeship application for Communities In Need (COIN). The specialists will assist the team with advancing efforts including renewed commitments from Mission Aligned Partners (MAPs) to scale project-based training and equitable employment opportunities for youth interested in the building and construction trades' pathways.

Additionally, student cohorts are completing their summer internships within various industries alongside MAPs. Approximately 60 students will engage within employment opportunities on-site this summer; remote options will also remain available.

Contract Compliance Services is also coordinating a construction networking event in concert with the National Association of Minority Contractors, North Central Minority Supplier Development Council, Women's Business Development Center, and the Department of Facilities and Maintenance Services as the District plans the schedule for upcoming design and construction projects associated with ESSER II funding. The first phase of funding will include approximately $100 million in project dollars, which includes the following participation requirements: 25% Historically Underutilized Business (HUB), 25% Communities In Need (COIN), and tiered student-engagement hours based on projects' award amounts.

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 BG 3.08, Role of the Management of the Office of Accountability and Efficiency

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Item Two of the Report of the Committee on Accountability, Finance, and Personnel — Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-term Employment (LTE) Contracts Exceeding Sixty Days, which had been set aside at the request of Director O'Halloran; and
- Item Two of the Report of the Committee on Legislation, Rules and Policies — Action on a Technical Amendment to Board Rule 1.02, Regular Board Meetings — which will be held one cycle, pursuant to Board Rule 1.11, regarding amendments to the Board Rules.

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, and Report on Remote-work Totals

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Debra Clements	Building Service Helper I	$15.00/hr.	05/10/2021
2	Diamone Johnson	Building Service Helper I	$15.00/hr.	05/10/2021
2	Elise Lane	Building Service Helper I	$15.00/hr.	05/10/2021
2	Maelizia McCradic	Building Service Helper I	$15.00/hr.	05/17/2021
2	Rebecca Zepeda	Building Service Helper I	$15.00/hr.	05/10/2021
7	Craig Ninham	Boiler Attendant Trainee	$36,652.00	05/03/2021
2	Ceceil Carson	School Safety Assistant	$23,227.00	04/26/2021
7	Gerarl Laymond	School Safety Assistant	$23,227.00	04/26/2021
2	Davina McKee	School Safety Assistant	$23,227.00	04/26/2021
2	Lovie Garrison	School Secretary I – 10 Month	$24,841.64	05/17/2021
4	Tamaraly Perez Santana	School Secretary I – 12 Month	$31,200.00	05/17/2021
Promotions				
2	Margaret Childs	Payroll Assistant I	$43,894.61	04/26/2021
2	LaJuona Ross	Payroll Assistant I	$38,049.90	05/10/2021
2	Jeanette Brown	School Engineer I	$47,963.15	05/03/2021
2	Herbert Forbes	School Engineer I	$46,832.00	05/17/2021
5	Richard Desjardin	School Engineer II	$51,923.00	05/17/2021
Rehires				
2	Christopher Burrage	Building Service Helper I	$15.00/hr.	05/17/2021
2	Janika Brown	School Safety Assistant	$23,227.00	04/26/2021

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	Salary	Date
Teacher				
2, r	Miller, Michele T	Gen'l Elem & K8 — All Grades	$44,325.00	8/26/2021
Teacher, Early Start				
2, r	Jordan, Lawrence E	Spec Ed Multicateg.	$49,161.00	1/4/2021
1, r	Williams, Carmen	Science	$44,325.00	8/9/2021
Library Media Specialist, Early Start				
5, nr	Rabin, Anna Sarah	Library	$70,134.00	8/2/2021
Permit Teacher, Early Start				
5, r	Spiewak, Karen	Mathematics	$43,537.00	8/9/2021

		Counts				
Codes		Teachers	SSW	Psych	Other	Total
1	Native American	1	0	0		1
2	African American	2	0	0		2
3	Asian/Oriental/Pacific Islander	0	0	0		0

Codes		Counts Teachers	SSW	Psych	Other	Total
4	Hispanic	0	0	0		0
5	White	1	0	0	1	2
6	Other	0	0	0		0
7	Two or more ethnic codes	0	0	0		0
	Males	1	0	0		1
	Females	3	0	0	1	4
r	Resident					
nr	Non-resident					

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, April 2021		
Elisabeth Johnson	Riverside HS	4/13/21
Kelly Muck	Currently Out of Assignment	4/12/21
Illness Leave, May 2021		
Tiffany Martin	Fairview School	5/06/21
Personal Leave, March 2021		
Sean Collins	Milw. High School of the Arts	3/01/21
Personal Leave, April 2021		
Maria Macias	Currently Out of Assignment	4/12/21
Aldora Hajdaraj	Currently Out of Assignment	4/15/21
Personal Leave, May 2021		
Katherine Bontempo	Hayes Bilingual School	5/24/21
Kellie Daniel	Washington HS Of Info Tech	5/06/21
Personal Leave, June 2021		
Holly Kingsbury	Milw. Spanish Immersion School	6/07/21
Personal Leave, August 2021		
Mark Delaney	Hawley School	8/26/21
Military Leave, June 2021		
Samora Johnson	Starms Center	6/01/21

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Work	1.0	5	Jeanine Achtel	SLP	Clarke	06/15/2021
Personal	8.8	6	Ieyduh Ali	Teacher	Audubon	05/28/2021
Retire	22.8	5	Debra Alpert Frolkis	Teacher	81st Street	06/16/2021
Personal	0.8	2	Dia Amerson	Teacher	HS of the Arts	05/28/2021
Other Work	0.9	5	Alexa Andrews	Teacher	Rufus King MS	06/02/2021
Other Dist	5.9	5	Joel Asplin	Teacher	WCLL	05/28/2021
Retire	20.0	5	Keith Atkinson	Specialist III	Central Svcs	07/24/2021
Personal	0.7	1	Sarah Barber	Teacher	Project STAY	05/28/2021
Retire	20.0	2	Gwendolynn Bivens	Teacher	Gaenslen	06/16/2021
Other Dist	0.9	5	Taylor Boley	Teacher	Congress	05/28/2021
Personal	23.3	2	Marlon Boyd	Teacher	Washington HS	05/28/2021
Personal	6.8	5	Angela Bozano	Teacher	Central Svcs	06/16/2021
Retire	20.0	5	Roberta Breen	Teacher	Allen Field	06/15/2021
Personal	7.9	5	Steven Brinker	Teacher	Pratt	05/28/2021
Retire	16.9	2	Dorothy Brown	Supervisor	Central Svcs	06/18/2021
Personal	7.8	5	Lisa Bunge	Teacher	Rufus King HS	05/28/2021
Other Dist	6.0	2	Markeda Cain	SSW	Central Svcs	06/04/2021
Personal	4.6	2	Laquanda Clark	Teacher	Lincoln MS	05/28/2021
Other Work	15.1	2	Ugunda Cooper	Teacher	Bethune	06/30/2021

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	3.9	5	Chayce Cornette	Teacher	Sherman	06/15/2021
Retire	27.9	5	Linda Cram	Teacher	North Division	05/28/2021
Personal	3.8	5	Frances David	Teacher	Lincoln MS	05/28/2021
Personal	5.9	5	Michelle Deutsch	Teacher	Milw Sign Lang	06/16/2021
Personal	7.0	5	Stacie Dillenburg	Teacher	Clarke	06/15/2021
Personal	0.7	2	Jazmine Duncan	Teacher	Franklin	06/16/2021
Other Dist	6.9	4	Rebecca Fernandez	SSW	Doerfler	06/18/2021
Personal	5.9	5	Ruth Fischer	Teacher	Elm	06/15/2021
Other Work	0.8	5	Nicholas Fish	Teacher	ALBA	05/28/2021
Retire	30.4	4	Nydia Flores	Psych	Central Svcs	06/18/2021
Other Work	0.5	2	Jazmin Fowler	Nurse	Central Svcs	05/07/2021
Other Dist	0.9	5	Madison Francis	Teacher	Hartford	06/15/2021
Other Dist	6.3	5	Robert Gates	SSW	Meir	06/04/2021
Other Dist	8.8	5	Michael Gleason	Teacher	Bay View Mont	06/16/2021
Personal	3.0	2	Brittani Gordon	Teacher	LaFollette	06/15/2021
Retire	22.9	5	Cathy Gorski	Coord III	Central Svcs	06/02/2021
Personal	2.0	5	Jamie Graczyk	Teacher	Bay View HS	05/28/2021
Retire	24.4	5	Maureen Grimm	SST	Vieau	06/18/2021
Personal	5.2	4	Manela Guerrero	Teacher	Fratney	06/15/2021
Personal	0.9	5	Patrick Hamiel	Teacher	Thurston Woods	06/16/2021
Personal	1.9	5	Lindsay Haumschild	SLP	Gaenslen	06/16/2021
Personal	7.6	2	Tunita Hazelwood	Counselor	Riverside	05/28/2021
Personal	5.9	4	Eduardo Hernandez	Teacher	Fratney	06/16/2021
Personal	4.9	4	Monica Hernandez	Teacher	Rogers Street	06/16/2021
Personal	1.6	5	Robert Hill	Teacher	Hartford	06/28/2021
Personal	6.6	5	Gail Hodkiewicz	Teacher	81st Street	06/16/2021
Retire	19.8	5	Paul Hoffman	Teacher	Cooper	04/23/2021
Personal	4.8	2	Sydney Howard	Teacher	Siefert	06/16/2021
Other Work	5.5	5	Rachel Howell	Teacher	Gaenslen	06/16/2021
Personal	11.9	2	Tiffany Jackson	Teacher	Pratt	05/28/2021
Personal	2.0	2	Riana Johnson	Teacher	Starms	05/28/2021
Other Dist	5.5	6	Allison Jones	SLP	Central Svcs	06/15/2021
Other Dist	3.8	5	Sarah Joseph	Teacher	Washington HS	05/28/2021
Personal	1.0	2	Jaleesa Joy	Counselor	Spanish Imm	06/16/2021
Personal	7.9	7	Kelsey Kosmitis	Teacher	Bay View Mont	06/16/2021
Personal	0.8	2	Sarah Kubly	Teacher	Metcalfe	05/28/2021
Personal	5.9	5	Erin Lake	Teacher	Central Svcs	06/15/2021
Personal	7.5	2	Candace Lewis Parks	Teacher	Morse	06/01/2021
Other Work	2.0	5	Felicia Lumpkins	Teacher	Lincoln MS	05/28/2021
Personal	4.9	4	Tyra Mann	Counselor	WCLL	06/30/2021
Personal	1.8	5	Season Marron	Teacher	Clarke	06/15/2021
Personal	4.6	2	Tiffany Martin	Teacher	Fairview	06/16/2021
Personal	2.8	5	Kelly Maxwell	SLP	WCLL	05/28/2021
Personal	19.9	2	Crystal McKee	Teacher	Stuart	06/15/2021
Personal	2.0	2	Kristina Meekins	Teacher	53rd Street	06/16/2021
Retire	33.8	5	Julie Meyer	Teacher	Wedgewood Park	05/28/2021
Personal	2.5	5	Bradley Mier	Teacher	Burdick	06/16/2021
Personal	7.9	4	Nicholas Moraza	Teacher	Lincoln Ave	06/15/2021
Personal	0.9	5	Denise Nolan Gott	Teacher	Franklin	06/16/2021
Personal	1.9	2	Charcora Palmer	Teacher	Brown Street	06/16/2021
Personal	1.9	5	Nashira Pearl	Teacher	ALBA	05/28/2021
Retire	7.5	5	Robert Pluckhahn	Teacher	Washington HS	05/28/2021
Personal	1.6	7	Israel Powell	Teacher	Townsend	06/15/2021
Retire	30.0	5	Lori Ramirez	Teacher	South Division	05/28/2021
Other Work	1.3	5	Clarissa Ramos	Supervisor I	Central Svcs	06/30/2021
Other Work	5.4	5	Jessica Reamon	Teacher	Burbank	06/16/2021
Retire	21.6	4	Norma Rico Peral	Teacher	Vieau	07/29/2021
Personal	1.7	4	Perla Robles	Teacher	Greenfield	06/16/2021
Personal	1.0	5	Anna Romportl	SLP	Riley	06/16/2021
Retire	28.7	4	Luis Rosado	Teacher	Hayes	06/15/2021

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	18.9	4	Cristina Rosario Maldonado	Teacher	Garland	06/30/2021
Retire	30.7	5	Lisa Rosenberg	Principal	Fairview	04/30/2021
Personal	3.9	5	Katie Rothe	Teacher	Emerson	06/15/2021
Personal	3.8	5	David Rothe	Teacher	Audubon	05/28/2021
Personal	5.3	5	Katherine Ryan	Teacher	Pratt	05/28/2021
Other Work	2.0	5	Emma Saunders	SLP	Congress	05/28/2021
Personal	4.8	5	Margaret Schmidt	Teacher	Pulaski	05/28/2021
Personal	6.0	5	Jaime Schroeder	Teacher	Bethune	06/15/2021
Personal	9.0	5	Nicole Seiler	Teacher	Central Svcs	05/28/2021
Personal	14.6	2	Terrance Slade	Teacher	Bradley Tech	05/28/2021
Retire	29.0	4	Manuela Soto	AP	Hayes	06/18/2021
Retire	28.4	5	Magda Soucie	Teacher	MacDowell	05/28/2021
Personal	1.9	5	Tracey Sperko	Nurse	Central Svcs	06/04/2021
Retire	35.8	2	Darryl Thomas	Teacher	North Division	05/28/2021
Retire	11.7	5	Jessah Thomas	Teacher	Rogers Street	04/30/2021
Personal	17.9	5	Robyn Van Treeck	Teacher	Central Svcs	06/16/2021
Personal	2.0	5	Antoni Vermiglio	Nurse	Central Svcs	06/04/2021
Other Work	0.9	5	Maggie Vlaj	Teacher	MACL	06/15/2021
Retire	31.9	5	Michelle Wade	Manager III	Central Svcs	
Retire	31.0	3	Astrid Wagner	Teacher	Zablocki	06/15/2021
Personal	1.9	5	Sydney Wagner	Teacher	Kilbourn	06/15/2021
Personal	5.8	2	Debra Wallace	Teacher	Congress	05/28/2021
Personal	0.8	3	Tong Wang	Teacher	Green Tree Prep	05/28/2021
Other Work	1.8	5	Jasonn Weber	Teacher	Hayes	06/16/2021
Retire	32.8	5	Michelle Wielebski	Teacher	Bradley Tech	06/11/2021
Other Work	4.2	2	Megan Williams	Counselor	Rufus King HS	05/28/2021
Other District	3.8	5	Michael Yunker	Teacher	South Division	05/28/2021

Classified Retirements

Retire	28.5	2	Brenda Carter	Para	Carson Acad	04/30/2021
Retire	24.6	5	Brenda Gregerson	Analyst II	Central Svcs	04/30/2021
Retire	22.7	2	Sheila Hampton	BSH I	JMAC	04/30/2021
Retire	41.8	2	Duane Ingram	BSH II	Recreation Dept	05/09/2021
Retire	20.1	5	James Lawrence	Boiler Att	Central Svcs	04/30/2021
Retire	33.1	5	Michelle Siems	Engineer III	Ronald Reagan HS	05/03/2021

Codes:

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

Report on Remote-work Totals

Below are the remote-work totals submitted by office, as of 06/03/2021. This is an informational item, and no action is required.

Office	Total
Academics	53
Accountability & Efficiency	0
Board Governance	0
Communications & School Performance	11
Finance	12

Office	Total
Human Resources	6
School Administration	4
School Based	459
Superintendent	0
Total Received	545

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for May 2021 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 above, to be effective upon approval by the Board.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

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

Item deferred to the end of the meeting.

* * * * *

(Item 3) Action on a Request for Approval of Job Descriptions for EEOC Compliance Specialist I, Analyst I, Employee Rights, Digital Learning — Instructional Coach, and First Nations Studies — Menominee Language and Culture Teacher

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth for approval the job descriptions for the following positions:

EEOC Compliance Specialist I

Reports to the Manager, ERAD, Office of Human Resources
Pay Grade: 8A Pay Range: $69,609-100,343
FLSA Status: Exempt Term of Employment: Full-time

Position Summary/Purpose:

Provides a proactive approach to EEO compliance for Milwaukee Public Schools (MPS). Performs investigative and administrative work in enforcing equal opportunity and fair employment practices and assists in promoting employees' rights within Milwaukee Public Schools. Represents MPS at all levels of unemployment insurance (UI) claims.

Employee Rights Analyst I

Reports to the Manager, Employment Relations, Office of Human Resources
Pay Grade: 05A Pay Range: $56,502-81,296
FLSA Status: Exempt Term of Employment: Full-time

Position Summary/Purpose:

Assists in the administration of Employee Rights programs, including Equal Employment Opportunity (EEO) compliance, leaves, and unemployment. Investigates and helps resolve workplace conflicts involving EEO, harassment, and bullying. Supports unemployment operations, which includes developing/sending responses to claims and attending unemployment hearings as a representative or witness. Analyzes, evaluates, monitors, and prepares recommendations regarding leave administration. Assists in the administration of the leave program, as needed, by engaging with employees who need leave requests; securing/reviewing documentation supporting leave requests; determining whether leave requests should be approved based on documentation; entering leave data, processing payroll information and coordinating the entry of leave data with third-party FMLA leave administrator (which includes running various reports and following complex processes to replace non-FMLA absences with FMLA absences); and facilitating payroll adjustments.

Instructional Coach — Digital Learning

Reports to the Department of Technology, Office of Communications and School Performance
Pay Grade: 01 Pay Range: $44,325 (start)
FLSA Status: Exempt Term of Employment: Full-time

Position Summary/Purpose:

Provides school-leadership teams and teachers with pedagogical support to effectively leverage technology in the classroom. Challenges teachers and leaders to fulfill their vision and advocates to improve students' achievement by engaging students in the learning process and personalizing learning. Works to ensure that teachers have the opportunity to become proficient in leveraging technology in the classroom to access deeper learning through rigorous and relevant lessons. Models effective instructional strategies for the use of technology in teaching and learning and facilitates online professional learning opportunities. Coordinates professional learning opportunities and resources for schools and school-based Instructional Technology Champions.

First Nations Studies — Menominee Language and Culture Teacher

Reports to the Program Coordinator, Department of Bilingual and Multicultural Education, Office of Academics
Pay Grade: 01 Pay Range: $44,325 (start)
FLSA Status: Exempt Term of Employment: Full-time

Position Summary/Purpose:

Provides, coordinates, and teaches the Menominee language and Wisconsin Woodland tribal culture's teachings to students and families, ensuring that First Nations Studies students have the means, opportunity, preparation, and access to Menominee language and Woodland tribal culture. Provides students the culturally-relevant curriculum designed for First Nations students and families who want to learn the Menominee language and learn about the Woodland tribes of Wisconsin.

All four positions have been approved in the FY22 budget.
The job descriptions for each position are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Human Resources will post the positions and begin the recruitment process.

Committee's Recommendation

Your Committee recommends that the Board approve the job descriptions as attached to the minutes of your Committee's meeting for the following positions:

- EEOC Compliance Specialist I
- Analyst I, Employee Rights
- Digital Learning — Instructional Coach
- First Nations Studies — Menominee Language and Culture Teacher

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 4) Action on Recommended FY22 Annual Plan of Audits and Report on the District Risk-assessment Plan

Background

Annually, the Milwaukee Board of School Directors adopts a yearly Plan of Audits which identifies audit activities that the Office of Board Governance-Audit Services conducts 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 FY22 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, required, and proposed audits. Included with the recommendation is a summary of available days, which identifies estimated resource requirements for each audit and shows how available days will be used to support the Audit Plan.

The proposed FY22 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 FY22 Annual Audit Plan includes both cyclic and non-cyclic departmental and program audits. Cyclic departmental and program audits will be scheduled on a recurring basis in high-risk/high-impact areas such as accounts payable, payroll, financial reporting, and IT security, among others. Other program evaluations could include reviews of the District's background-screening processes, student-enrollment-and-attendance system's controls, bilingual programs, and building use and capacity.

Per Board Governance Policy BG 2.12, Board Audits: Annual Plan and Coordination, audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval to amend the annual plan of audits. This policy also provides for the Chief Officer of the Office of Board Governance to have the authority to approve critical and emergency audits during the year.

Annual Plan of Audits, Fiscal Year 2022

Financial Audit

A) Audit: Basic Financial Statements

MPS is required to have an annual examination of MPS's basic financial statements. The Office of Board Governance-Audit Services, 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 statements' audits, the District is also required to have a Report on Federal and State Awards (Single Audit), Student Membership (general, summer school, and integration transfer program) Audits, and a Parent Consent Audit.

- The Single Audit satisfies the audit requirements of both the state and federal governments for all state and federal funds received by MPS.
- The Student Membership Audits and Parent Consent for Transportation Audit satisfy the audit requirements mandated by the Wisconsin State Statutes and the Wisconsin Department of Public Instruction.
- The Report on Internal Control details areas where internal accounting controls need to be enhanced. A separate report is also provided which reports on prior year management comments and management's progress in implementing those recommendations.

In addition to coordinating and monitoring the year-end audit activities, Audit Services is responsible for completing various segments of the year-end audit.

Estimated Resource Allocation — Internal ..... 60 days
Estimated Resource Allocation — External ..... 228 days
Estimated Start Date..... July 2021
Estimated Completion Date..... December 2021

Departmental and Program Audits

B) Cyclic Audits:

Review of CARES Act Expenditures

This review will address how the District is expending, documenting, and reporting costs related to COVID-19, as well as the review-and approval-process for costs and compliance with applicable requirements. Other cyclic audit areas planned for may include payroll, 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..... 65 days
Estimated Start Date.....July 2021
Estimated Completion Date.....January 2022

C) Audit: Follow-up on Previously-issued Audit Reports

In order to ensure that all audit recommendations have been properly implemented, Audit Services tracks and follows up on the audit recommendations to determine the status of district administration's corrective actions. Follow-up reviews are planned for one previously-issued report, Accounts Payable-Finance Department.

Estimated Resource Allocation..... 45 days
Estimated Start Date.....February 2022
Estimated Completion Date..... June 2022

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.

- Review of Contract Background Checks
- Review of Council of Great City Schools' Recommendations Regarding Human Resources
- Review of Payroll Department's Controls

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, immersion programs, IB programs, Montessori programs, bilingual programs, and other evaluations of district operations such as building use and capacity and transportation services.

Estimated Resource Allocation..... 115 days
Estimated Start Date.....July 2021
Estimated Completion Date..... June 2022

Fraud Investigations and Other Reviews

E) Audit: Special Audits and Projects

Staff from the Office of Board Governance have the responsibility for special audits, fraud investigations, and other projects, including reviews of external charter school audit reports for Contract Compliance Services. Requests for analysis, investigations, and specific information can be received via board members, the Superintendent, the management of Accountability and Efficiency, and the Chief Officer of the Office of Board Governance.

In addition, The Office of Board Governance operates the Fraud Hotline. Upon receipt, complaints are reviewed and, if deemed appropriate, investigated. An annual report on fraud, waste, and abuse summarizing the results of fraud complaints and tips received is issued to the Board, the Superintendent, and the public. Enhancements to fraud-reporting tools — including the 2017 approval of the reporting

requirements of Administrative Policy and Procedure 6.38, Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior — have led to an increase in tips received.

Special projects may include a review of the District's fitness-for-hire process, reviews of schools with overspent budgets, updating the District's Annual Risk Assessment, student-enrollment processes, and high-school incident reporting.

Estimated Resource Allocation..... *689 days*
Estimated Start Date.....*Ongoing*
Estimated Completion Date.....*Ongoing*

School Audits

F) Audit: Alternative/Early Childhood Partnership Schools

The District contracts with schools to provide alternative education and early childhood education to MPS students. The audits will review the operations of these schools to determine the extent to which the schools comply with administrative policy and contract provisions and appropriately use the financial resources provided by MPS. Schools are selected for review on a rotating basis. Two partnership programs and a related management letter are to be completed in FY22.

Estimated Resource Allocation..... *29 days*
Estimated Start Date.....*January 2022*
Estimated Completion Date.....*June 2022*

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 the contract.

The charter school has the option to contract with Audit Services or with an independent certified public accountant to perform the audits for FY22 activity. Five charter schools have contracted with Audit Services.

Estimated Resource Allocation..... *74 days*
Estimated Start Date.....*July 2021*
Estimated Completion Date..... *March 2022*

I) Audit: School Audits

The Board, in recognition of the schools' authority to make key decisions regarding their 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, to meet the Board's strategic objectives for student achievement and equity, and to comply with fiscal and administrative guidelines. The program continues the cyclical audits of MPS schools. Fifteen (15) schools will be selected for audit during FY22.

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.

Estimated Resource Allocation..... *135 days*
Estimated Start Date.....*July 2021*
Estimated Completion Date.....*June 2022*

J) Audit: School Audits — New-principal, Follow-up, Carryover, and School-closing

Newly-assigned principals may request audits to assist them in determining the financial and other conditions at a school. 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. Thirteen (13) new-principal audits and one (1) follow up audit are scheduled.

Estimated Resource Allocation..... 126 days
Estimated Start Date..... July 2021
Estimated Completion Date..... June 2022

Report on FY22 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 risk-assessment questionnaire which was distributed to key district leaders and administrators. During this six-month process, the Assistant Chief Auditor with the Miami-Dade County Public Schools served as the technical advisor for this project and provided valuable insights and feedback. The entire MPS Audit Services team also participated in the design and evaluation process. This district risk-assessment tool since has been updated annually to continue to assist Audit Services in identifying risks and prioritizing audit resources.

Audit Services has completed the FY22 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 FY22 Annual Audit Plan. Risk-assessment questionnaires distributed to 36 office directors, managers, and key personnel, in 36 departments, had a 100% return rate.

Of the 36 responses received:

- 35 (97%) were aware of MPS's fraud-reporting tools;
- 32 (89%) reported no obstacles that would have prevented their departments from performing work tasks prior to the District's closure;
- 18 (50%) reported changes in key personnel;
- 9 (25%) reported technology upgrades or other operational changes;
- 8 (22%) indicated that they did not have written standard operating procedures (SOP) or that the SOPs were still being developed for staff to follow;
- 4 (11%) reported that theft, fraud, waste, or abuse occurred;
- 3 (8%) indicated that they had no process in place to work remotely during the District's closure.

Audit Services has reviewed the responses and performed an analysis of year-over-year budget and staffing changes in assigning risk levels to six specific categories — People, Fraud, Operations, Technology and Systems, Legal, and Financial — to arrive at 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 36 auditable departments analyzed, eight (22%) are high-risk, fourteen (39%) are moderate- risk, and 14 (39%) 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 Audit Services review.

The areas of higher risk include the Office of Finance, the Office of Communications and School Performance, the Office of School Administration, and the Office of Human Resources. Audit resource days have been included in the FY22 Annual Plan of Audits in the higher-risk areas of district operations.

In addition to the risk-assessment 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.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule 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 FY22 Annual Plan of Audits and District Risk Assessment.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 5) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Emergency Purchases Due to COVID-19 and Change Orders in Excess of $25,000; Cumulative Purchases in Excess of $50,000; 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

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 (w/ear loop straps), which meet all of the requirements of American Society for Testing Materials F1862 and/or F2100 Level 1. These items will foster a safe learning environment and promote student and staff safety by reducing risk of transmission of COVID-19 in MPS 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. This first extension option ("Year 2") will run from July 1, 2021, through June 30, 2022.

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	No	6%	100%	TBD	NA	400	10

RFB 5773 Authorization to Contract with Prairie Farms Dairy for Milk Products

The Administration is requesting authorization to enter into a blanket contract with Prairie Farms Dairy for milk products. This vendor will be used to deliver milk to all MPS school cafeterias for the School Nutrition Program. This contract covers 8-ounce cartons of four types of BGH (bovine growth hormone)-free milk: white skim milk, white 1% milk, skim chocolate milk, and lactose-free skim milk.

Contractor was chosen pursuant to RFB 5773, which closed on June 18, 2019. The original contract ran from September 1, 2019, through August 31, 2020, (the "Initial Term") with two additional one-year options to

extend if certain performance metrics incorporated into the contract are met. The contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the second, and final, extension from September 1, 2021, through August 31, 2022 ("Year 3"). The total cost for the second extension will not exceed $2,750,000.00.

Budget Code: LNC-0-0-LNH-XX-EFOD (School nutrition - Food).....$2,750,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
190	24	20	No	NA	NA	NA	NA	300	10

RFB 5774 Authorization to Enter Into a Blanket Agreement with Alpha Baking Company for Fresh Bakery

The Administration requests authorization to enter into a blanket agreement with Alpha Baking Company ("Alpha Baking") for fresh bakery products which will be provided to the schools for student lunches. The vendor was chosen pursuant to RFB 5774, which closed on April 19, 2019. Alpha Baking was the lowest-complying bidder.

This is 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 was from September 1, 2019, through August 31, 2020. The contractor has met the performance metrics codified in its contract; therefore, MPS is exercising the second extension from September 1, 2021, through August 31, 2022 ("Year 3"). The total cost for the second extension will not exceed $500,000.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract) $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
2,005	1,060	480	No	NA	NA	NA	NA	200	10

——— Authorization to Purchase Enterprise Licensing and Maintenance from Various Vendors

The Administration is requesting authorization to make purchases from various vendors for enterprise licensing and maintenance fees with Fiscal Year 2021-22 funds. These purchases, which may be made annually, quarterly, or monthly payments, will be made via purchase orders issued to these vendors.

These enterprise programs are those essential applications and products that are critical to the District's functions and, although requisitioned by individual departments, are managed by the Department of Technology.

The total cost of purchases will not exceed $6,758,536.32.

The chart below summarizes: budget codes, requisitioning departments, vendors, applications or products, and cost.

2021-22 License Account — Enterprise Systems

Budget Code	Vendor/Product	Fee
Human Resources		
SFS-0-0-TLN-DW-EMTC	Peoplesoft/Oracle	$1,364,656.14
SFS-0-0-TLN-DW-EMTC	Frontline (ASEOP)	$70,789.79
	Sub-Total	$1,435,445.93
Student Services		
SSV-0-0-TLN-DW-EMTC	Infinite Campus	$655,129.60
SSV-0-0-TLN-DW-EMTC	School Messenger Notifications	$139,000.00
	Sub-Total	$794,129.60

Budget Code	Vendor/Product	Fee
Board Governance		
ADT-0-0-TLN-DW-EMTC	Intercom Network	$5,700.00
ADT-0-0-TLN-DW-EMTC	iConstituent	$10,000.00
	Sub-Total	$15,700.00
Specialized Services		
SSU-0-0-TLN-DW-EMTC	FileMaker (inc. Rec) 100	$7,432.59
SSU-0-0-TLN-DW-EMTC	MJ Care	$110,904.00
	Sub-Total	$118,336.59
Facilities & Maintenance		
BLD-0-0-TLN-DW-EMTC	AssetWorks	$128,837.89
BLD-0-0-TLN-DW-EMTC	Honeywell ProWatch	$17,185.00
	Sub-Total	$146,022.89
Student Performance and Improvement		
SYS-0-0-PSU-DW-EMTC	Data Warehouse(PowerSchool)	$87,773.98
	Sub-Total	$87,773.98
Finance		
FSC-0-0-TLN-DW-EMTC	IFAS	$149,212.29
FSC-0-0-TLN-DW-EMTC	Bonfire	$25,446.75
FSC-0-0-TLN-DW-EMTC	CGCS ActPoint KPI	$6,900.00
	Sub-Total	$181,559.04
College and Career Readiness		
CDV-0-0-TLN-DW-EMTC	Parchment	$47,780.00
Strategy Enterprise and Initiatives		
SPT-0-0-TLN-DW-EMTC	Smartsheet	$46,500.00
Nutrition Services		
FSV-0-0-TLN-DW-EMTC	Horizon	$153,000.00
DBS-0-0-TLN-DW-EMTC	Trapeze (MapNet)	$72,194.00
Business Services		
DBS-0-0-TLN-DW-EMTC	VEO Now (Tablets)	$109,725.00
DBS-0-0-TLN-DW-EMTC	Bus Conduct	$4,500.00
	Sub-Total	$186,419.00
Recreation		
000-0-0-CMP-RC-EMTC	Cayen Afterschool 21	$51,456.00
CSV-0-0-PRC-RC-EMTC	Rectrac/Vermont Systems	$22,800.00
CSV-0-0-PRC-RC-EMTC	Timeclock Plus	$43,200.00
OSD-0-0-TLN-DW-EMTC	rSchool	$42,881.00
CPA-0-0-PRC-RC-EMTC	PowerDMS	$4,877.28
CSV-0-0-ART-RC-EMTC	Survey Monkey — Arts/Humanities	$8,100.00
	Sub-Total	$173,314.28
Communications and School Performance		
INF-0-0-TLN-DW-EMTC	Titan	$20,000.00
INF-0-0-TLN-DW-EMTC	Northwoods	$48,000.00
	Sub-Total	$68,000.00
Technology		
TSV-0-0-TLN-DW-EMTC	Adobe Creative Cloud	$15,000.00
TSV-0-0-TLN-DW-EMTC	Alfresco	$50,605.65
TSV-0-0-TLN-DW-EMTC	ARIN	$150.00
TSV-0-0-TLN-DW-EMTC	Bluejeans	$18,231.00
TSV-0-0-TLN-DW-EMTC	Cherwell	$47,508.00
TSV-0-0-TLN-DW-EMTC	Cloudcard (Staff IDs)	$3,000.00
TSV-0-0-TLN-DW-EMTC	Cisco Duo MFA	$141,091.00
TSV-0-0-TLN-DW-EMTC	Dell Compellent Storage	$20,841.48
TSV-0-0-TLN-DW-EMTC	Dell Vxrail Maintenance	$27,831.20
TSV-0-0-TLN-DW-EMTC	Emerson (UPS)	$56,925.00
TSV-0-0-TLN-DW-EMTC	Ephesoft	$10,901.00
TSV-0-0-TLN-DW-EMTC	ESRI (GIS)	$10,000.00
TSV-0-0-TLN-DW-EMTC	GoGuardian	$145,200.00
TSV-0-0-TLN-DW-EMTC	Google Classroom/Meet	$183,380.40
TSV-0-0-TLN-DW-EMTC	Gynzy	$15,754.83
TSV-0-0-TLN-DW-EMTC	Hewlett Packard (3PAR)	$24,500.00
TSV-0-0-TLN-DW-EMTC	HP Enterprise(Microfocus)	$7,233.37

Budget Code	Vendor/Product	Fee
TSV-0-0-TLN-DW-EMTC	HP IDERA Ent)	$7,686.07
TSV-0-0-TLN-DW-EMTC	InfoSec IQ	$30,200.00
TSV-0-0-TLN-DW-EMTC	Iron Mountain	$26,000.00
TSV-0-0-TLN-DW-EMTC	JCI/Avigilion	$90,000.00
TSV-0-0-TLN-DW-EMTC	Kemp	$24,464.00
TSV-0-0-TLN-DW-EMTC	Lansweeper	$28,000.00
TSV-0-0-TLN-DW-EMTC	Amplified IT (Lil SIS)	$12,240.00
TSV-0-0-TLN-DW-EMTC	Mediasite	$18,299.00
TSV-0-0-TLN-DW-EMTC	Microsoft Campus/Server	$945,694.70
TSV-0-0-TLN-DW-EMTC	Paessler PRTG	$3,100.00
TSV-0-0-TLN-DW-EMTC	Palo Alto	$466,408.90
TSV-0-0-TLN-DW-EMTC	Rise Vision Digital Signage	$16,000.00
TSV-0-0-TLN-DW-EMTC	Raptor VMS	$1,700.00
TSV-0-0-TLN-DW-EMTC	Remind	$66,485.16
TSV-0-0-TLN-DW-EMTC	Securly	$132,000.00
TSV-0-0-TLN-DW-EMTC	Service Express	$57,168.00
TSV-0-0-TLN-DW-EMTC	SKC	$2,535.00
TSV-0-0-TLN-DW-EMTC	SmartNet (CISCO)	$391,400.00
TSV-0-0-TLN-DW-EMTC	Sun (DLT)	$47,739.14
TSV-0-0-TLN-DW-EMTC	Tidal Scheduler	$16,688.88
TSV-0-0-TLN-DW-EMTC	Titan SFTP Server	$599.00
TSV-0-0-TLN-DW-EMTC	Tools4Ever	$17,575.73
TSV-0-0-TLN-DW-EMTC	PowerSchool (Data Warehouse)	$22,522.50
TSV-0-0-TLN-DW-EMTC	VMware	$56,896.00
TSV-0-0-TLN-DW-EMTC	WeVideo	$9,000.00
TSV-0-0-TLN-DW-EMTC	Zoom Meetings	$36,000.00
	Sub-Total	$3,304,555.01
Grand Total		$6,758,536.32

Report on COVID-19 Purchases

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with a vendor for products related to the Covid-19 pandemic. Due to the emergency nature of this procurement, the purchase was not previously approved by the Board. Vendor

Vendor	Purchase Order	PO Total	Description of Goods	Procurement Basis
Cleveland Menu Printing Systems	DFMS's System	$352,000	22,000 Polycarbonate Desk Dividers	ETB

Routine Monthly Financial Reports

The report of change orders in excess of $25,000, 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			
Bay View	United Way	$1,000.00	For Diversity, Equity, and Inclusion
Browning School	Direct Supply Foundation	$1,500.00	School Gymnasium Supplies
Browning School	Wisconsin Health & Physical Education, Inc.	$975.00	Sound System
Carver Academy	Teachers	$10.00	Staff Donation for PBIS
Carver Academy	Teachers	$10.00	Staff Donation
Carver Academy	Teachers	$20.00	Staff Donation
Clarke Street School	Ronald M. Krajcik	$690.00	Colleen C. Krajcik Memorial
Clarke Street School	Edward and Teresa Valent	$100.00	Colleen C. Krajcik Memorial

Location	Donor	Amount	Gift or Purpose
Clarke Street School	Thomas J. Flesch and Suzanne M. Flesch	$25.00	Colleen C. Krajcik Memorial
Clarke Street School	Jeannine Prindiville	$25.00	Colleen C. Krajcik Memorial
Clarke Street School	Janis Keddie	$25.00	Colleen C. Krajcik Memorial
Clarke Street School	Tanya M Stotler and Michael D Stotler	$200.00	Colleen C. Krajcik Memorial
Clarke Street School	Kristy L. Shanahan and Timothy Shanahan	$100.00	Colleen C. Krajcik Memorial
Clarke Street School	Margaret M Hoppe	$50.00	Colleen C. Krajcik Memorial
Clarke Street School	Alim M. Hatab and Elizabeth A. Hatab	$20.00	Colleen C. Krajcik Memorial
Clarke Street School	David Grambow MD and Ann Marie Grambow	$50.00	Colleen C. Krajcik Memorial
Clarke Street School	John Grellinger and Dona Grellinger	$25.00	Colleen C. Krajcik Memorial
Clarke Street School	Christine Vater	$40.00	Colleen C. Krajcik Memorial
Clarke Street School	Caroline A. Koch	$100.00	Colleen C. Krajcik Memorial
Clemens School	Supporting Families Together	$448.45	Young Star Micro-Grant
Congress School	General Mills/Box Tops for Education	$23.90	Box Tops for Education
Fernwood School	Corporation	$220.00	Paddlers Hall PAC Donation
Fernwood School	United Way	$610.40	United Way Donation
Fernwood School	Amy Ward - Parent	$200.00	General School Supplies
Fratney Street School	General Mills/Box Tops for Education	$1.70	Box Tops for Education
German Immersion School	The Blackbaud Giving Fund	$8.24	General School Supplies
Goodrich School	Healthy Classrooms Foundation	$1,500.00	Healthy Classrooms Foundation
Hamilton High School	Campus Box Media	$78.00	Athletics
Hamilton High School	Waterstone Bank	$2,000.00	2021 Scholarship Donation
Holmes School	RMC Community Fund c/o Rotary Club of Milwaukee	$2,365.00	Urban Ecology
King Elementary School	4 Rotary Club of Milwaukee North Sunrise Inc.	$275.00	PTA Spring Resource Fair
Maple Tree School	West Granville Presbyterian Church	$2,000.00	General School Supplies
Meir School	Ashish and Shweta Jain	$35.00	General School Supplies
Milwaukee School of Languages	Wisconsin Masonic Foundation	$1,000.00	ACTKIND Scholar Match
Mitchell School	General Mills/Box Tops for Education	$14.20	Box Tops for Education
Morgandale School	General Mills/Box Tops for Education	$4.70	Box Tops for Education
Morse Middle School	Richard and Nansi Hawkins	$200.00	For Science Class
South Division High School	Jonathan Fernandez*	$500.00	Student Awards
Starms Early Childhood School	Supporting Families Together	$1,000.00	Camp
Trowbridge School	Lepicia Lopez	$100.00	PBIS for Fish Drawing
Victory School	Holton Brothers	$150.00	Attendance PBIS
Vieau School	Sam J Nole	$500.00	DC Trip Donation
Vincent	Blue Number Bros Inc. DBA Culver's	$192.00	Farmers Donation
Vincent	Russell J and Virginia Duris	$100.00	Accelerated Academy
Total Monetary Donations		*$18,491.59*	
Non-monetary Donations			
Cass Street School	Donors Choose	$472.11	General School Supplies
Cass Street School	Donors Choose	$1,098.21	Hybrid Learning Materials
Clemens School	Donors Choose	$356.91	Colored Printing for Students
Doerfler School	Donors Choose	$564.58	Student Dry Erase Boards
Doerfler School	Donors Choose	$212.70	Subway Gift Cards

Location	Donor	Amount	Gift or Purpose
Doerfler School	Donors Choose	$210.32	Led Lights and Batteries
Dr. B.Carson Academy of Science	Donors Choose	$248.49	Culturally Responsive Texts
Eighty-First Street School	Donors Choose	$549.21	Fantasy Minifigure Set- Lego
Eighty-First Street School	Donors Choose	$674.00	Virtual Hands-On Project
Emerson School	Milwaukee Urban League	$208.00	Water Bottles and Gift Bags
Emerson School	Donors Choose	$168.40	Diversity and Inclusion in Ear
Emerson School	Milwaukee Urban League	$363.84	Hand Sanitizer
Emerson School	Urban Poiema Church	$1,642.51	School Supplies
Emerson School	Northwest Baptist Church	$297.00	Teacher Appreciation Week
Emerson School	Crystal Ealy, Meaa President	$272.90	Sock Give Away
Fernwood School	Donors Choose	$448.30	Reading Books for Book Club
Fernwood School	Donors Choose	$314.70	Dream Big for Clean Air Space
Fernwood School	Donors Choose	$404.39	The World According to Biomes
Franklin School	Donors Choose	$274.68	General School Supplies
Franklin School	Donors Choose	$436.98	Books for Classroom
Fratney Street School	Donors Choose	$395.22	Ocean and Sand Sensory Bin
Fratney Street School	Donors Choose	$407.88	Spanish/English Books
Fratney Street School	Donors Choose	$458.61	Animal Books and Stimulation Toy
French Immersion School	Donors Choose	$619.00	Diverse books for Library
Goodrich School	Donors Choose	$2,271.37	T is for Technology
Goodrich School	Donors Choose	$385.24	Color My Classroom
Goodrich School	Donors Choose	$445.46	S is for Science
Goodrich School	Donors Choose	$502.45	Blocks for Home
Goodrich School	Donors Choose	$131.50	Having Fun and Learning Too!
Goodrich School	Donors Choose	$246.49	A Book for Every Emotion
Goodrich School	Donors Choose	$378.73	It's Time to Return to Class
Goodrich School	Donors Choose	$367.57	One Book at a Time
Goodrich School	Donors Choose	$349.72	Keep Us Safe and Healthy
Goodrich School	Donors Choose	$543.28	Gym at Home
Goodrich School	Donors Choose	$481.83	Easy Readers for Early Readers
Goodrich School	Donors Choose	$443.14	P is for Paper
Goodrich School	Donors Choose	$405.73	S is for Snacks
Goodrich School	Donors Choose	$388.83	Keep Us Covid Safe Part 2
Goodrich School	Donors Choose	$447.41	The Lit Literacy Classroom
Goodrich School	Donors Choose	$424.84	Reading Success
Goodrich School	Donors Choose	$561.28	Social Distancing Buckets
Goodrich School	Donors Choose	$484.08	Creating a Safe Space for Students
Goodrich School	Donors Choose	$233.00	Virtual Resources
Goodrich School	Donors Choose	$619.30	Diversity in Our Classrooms
Goodrich School	Donors Choose	$340.53	Basic Writing Supplies
Goodrich School	Donors Choose	$173.48	Fun in the Sun
Goodrich School	Donors Choose	$545.62	A Comfy Place
Goodrich School	Donors Choose	$527.18	Easy Readers for Early Readers
Hartford University School	Donors Choose	$331.05	Donors Choose Lubow
Hartford University School	Donors Choose	$820.54	Donors Choose Wallsworth
Humboldt Park School	Donors Choose	$1,109.51	Goodmann Laptop
Humboldt Park School	Donors Choose	$440.95	Bell Doc Camera
Humboldt Park School	Donors Choose	$440.95	Dentice Doc Camera
Humboldt Park School	Donors Choose	$405.86	Hermsen Doc Camera
Humboldt Park School	Donors Choose	$686.97	Weisse Class Snacks
Humboldt Park School	Donors Choose	$982.21	Cameron Laptop
Humboldt Park School	Donors Choose	$533.71	Willerth Sensory Items
Location	Donor	Amount	Gift or Purpose
Kilbourn School	Donors Choose	$350.47	Classroom Supplies

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	Donors Choose	$384.52	Life Materials
MacDowell Montessori	Donors Choose	$136.39	Montessori Mats
MacDowell Montessori	Donors Choose	$239.06	Trays
MacDowell Montessori	Donors Choose	$151.76	Science Supplies
MacDowell Montessori	Donors Choose	$318.12	Life Skill Supplies
MacDowell Montessori	Donors Choose	$193.21	Science Supplies
MacDowell Montessori	Donors Choose	$142.63	Rhythm Sticks
MacDowell Montessori	Donors Choose	$164.04	Art Supplies
MacDowell Montessori	Donors Choose	$263.29	Life Science Sup
Manitoba School	Donors Choose	$426.58	Summer Learning Materials
Manitoba School	Donors Choose	$507.21	Books for Virtual Learning
Manitoba School	Donors Choose	$446.17	Book Sets for Home and School
Manitoba School	Donors Choose	$621.68	Class Sets of Novels
Manitoba School	Donors Choose	$335.48	Air Purifier/Filters
Manitoba School	Donors Choose	$658.51	General School Supplies
Maple Tree School	Donors Choose	$491.64	General School Supplies
Maple Tree School	Donors Choose	$334.50	General School Supplies
Maple Tree School	Donors Choose	$368.21	General School Supplies
Maple Tree School	Explore Learning	$1,300.00	Reflex Math
Maple Tree School	Donors Choose	$369.78	General School Supplies
Maple Tree School	Donors Choose	$465.35	General School Supplies
Milwaukee Sign Language School	Donors Choose	$777.96	General School Supplies
Morgandale School	Donors Choose	$131.50	Gift Card for Therapy Material
Morgandale School	Donors Choose	$436.00	Gift Cards for Digital Resources
Ninety-Fifth Street School	Donors Choose	$281.41	Spivey Books
Ninety-Fifth Street School	Donors Choose	$143.25	Kargol School Supplies
Ninety-Fifth Street School	Donors Choose	$135.44	Kargol School Supplies
Ninety-Fifth Street School	Donors Choose	$138.60	Kargol Art Kits
Ninety-Fifth Street School	Donors Choose	$136.52	Kargol Masks and Supplies
Ninety-Fifth Street School	Donors Choose	$154.36	Kargol School Supplies
Ninety-Fifth Street School	Donors Choose	$166.52	Spivey Supplies
Ninety-Fifth Street School	Donors Choose	$272.99	Kargol Books
Ninety-Fifth Street School	Donors Choose	$139.23	Kargol Basic Supplies
Ninety-Fifth Street School	Donors Choose	$138.87	Kargol Books
Ninety-Fifth Street School	Donors Choose	$132.07	Kargol Organization
Ninety-Fifth Street School	Donors Choose	$145.01	Kargol Fridge
Ninety-Fifth Street School	Donors Choose	$673.73	Bukosky Books
Ninety-Fifth Street School	Donors Choose	$159.27	Kargol Bingo Games
Ninety-Fifth Street School	Donors Choose	$139.20	Kargol Snacks
Ninety-Fifth Street School	Donors Choose	$149.87	Kargol Letters
Ninety-Fifth Street School	Donors Choose	$139.73	Kargol Puzzles
Ninety-Fifth Street School	Donors Choose	$537.50	Schultz Teacher Gift Cards
Ninety-Fifth Street School	Donors Choose	$431.40	Gundrum Scooters
Ninety-Fifth Street School	Donors Choose	$434.70	Gundrum Gym Equipment
Ninety-Fifth Street School	Donors Choose	$549.73	Shields Wobble Seats
Ninety-Fifth Street School	Donors Choose	$168.76	Spivey Books
Ninety-Fifth Street School	Donors Choose	$374.82	Mutz
Project Stay Senior Institute	Meijer Food Store	$300.00	Diapers for Students/Parents
Project Stay Senior Institute	The Salvation Army	$100.00	Men's Socks
Project Stay Senior Institute	Meijer Food Store	$300.00	Gift Cards
Project Stay Senior Institute	Restoration Church	$200.00	Teacher Support
Riverside High School	Donors Choose	$295.74	Hygienic Supplies
Rogers Street Academy	Donors Choose	$851.00	Art Supplies and PBIS Incentive Awards
Rogers Street Academy	Donors Choose	$876.35	Class Incentive Items

Location	Donor	Amount	Gift or Purpose
Sherman School	Donors Choose	$467.60	Farren Seating Items
Sherman School	Donors Choose	$557.69	Krochalk Class Supplies
Marvin Pratt	Donors Choose	$695.30	Summer Education
Starms Early Childhood School	Donors Choose	$416.72	Interactive Ipad
Trowbridge School	Donors Choose	$587.12	Classroom Supplies
Trowbridge School	Donors Choose	$417.31	Classroom Supplies
Trowbridge School	Donors Choose	$183.25	Home Ec Class
Trowbridge School	Donors Choose	$248.13	Snacks to Help with Hunger
Trowbridge School	Donors Choose	$257.28	Talk Type and Write
Trowbridge School	Donors Choose	$134.72	Pencil Sharpener and Cardstock
Trowbridge School	Donors Choose	$138.45	Art Supplies to the Rescue
Trowbridge School	Donors Choose	$182.30	Can You Help Make Back to School Fun
Trowbridge School	Donors Choose	$133.72	Keep Covid Away
Trowbridge School	Donors Choose	$2,426.26	What! No Laminator
Trowbridge School	Donors Choose	$212.70	TIME for My Kids
Trowbridge School	Donors Choose	$136.06	What No Scissors
Trowbridge School	Donors Choose	$134.53	Fans Keep Covid Away
Trowbridge School	Donors Choose	$139.62	Covid 19 Go Away
Trowbridge School	Donors Choose	$134.33	Clipboards Are the Key
Trowbridge School	Donors Choose	$134.33	Clipboards Are the Key
Trowbridge School	Donors Choose	$134.33	Clipboards Are the Key
Vieau School	Donors Choose	$395.00	SEL Resources
Wisconsin Conservatory	Donors Choose	$134.43	Let's Padlet
Wisconsin Conservatory	Donors Choose	$233.00	Hybrid Learning
Wisconsin Conservatory	Donors Choose	$334.50	Online Learning Activities
Wisconsin Conservatory	Donors Choose	$181.24	Best Classroom Management
Zablocki School	Donors Choose	$249.99	Garden Supplies
Zablocki School	Donors Choose	$187.13	Soil and Watering Cans-Garden
Zablocki School	Bonnie Plants	$150.00	Cabbage Plants for Students
Washington High School	Green Bay Packers	$10,000.00	Green Bay Packers Washington Uniforms
Office of Finance-Nutrition Services	Milwaukee Public Library Foundation	$37,000.00	Books
Office of Academics-Specialized Services	Norscot Group Inc	$18,144.00	N95 Masks
Total Non-monetary Donations		*$122,109.92*	
Total Value for June 2021		$140,601.51	
**Donations from MPS Alumni*		*$500.00*	

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases; and
2. accept the donations, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

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

——— Authorization to Extend a Contract with College Entrance Examination Board, d/b/a The College Board, for SpringBoard Materials and Professional Development

The Administration is requesting authorization to extend a contract with College Entrance Examination Board, d/b/a The College Board, ("College Board") to provide professional development for its SpringBoard curricular product in addition to the continued implementation and expansion of SpringBoard and the Advanced Placement (AP) initiative in MPS. The student materials and teacher institutes and workshops provide skills, strategies, and materials needed to be successful in AP as either a student or teacher. Since 2016, SpringBoard's materials, workshops, and resources have been provided to approximately 130 teachers and 7,000 students. Next year, it is anticipated that more than 160 teachers; more than 8,000 students in mathematics; and more than 8,000 students in English language arts will participate in SpringBoard.

College Board is the only contractor authorized to offer professional development around SpringBoard. 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)).

For the 2021-22 school year, the SpringBoard program will be offered to students in grades six through twelve at Audubon Middle and High School, Bay View High School, Golda Meir Middle and High School, Green Tree Preparatory Academy, Hamilton High School, Hartford Middle Grades, Humboldt Park Middle Grades, Madison Academic Campus, Milwaukee School of Languages Middle and High School, Milwaukee School of the Arts, Morse Middle School, Marshall High School, and Vincent High School. Currently, all the high schools listed above offer Advanced Placement courses for students.

The original contract provided for two one-year options to extend upon mutual agreement of the parties. MPS is exercising the second option year for the contract. This second, and final, contract extension will run from July 1, 2021, through June 30, 2022. The total cost of the contract in this second extension year will not exceed $700,000.

Budget Codes: ENG-0-I-SBD-CI-ECTS (Instruction Contract Services).....$300,000
MTH-0-I-SBD-CI-ECTS (Instruction Contract Services) $300,000
SDV-0-S-SBD-CI-ECTS (Professional Development Contract 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
NA	NA	NA	NA	0	0	NA	NA	0	10

——— Authorization to Issue a Purchase Order to Newsela, Inc., for Newsela Suite

The Administration is requesting authorization to issue a purchase order to Newsela, Inc., for a one-year subscription is for the Newsela Suite for all students in grades 6-12. This includes the full suite with additional resources for science, social studies, and ELA. This also includes 25 virtual professional development sessions for teachers and district support staff. This product is necessary as many of our current resources are at an age at which online platforms are no longer available for the District's adopted texts. This resource will supplement the missing online platforms in science, social studies, and ELA in grades 6-12.

The exception from the requirement of a competitive procurement process for this purchase has been granted on the basis of one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The licensing term will run from July 1, 2021, through June 30, 2022. The total cost of the goods purchased will not exceed $402,500.

Budget Code: SLB-0-S-CSF-DW-ESWR $305,900
GEN-0-0-INV-DW-ENTB $96,600

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 Associated Technical Services, Inc, for Prowatch and Identity-management Software

The Administration is requesting authorization to enter into a contract with Associated Technical Services, Inc, for Prowatch and Identity-management Software. The vendor has an extensive history and knowledge of MPS's installations of badge-reader software (WinPak) and will upgrade the obsolete software to the new ProWatch version. This upgrade will bring the sites into an Enterprise version of the current software, which we have outgrown with the number of badge readers installed in schools and departments. Besides bringing the software into support, it will also allow for the automated disabling of employee access with status changes in the HR system.

The contract will run from July 1, 2021, through June 30, 2022, (the "Initial Term") with two additional options to extend if certain performance metrics incorporated into the contract are met. The total cost of the contract will not exceed $79,510.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology — Contract Services) $79,510

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	100	10

——— Authorization to Enter into a Contract with Braun Thyssenkrupp Elevator, LLC, for Freight Elevator Repair

The Administration is requesting authorization to enter into a one-year contract with Braun Thyssenkrupp Elevator, LLC, to provide elevator repair. Braun Thyssenkrupp Elevator LLC has already completed some preliminary work and has diagnosed the issues. 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 total cost of the contract for the above term will not exceed $69,070.00.

Budget Code: MTN-0-0-FSH-11-ECTS (Facilities and Maintenance — Contract Services) $69,070.00

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

——— Authorization to Issue Purchase Orders to Milwaukee County Transit System for Bus Passes

The Administration is requesting authorization to issue purchase orders to the Milwaukee County Transit System for bus passes and tickets throughout the 2021-22 school year. These bus passes and tickets are provided to students for various school activities.

The term shall run from July 1, 2021, through June 30, 2022. The total cost of these purchases will not exceed $2,500,000.

Budget Code: STP-0-0-TRS-DW-EPPT (Pupil Transportation) $2,500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	NA	NA	0	20

——— Authorization to Extend a Contract with Brinks Incorporated for Armored Car Services for all MPS Schools

The Administration is requesting authorization to enter into a contract with Brinks Incorporated, successor by merger to Dunbar Armored, Inc., to provide armored car services for all MPS Schools. Brinks Incorporated will be required to pick up sealed deposits of money, checks, or other securities; sign for their receipt at each school; and deliver the deposits to local MPS-designated banks.

This vendor was chosen pursuant to RFP 1005 for armored car services which closed on February 19, 2019, with no award. RFP 1011 was re-issued and closed on April 4, 2019, with no award. After negotiations with Brinks Incorporated, an agreement was reached.

The original contract provided for two one-year options to extend if certain performance metrics were met. Brinks Incorporated met the performance metrics codified in the contract, and the first extension was issued with term dates of August 1, 2020, through June 30, 2021. Brinks Incorporated again has met the performance metrics codified in the contract, and the second, and final, extension will run from July 1, 2021, through June 30, 2022.

The total cost of the contract in the Second Term will not exceed $65,000.

Budget Code: FSC-0-0-SOS-FN-EGSV (Banking — General Services).....$65,000

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

The Administration is requesting authorization to enter into a contract with Cooperative Education Service Agency #1 (CESA #1) for educational coaching. The contractor shall provide a total of 116 full days of instructional coaching to Milwaukee Public Schools from July 1, 2021, through June 30, 2022.

As part of the Every Student Succeeds Act, Milwaukee Public Schools is required to implement a research-based professional learning strategy. Schools will implement evidence-based professional learning for staff in content knowledge and instructional practices. The professional learning must be aligned to curriculum, assessments, and standards focusing on a topic for a minimum of 50 hours over time. Authentic experiences should be provided through which teachers can collaborate and struggle through issues related to implementing the new information into their practice. All professional learning needs measurable outcomes for learning, implementation, and 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, instructional leadership directors 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 4.0 plan.

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 Extension will run from July 1, 2021, through June 30, 2022, (the “First Extension”) with one additional one-year option to extend. The total cost of the contract in the first extension will not exceed $150,216.00.

Budget Code: SDV-0-S-3Z1-DW-ECTS (Contract Services).....$150,216.00

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 News 2 You Products a Unique Learning System for Educational Services

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.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction so students participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include onscreen visual representations, hearing text-to-speech as selected text is read aloud, hands-on learning with experiments, and written expression opportunities. The Unique Learning System includes a standards- based set of interactive tools specifically designed for students with disabilities to access the general curriculum. All materials, licenses, and on-line access for the proposed product are included in this purchase.

n2Y has provided MPS with this curriculum for the past 11 years. RFP1029 was issued in April 2020 to test the marketplace, but did not result in an award. As such, the Administration seeks to continue to use n2Y, based on continuity and the familiarity with the curriculum throughout the district, for the period of September 1, 2021, through August 31, 2022.

The total cost of the goods purchased will not exceed $195,480.

Budget Code: SSU-O-A-IF1-DW-ECTS (IDEA — Contracted Services).....$195,480

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 Qualtrics, LLC, for Provision of Survey Software and Associated Dashboards.

The Administration is requesting authorization to extend 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.

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

The original contract provided for two one-year options to extend. MPS is exercising the final option year for the contract. The contract extension will run from August 1, 2021, through July 31, 2022.

The total cost of the contract for the first extension will not exceed $167,500.

Budget Code: SYS-0-0-AMT-RH-ECTS .(Instructional Resources — Software).....$167,500

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 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 (UW) to provide services in the continued development and implementation of the Community Schools model. The schools to be serviced under the contract in the 2020-21 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, and three additional schools which will be determined at a later date.

United Way will serve in two capacities pursuant to this contract: (1) as a co-backbone partner for the Milwaukee Community Schools Partnership (MCSP), and (2) as a lead agency for schools within the MCSP that do not otherwise have lead agencies designated. The role United Way plays is instrumental to the MCSP as a collective strategy to transform schools into placea where students, families, staff, and the surrounding community can work together to ensure every student is successful. While each Community School may use different strategies and activities to improve its school and community, each share the guiding practices of shared leadership, equity, and cultural relevance. The Community Schools strategy is focused on collaboration and collective action: engaging multiple stakeholders, collectively building aspirations, and removing barriers through data while developing priorities and aligning partnerships, initiatives, and policies to ensure every student is successful.

The exception from the requirement of a competitive procurement process for this contract has been granted on the 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 option to extend if agreed upon between the parties. MPS is exercising the first extension option, which will run from August 1, 2021, through July 31, 2022.

The total cost of the contract in this first extension year will not exceed $495,000. These board funds do not cover the full cost of the project; therefore, MPS and United Way will partner to apply for relevant government, foundation, and corporate support.

Budget Codes: OSC-0-S-1T2-LS-ECTS (Title I School Improvement — Contract Services) $400,000
SDV-H-S-3D2-SD-ECTS (Title I High Needs Schools — Contract Services) $95,000

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

——— Authorization to Issue Purchase Orders to the US Postmaster and the US Postal Service for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postmaster and the US Postal Service (USPS) for meter postage throughout the 2021-22 fiscal year. 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's 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, 2021, through June 30, 2022.

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 Direct Payment to the Wisconsin Center for the Blind & Deaf for the Provision of Transportation Services

The Administration is requesting authorization to make payment to the Wisconsin Center for the Blind & Deaf for City of Milwaukee students attending the school during the 2021-22 school year. Such transportation is scheduled by the Department of Public Institution and paid for by MPS pursuant to state statute.

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

——— Authorization to Extend a Contract with Teach for America, Inc., for Teacher Candidates

The Administration is requesting authorization to extend a contract with Teach for America, Inc., (TFA) for highly-qualified educators' services. The contractor will be used to deliver up to 49 teachers for the 2021-22 school year, which can be extended for two additional one-year periods. Teach for America offers a diverse group of teacher candidates who are pursuing post-baccalaureate certification an opportunity to work with the focus on urban youth throughout the Milwaukee area. TFA provides the candidates with continuing support, professional development opportunities, and counseling beyond the services offered by MPS. Students accepted into TFA have a strong foundation for teaching our youth once they have completed the program. The partnership with TFA has become increasingly important as the number of teacher candidates from traditional sources has been steadily decreasing.

Traditionally, contracts under $50,000 annually have not been brought forward to the Board for approval by the Administration; however, due to the Board's interest in this contract, the Administration is bringing it to the Board for approval.

The original contract provided for two one-year options to extend. This will be the second extension of this contract. This contract extension will run from July 1, 2021, through June 30, 2022. The total cost of this extension term will not exceed $49,000.00.

Budget Code: RCR-0-0-STF-HR-EADV (Recruitment — Contract Services) $49,000.00

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

——— Authorization to Enter into Contracts with Two Contractors for Field-trip Transportation Services

The Administration is requesting authorization to enter into blanket contracts with Durham School Services, LP, and First Student, Inc., to provide transportation services for field trips throughout the school year. An RFB was issued in May 2019 for field-trip transportation services, and the Board subsequently approved contracts for the awarded vendors. The awarded vendors, however, do not have the capacity to meet the needs of the schools; therefore, the Administration is seeking to enter into contracts with these additional vendors for field-trip transportation services.

Each contractor was awarded specific field-trip locations, pursuant to its low bid for those locations, and will be used as a "secondary contractor." Schools and departments will be directed to use the primary contractors, but in the cases in which the primary contractor is unable to provide the service for a particular date and time, they will be able to use the secondary contractor.

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)).

These contracts ran from October 1, 2019, through July 31, 2020 ("Initial Year"), with the option of two additional one-year extensions at MPS's discretion. The first extension was issued for Durham School

Services, LP, for a term of October 1, 2020, through June 30, 2021 ("Year 2"). MPS is requesting that the second, and final, extension be issued and will run from July 1, 2021, through June 30, 2022 ("Year 3"). The first, and final, extension will be issued for First Student, Inc., and will run from August 1, 2021, through June 30, 2022 ("Year 2").

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 $200,000 as follows:

Durham School Services, LP $100,000
First Student, Inc. $100,000

Budget Code: Varies by location using services.....$200,000

Durham School Services

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	10%	10%	$10,000	NA	300	10

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
NA	NA	NA	NA	10%	10%	$10,000	NA	300	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.

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 Reports of the Standing Committees.

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(Item 7) Action on the Award of Professional Services Contracts

RFP 1003 Authorization to Enter into Contract with Lingua Pros, LLC, for Translation Services

The Administration is requesting authorization to extend the contract with Lingua Pros, LLC, ("LP") for translation services. This contractor provides written translation services in a variety of languages to schools and departments across the district.

MPS is a multicultural, multilingual school district. The translation services provided by LP provide the support which the District needs to make sure families of all languages are able to receive information about the district, their schools, and their children in the languages in which they are most comfortable reading.

This vendor was chosen pursuant to RFP 1003, which closed on April 5, 2019.

These contracts will run from July 1, 2021, through June 30, 2022, which represents the final one-year option to extend. The total cost of the contract in this third year will not exceed $300,000.

Budget Code: OGA-0-0-SSF-IC-ECTS (Translation and Interpretation — Contract Services) $300,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
6	3	4	No	15%	15%	NA	NA	300	10

RFP 1003 Authorization to Enter into Two Contracts with Lakeside Ventures, Inc., 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, as well as oral interpretation for district and school events.

MPS is a multicultural, multilingual school district. The services provided by Lakeside provide the support which the District needs to make sure families of all languages are able to receive information about the district, their schools, and their children in the languages in which they are most comfortable reading and speaking. The interpretation services provided ensure that important district events are as inclusive as possible.

This vendor was chosen pursuant to RFP 1003, which closed on April 5, 2019.

These contracts will run from July 1, 2021, through June 30, 2022, which represents the final one-year option to extend. The total cost of the translation services contract in this third year will not exceed $300,000. The total cost of the interpretation services contract in this third year will not exceed $200,000.

Budget Code: OGA-0-0-SSF-IC-ECTS (Translation and Interpretation — Contract Services) $500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
59	56	39	Yes	15%	15%	NA	NA	300	10

——— Authorization to Purchase from Language Line Services, Inc,. for Language Services (OMNIA Partners' Contract Number R180703)

The Administration is requesting authorization to utilize the OMNIA Partners purchasing cooperative to purchase from Language Line Services, Inc., for over-the-phone foreign-language interpretation services and video-interpreting services in a variety of languages to students and families across the district.

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the District has not directly engaged in a competitive procurement process for this purchase. Instead, this Contractor was chosen pursuant to the cooperative purchasing agreement with the OMNIA Partners Contract Number R180703. The benefits afforded under this cooperative agreement allows the District to receive discounted pricing for services from this state contractor. This contractor offers over-the-phone interpretation (OPI) services in 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's requirements. MPS, as a multicultural, multilingual school district, actively uses this system to communicate in 77 languages.

The total estimated cost of services purchased under this contract will not exceed $75,000. If additional funding is needed during the term of the contract, the Administration will return to the Board for authorization.

This Contract will run from July 1, 2021, through June 30, 2022, ("Initial Term") with the option to extend for up to two additional one-year terms.

Budget Codes: OGA-0-0-SSF-CI-ECTS (Language Services) $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	NA	NA	NA	NA	0	0

RFP 1035 Authorization to Enter into a Contract with Renaissance Learning, Inc., for the STAR 360 Universal Screening Assessment

The Administration is requesting authorization to enter into a contract with Renaissance Learning, Inc., ("Renaissance Learning") for the STAR 360 universal screening in mathematics and reading for students in K5-12 and for progress monitoring. Renaissance Learning provides assessments in early literacy, reading, and math. Norm-referenced assessments are available in English for early literacy, reading, and math. User-norm assessments are available in Spanish (grades K5-8) for early literacy, reading, and math. MPS continues to be part of a pilot/field test for grades 9-12 Spanish 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 will provide customer support and up to 20 free professional development hours.

Contractor was chosen pursuant to RFP 1035, which closed on February 15, 2021. The contract will run from July 1, 2021, through June 30, 2022, (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 $720,000.

Budget Code: SYS-0-0-AM-TRH-ECTS (Assessment Systemology — Contract Services) $720,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1066	164	638	No	NA	NA	NA	NA	400	10

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 the requirements of Response to Intervention (RtI). The purchase of this software meets the District's need for evidence- and/or research-based interventions, as specified by the Every Student Succeeds Act (ESSA), 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, which are based online, are available for students to access during the school's identified intervention time, as well as at home, in after-school programs, or in other settings.

The interventions are all research-based interventions which are used by a variety of school districts across the country, in a wide range of settings in kindergarten through 12th grade. The interventions provide additional support to identified students performing below target in the 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 contracts will run from July 1, 2021, through June 30, 2022, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

RFP 1040 addresses three distinct areas of academic intervention support: The first is the purchase of online licenses as one option for English-speaking students in Tier 2 interventions, in grades K5-9 at all schools. This service will be provided by Curriculum Associates, LLC, which will provide online licenses as one option for both English- and Spanish-speaking students in Tier 2 math interventions, in grades K5-9 at all schools.

The total cost of this portion for these online services will not exceed $870,000.00.

Curriculum Associates, LLC, will also provide teacher-led intervention materials and professional learning 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 $630,000.00. The total cost of the contract with Curriculum Associates, LLC, will not exceed $1,500,000.00

Funding for the teacher-led materials and professional learning described above will come from two sources, the District's Comprehensive Support and Improvement Grant and the District's 1003a grant.

A contract not to exceed $100,000.00 will be issued to Imagination Station, Inc., dba Istation. This contract will provide online intervention licenses, teacher-led intervention materials, and professional learning for K5-8 grade Spanish-speaking students in the area of reading at all schools.

Funding for Istation's services will come from current board funds.

The total cost of the contracts with Curriculum Associates, LLC, and Imagination Station, Inc., in the initial year will not exceed $1,600,000.00.

Budget Code: OSC-0-S-4H1-RH-ECTS.....$870,000.00
STV-0-S-3Z1-DW-ECTS.....$630,000.00
SDV-0-S-TV1-RH-ECTS.....$100,000.00

Contractor	Intervention	Category/Grade Band	Amount
Curriculum Associates, LLC	Category A — i-Ready Math	Math: K5-9 ELA/Reading: K5-9	$700,000
Curriculum Associates, LLC	Category B — i-Ready Reading	Math: K5-9 ELA/Reading: K5-9	
Curriculum Associates, LLC	Category A — Teacher Tool Box Math	Teacher Tool Box, Teacher led-materials, and professional learning	$800,000
Curriculum Associates, LLC	Category B — Teacher Tool Box Reading	Teacher Tool Box, Teacher led-materials, and professional learning	
Imagination Station, Inc., dba Istation	Category C — Istation Español	Reading Bilingual/ESL: K5-8	$100,000

Curriculum Associates, LLC

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

Imagination Station, Inc., dba Istation

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

RFP 1041 Authorization to Enter into a Contract with EBS Healthcare Staffing Services, Inc.; RCM Technologies USA, Inc., dba RCM Health Care Services; Rehab Solutions LLC; and Cumberland Therapy Services, LLC, for Speech Language Pathology Services

The Administration is requesting authorization to enter into a contract with EBS Healthcare Staffing Services, Inc.; RCM Technologies USA, Inc., dba RCM Health Care Services; Rehab Solutions LLC; and Cumberland Therapy Services, LLC, for Speech Language Pathology Services. These contractors will be used to provide speech-language services as required by Individual Education Plans when staff vacancies exist or for short- and long-term employee leaves.

Contractors were chosen pursuant to RFP 1041, which closed on March 22, 2021. The contracts will run from July 1, 2021, through 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 contracts with EBS Healthcare Staffing Services, Inc.; RCM Technologies USA, Inc., dba RCM Health Care Services; and Cumberland Therapy Services, LLC, each in the Initial Term will not exceed $500,000, for a total of $1,500,000.00 The contract with Rehab Solutions, LLC, will not exceed $300,000.

Budget Code: SPL-0-I-EEN-DW-ECTS (Speech Pathology — Contract Services) $1,800,000

EBS Healthcare Staffing Services, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,551	527	1,335	No	10%	10%	TBD	NA	400	10

RCM Healthcare Services

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
2,470	60	2,126	No	10%	10%	TBD	NA	400	10

Cumberland Therapy Services LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
3,279	1,601	1,348	No	10%	10%	TBD	NA	400	10

Rehab Solutions LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
18	3	19	Yes	10%	100%	TBD	NA	400	10

——— Authorization to Purchase to Enter into a Blanket Agreement with General ValuePoint Communications, Inc., for Kenwood handheld Two-way Radios with Contract Programming (under NASPO ValuePoint Contract #505ENT-016-SAFETYCOMM-04)

The Administration is requesting authorization to enter into a blanket contract with General Communications, Inc., to provide digital handheld radios to all MPS schools and departments. This vendor will be used to program, to support, and to deliver radios to schools and departments.

In accordance with Administrative Policy 3.09(7)(e)(1)(a), the District has not directly engaged in a competitive procurement process for these supplies. Instead, these supplies will be obtained pursuant to the NASPO ValuePoint Contract #505ENT-016-SAFETYCOMM-04 with the State of Wisconsin. The digital radios purchased by the District will be used by school staff to communicate with others on school premises

in support of activities such as sporting events, bus arrivals and departures, recesses, and other related needs. The District currently has a fleet of analog radios which is based upon an antiquated technology. The new digital radios will allow schools to have much greater signal strength in school buildings, greater level of reliability, and clarity of communication, as well as using a technology that will be supported moving forward.

The total cost of the contract in the Initial Term will not exceed $625,000.00.

Budget Code: Varies by location ordering goods $625,000.00

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 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 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 Reports of the Standing Committees.

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(Item 8) Action on the Award of Professional Services Contracts Related to Nutrition

RFB 5768 Authorization to Enter into Blanket Contracts with 20 Food Manufacturers to Provide Bulk Commodities

The Administration is requesting authorization to enter into blanket contracts with 20 separate food manufacturers for provision of directly-diverted bulk commodities. The United States Department of Agriculture (USDA) makes such bulk commodities available to eligible recipients through the Wisconsin Department of Public Instruction (DPI). Direct diversion processing is a USDA Foods Program which was established to support American agriculture and to provide nutritional assistance to children and families who need it. USDA foods are distributed to nutrition-assistance programs, such as school meal programs, that serve children.

Milwaukee Public Schools (MPS) receives USDA foods through the National School Lunch Program (NSLP), which has select direct-diversion processing for receiving finished end-products. Direct-diversion processing is the process of sending bulk raw USDA foods directly to selected processors to process into finished end-products. With this option, the District is directly responsible for selecting its processors and choosing the finished end-products through a procurement process.

The Department of Nutrition Services (DNS) has chosen to have the bulk commodities manufactured into designated end products for ultimate consumption in meals by MPS's students across the district. Each manufacturer is approved by the USDA and DPI as such a commodity processer. Each manufacturer works directly with MPS's prime vendor, Sysco Eastern Wisconsin LLC, ("Sysco") in the ordering, processing, and delivery of the products.

These manufacturers were chosen pursuant to RFB 5768, which closed on December 10, 2018, and sought responsive and responsible respondents among those commodity processers approved by the USDA and DPI. Each contract had an Initial Term that ran from July 1, 2019, through June 30, 2020, with the option to extend up to four additional one-year terms if certain performance metrics incorporated into the blanket contract are met. Based on the achievement of these performance metrics, MPS is exercising the second extension ("Year 3"), which will run from July 1, 2021, through June 30, 2022.

Estimated total amounts are not offered for each contract. All payments to these manufacturers are made through the prime vendor, Sysco, and reflected in the amount of that contract.

Blanket Contracts

Vendor	Contract Year
Basic American, Inc.	Year 3
Bongards' Creameries	Year 3
Brookwood Farms, Inc.	Year 3
Cargill Kitchen Solutions Corporation	Year 3
ConAgra Foods, Inc.	Year 3
ES Foods, Inc.	Year 3
Jennie-O Turkey Store Sales, LLC	Year 3
JTM Provisions Co., Inc.	Year 3
Let's Do Lunch, Inc., d/b/a Integrated Food Service	Year 3
Land O' Lakes	Year 3

Vendor	Contract Year
McCain Foods USA, Inc.	Year 3
Nardone Bros Baking Company, Inc.	Year 3
National Food Group, Inc.	Year 3
Out of the Shell, LLC	Year 3
Red Gold, LLC	Year 3
S.A. Piazza & Associates, LLC	Year 3
Schwan's Food Service, Inc.	Year 3
Smucker Foodservice, Inc.	Year 3
Tasty Brands, LLC	Year 3
Tyson Sales & Distribution, Inc./Tyson Fresh Meats, Inc.	Year 3

Budget Code: BKF-0-0-BKF-DW-EFOD ..... 30% of the total
LNC-0-0-LNH-DW-EFOD..... 67% of the total
DNR-0-0-DNR-DW-EFOD ..... 3% of the total

Please see the attachments to the minutes of your Committee's meeting for HUB participation.

RFP 968 Authorization to Extend a Contract with Sysco Eastern Wisconsin, LLC, for Prime Vendor/Distributor for Food and Supplies

The Administration is requesting authorization to extend 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.

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 third option, from July 1, 2021, through June 30, 2022 ("Year 4").

The total cost of Year 4 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 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 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 Reports of the Standing Committees.

* * * * *

(Item 9) Action on the Award of Transportation Contracts

RFB 5778 Authorization to Contract with North America Central School Bus Intermediate Holding Company, LLC, and Subs, d/b/a Illinois, Durham School Services, LP, and First Student, Inc., for Busing Services for Athletics, Academic Competitions, and After-school Activities

The Administration is requesting authorization to enter into contracts with North America Central School Bus Intermediate Holding Company, LLC, and Subs, d/b/a Illinois; Durham School Services, LP; and First Student, Inc., to provide transportation services for athletics, academic competitions, and after-school activities. This service, which provides transportation for MPS athletic, forensic, debate, math, and chess teams, includes trips to games and meets, trips to and from practices, and, when required, trips home for students after games, meets, and practices. Service outside the metro-Milwaukee area is expected.

These contractors were all chosen pursuant to RFB 5778, which closed on April 02, 2019. The contract ran from July 1, 2019, through June 30, 2020, (the "Initial Term") with the possibility of two one-year extensions. The first extension was issued and ran from July 1, 2020, through June 30, 2021. MPS is exercising the second, and final, extension ("Year 3"), from July 1, 2021, through June 30, 2022.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $650,000 to be distributed across the contractors.

Budget Code: TPH-0-0-TRS-DW-EPPT (Pupil Transportation — Contract Services)
North America Central School Bus Intermediate Holding Company, LLC, and Subs d/b/a Illinois $200,000
First Student, Inc. $300,000
Durham School Services $150,000
Total $650,000

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
112	106	30	No	5%	5%	TBD	NA	300	10

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	18,308	25,308	No	5%	7.5%	216,000.00	NA	300	10

North America Central School Bus Intermediate Holding Company, LLC, and Subs, d/b/a Illinois

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
3,627	1,516	2,148	No	5%	5%	TBD	NA	300	10

RFB 5771 Authorization to Contract with Brew City Taxi Cab Company; David Bowen, d/b/a Cornerstone Collective LLC; MC Transportation Services LLC; and American United Taxicab Company, Inc., for Taxi Services for Schools

The Administration is requesting authorization to enter into blanket contracts with Brew City Taxi Cab Company; David Bowen, d/b/a Cornerstone Collective LLC; MC Transportation Services LLC; and American United Taxicab Company, Inc., for taxi services for students throughout the metro-Milwaukee area, to and from school. Students may require transportation to MPS schools or to schools in the surrounding suburban districts. These services, which may be needed on short notice, will be used primarily to transport students living in temporary situations such as shelters or emergency housing. Services may require transporting only one student.

The vendors were chosen pursuant to B 5771, which closed on April 2, 2019. The blanket contracts ran from July 1, 2019, through June 30, 2020 (the "Initial Term"). The first extension was issued for Brew city Taxi Cab Company, MC Transportation Services LLC, and American United Taxicab Company, Inc,. and ran from July 1, 2021, through June 30, 2021 ("Year 2"). MPS is exercising the second extension, from July 1, 2021, through June 30, 2022 ("Year 3"). The first, and final, extension for David Bowen, d/b/a Cornerstone Collective LLC, will be issued and will run from July 1, 2021, through June 30, 2022 ("Year 2").

The total cost of the blanket contracts in the initial term will not exceed $500,000.

Budget Code: 000-0-0-000-BL-ECTS (Contracted Services — Blanket Contract)
Brew City Taxi Cab Company $150,000
David Bowen d/b/a Cornerstone Collective LLC $80,000

MC Transportation Services LLC.....$120,000
American United Transportation Group $150,000
Total.....$500,000

Brew City Taxi Cab Company

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
4	4	0	No	NA	NA	NA	NA	300	10

David Bowen, d/b/a Cornerstone Collective LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
2	2	1	No	NA	NA	NA	NA	300	10

MC Transportation Services LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
28	19	3	No	NA	NA	NA	NA	300	10

American United Transportation Group

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
35	17	15	Yes	NA	NA	NA	NA	300	10

RFB 5785 Authorization to Contract with ALC Schools, LLC; American United Transportation Group; First Student; HopSkipDrive, Inc.; and 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 ALC Schools, LLC; American United Transportation Group; First Student; HopSkipDrive, Inc.; and MC Transportation Services, LLC, for human-service vehicles or van-type transportation for students throughout the metro-Milwaukee area, to and from school. This service will provide service for students who may require transportation to MPS schools or to schools in the surrounding suburban districts. This service will provide both ambulatory and orthopedically-impaired (OI) requiring wheelchair transport.

The vendors were chosen pursuant to B 5785, which closed on February 28, 2020. The blanket contract with ALC Schools, LLC.;American United Transportation Group; First Student, Inc.; Hop SkipDrive, 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 with Hop SkipDrive, 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. Based on these performance metrics, MPS is now exercising the first option to extend these contracts.

The contract extensions will run from July 1, 2021, through June 30, 2022. The total cost of these contracts in this first extensions will not exceed $1,250,000.00.

Budget Code: 000-0-0-000-BL-ECTS (Contracted Services — Blanket Contract)
ALC Schools, 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
Hop SkipDrive, Inc.
Ambulatory $250,000
MC Transportation Services, LLC
Ambulatory $200,000
Orthopedically Impaired (OI) $50,000
Total $1,250,000

ALC Schools, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
171	78	72	No	25%	25%	TBD	NA	400	10

American United Transportation Group

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
40	235	35	No	25%	100%	TBD	NA	400	10

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
46,480	20,182	24,243	No	25%	25%	TBD	NA	400	10

Hop SkipDrive, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
116	37	55	No	25%	25%	TBD	NA	400	10

MC Transportation Services, LLC.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
25	22	3	No	25%	25%	TBD	NA	400	10

RFP 1007 Authorization to Contract with First Student, Inc., for Busing Services for MPS Students (Orthopedically-impaired and Specialty Programs)

The Administration is requesting authorization to enter into contracts with First Student, Inc., 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 and back to their schools.

The contractor was chosen pursuant to RFP 1007, which closed on April 2, 2019. The contract ran from July 1, 2019, through June 30, 2020, (the "Initial Term") with the possibility of two one-year extensions. MPS extended the first extension to First Student, Inc., ("Year 2") from July 1, 2020, through June 30, 2021. MPS

is now exercising the second, and final, extension to First Student, Inc., which will run from July 1, 2021, through June 30, 2022 ("Year 3").

The Administration is requesting the approval of the contract and is seeking authorization of an amount not to exceed $3,500,000 to be distributed across the contractor.

Budget Code: TPH-0-0-TRS-DW-EPPT (Transportation) $3,500,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
48,000	18,308	25308	No	5%	7.5%	$216,000	NA	300	10

RFB 5781 Authorization to Enter into Contracts with Three Contractors for Field-trip Transportation Services

The Administration is requesting authorization to enter into contracts with the following vendors to provide transportation services for field trips throughout the school year: North America Central School Bus Intermediate Holding Company, LLC, and Subs, d/b/a Illinois Central School Bus, LLC; Lakeside Buses of Wisconsin, Inc.; and Specialized Care Transport, Inc. These contractors were chosen pursuant to RFB 5781. Transportation will be provided for school-sponsored field trips. General field trips are scheduled to various destinations by all MPS schools and some departments 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 contractor first for those locations. Each contractor awarded a contract for field-trip services may also be solicited to provide services to other field-trip locations when the primary contractor is unable to service that particular date and time.

These contracts ran from August 1, 2019, through July 31, 2020, (the "Initial Term") with the option of two additional one-year extensions at MPS's discretion to extend if certain performance metrics incorporated into the contract are met. Each Contractor met the performance metrics codified in the contracts; therefore, MPS issued the first extension to North America Central School Bus Intermediate Holding Company, LLC, and Subs d/b/a Illinois Central School Bus, LLC School Bus from August 1, 2020, through July 31, 2021 ("Year 2"). The contractor has successfully met the performance metrics codified in the contract, and therefore, MPS is requesting to issue the second, and final, extension from August 1, 2021, through July 31, 2022, ("Year 3") to North America Central School Bus Intermediate Holding Company, LLC and Subs d/b/a Illinois Central School Bus, LLC School Bus. In addition, based on the contractor's performance metrics, MPS would like to extend the first, and final, extension to Lakeside Buses of Wisconsin, Inc., and Specialized Care Transport, Inc., from August 1, 2021, through July 31, 2022 ("Year 2").

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 $650,000 as follows:

Budget Code Varies by location using services
North America Central School Bus Intermediate Holding Company, LLC and Subs d/b/a Illinois Central School Bus, LLC $300,000
Lakeside Buses of Wisconsin, Inc. $250,000
Specialized Care Transport, Inc. $100,000
Total $650,000

North America Central School Bus Intermediate Holding Company, LLC d/b/a 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
3,627	1,516	2,148	No	10%	10%	TBD	NA	300	10

Lakeside Buses of Wisconsin

Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
287	273	189	No	10%	10%	TBD	NA	300	10

Specialized Care Transport, Inc.

Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
36	29	29	No	10%	10%	TBD	NA	300	10

RFB 5782 Authorization to Contract with Lakeside Buses of Wisconsin, Inc., for Mid-day Transportation Services for Early Childhood, Headstart, and CATP

The Administration is requesting authorization to enter into contracts with Lakeside Buses of Wisconsin, Inc., to provide mid-day transportation services for early childhood, Headstart and CATP for approximately 1,200 students daily. Transportation is provided to various MPS school sites. This yellow-bus transportation service shall provide safe, reliable, and efficient busing services for MPS students.

This contract ran from August 1, 2019, through July 31, 2020, (the "Initial Term") with the option of two additional one-year extensions at MPS's discretion to extend if certain performance metrics incorporated into the contract are met. The first extension was issued and ran from August 1, 2021, through July 31, 2021 ("Year 2"). The contractor has met the performance metrics codified in the contract; therefore, MPS is exercising the second extension, from August 1, 2021, through July 31, 2022 ("Year 3").

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed $2,257,500.

Budget Code: RST-0-0-TRS-DW-EPPT $1,260,000.00
MDK-0-0-TRS-DW-EPPT $997,500.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
287	273	189	No	10%	10%	TBD	NA	300	10

RFP 1050 Authorization to Enter into Contracts with Lakeside Buses of Wisconsin, LLC, for Regular School-day Transportation Services

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

This contractor was chosen pursuant to RFP 1050, 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 Administration is requesting the approval of the contract and is seeking authorization of an amount not to exceed $17,715,169.00.

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

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

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 the following 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 transportation 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 Reports of the Standing Committees.

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(Item 10) Action on Monthly Facilities Matters: FMS Award of Construction Contracts Recommendation; Air Quality Report

Construction Contracts

Cafeteria Floor Repairs

A.E. Burdick K-8 School

Prime Contractor
Burkhart Construction Corporation
3271 Endeavor Drive
Richfield, WI 53076

Low Bidder, Base Bid of.....$214,412.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	3	5	No	25%	29%	$63,100.00	25%	100	0

Funds are available for the Cafeteria Floor Repair project from account code FAR 00 MM2 BD ECNC (Project No. 7085). The project start date is scheduled for June 25, 2021, and completion date is August 27, 2021.

Fire Escape Repairs — Division 1

Auer Avenue School

Prime Contractor
Thomas A. Mason Co.
1501 North Martin Luther King Drive
Milwaukee, WI

Low Bidder, Base Bid of $419,062.00, minus $352,626.00 for Mandatory Alternate Bid #1, to eliminate cleaning and painting of entire fire escape, for a total cost of.....$66,436.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
75	19	6	Yes	15%	85%	$343,630.84	15%	50	0

Funds are available for the Fire Escape Repairs project from account code FAR 00 MM2 AU ECNC (Project No. 6392). The project start date is scheduled for June 25, 2021, and completion date is August 13, 2021.

Fire Escape Repairs — Division 2

Dr. Martin Luther King, Jr., School

Prime Contractor
Thomas A. Mason Co.
1501 North Martin Luther King Drive
Milwaukee, WI

Low Bidder, Base Bid of $507,460.00, minus $371,992.00 for Mandatory Alternate Bid #1, to eliminate cleaning and painting of entire fire escape, for a total cost of.....$135,468.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
75	19	6	Yes	15%	82%	$418,752.00	15%	50	0

Funds are available for the Fire Escape Repairs project from account code FAR 00 MM2 KN ECNC (Project No. 6389). The project start date is scheduled for June 25, 2021, and completion date is August 13, 2021.

Fire Escape Repairs — Division 3

LaFollette School

Prime Contractor
Thomas A. Mason Co.
1501 North Martin Luther King Drive
Milwaukee, WI

Low Bidder, Base Bid of $467,582.00, minus $352,978.00 for Mandatory Alternate Bid #1, to eliminate cleaning and painting of entire fire escape, for a total cost of.....$114,604.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
75	19	6	Yes	15%	84%	$393,122.00	15%	50	0

Funds are available for the Fire Escape Repairs project from account code FAR 00 MM2 LF ECNC (Project No. 6390). The project start date is scheduled for June 25, 2021, and completion date is August 13, 2021.

Fire Escape Repairs — Division 4

Groppi High School

Prime Contractor
Thomas A. Mason Co.
1501 North Martin Luther King Drive
Milwaukee, WI

Low Bidder, Base Bid of $196,132.00, minus $126,496.00 for Mandatory Alternate Bid #1, to eliminate cleaning and painting of entire fire escape, for a total cost of.....$69,636.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
75	19	6	Yes	15%	76%	$150,543.00	15%	50	0

Funds are available for the Fire Escape Repairs project from account code FAR 00 MM2 UW ECNC (Project No. 6388). The project start date is scheduled for June 25, 2021, and completion date is August 6, 2021.

Total construction contract dollars awarded.....$600,556.00
Total dollars HUB participation $1,369,147.84
% of HUB participation..... 75.87%
% Minority employees within company..... 26.79%
% Women employees within company 22.99%

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 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 MPS'a buildings are safe and clean. DFMS is contracting with consultants to update documentation necessary to complete testing and balancing of the mechanical systems, along with outside contractors and in-house staff performing the task.

The Administration will continue to pursue measures in ensuring good air quality in MPS's buildings and report to the Board monthly. The report will include updates on procuring consultants and the status of findings during the site investigations as part of their scope, steps toward procuring contractors to perform testing and balancing, and identification of 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.

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

Total Construction Contracts Requested = $600,556.00

Implementation and Assessment Plan

Upon the Board's approval, the construction 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 contracts, as attached to the minutes of your Committee's meeting, and the air-quality report.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 11) Action on a Request to Terminate a Lease Agreement with Hmong American Peace Academy for Happy Hill School Located at 7171 West Brown Deer Road

Background

Hmong American Peace Academy's (HAPA) 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.

Since the 2004-05 school year, HAPA has been under contract with the Milwaukee Board of School Directors to operate a non-instrumentality charter school. The Board approved a lease agreement with HAPA at Happy Hill School located at 7171 West Brown Deer Road in June 2016. In June 2018, the Board approved the first amendment to the lease agreement for a five-year term. In April 2021, HAPA at Happy Hill School requested to terminate its lease agreement as of June 30, 2021.

The Administration is requesting approval to terminate a lease agreement with Hmong American Peace Academy for Happy Hill School effective June 30, 2021.

The proposal to terminate and the lease documents are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the Board's approval, the Termination of the Lease Agreement with Hmong American Peace Academy for Happy Hill School, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve Termination of the Lease Agreement, as attached to the minutes of your Committee's meeting, with Hmong American Peace Academy for Happy Hill School.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 12) Action on a Request to Approve the Third Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building Located at 5496 North 72nd Street

Background

Carmen High School of Science and Technology (Carmen) is a college-preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Milwaukee Public Schools and Carmen have cultivated a long-term working relationship.

In November 2012, the Milwaukee Board of School Directors approved a lease agreement between Milwaukee Public Schools and Carmen to operate a non-instrumentality charter school within the Northwest Secondary School building. The initial term of the lease agreement commenced on July 15, 2013, and ended June 30, 2018, with an option to extend two additional five-year terms. The lease term was amended at the Board's meeting on January 25, 2018, to allow for the extension to be exercised for one year so it would align with the charter contract's term. In January 2019, the Board approved the second amendment to the lease agreement for a two-year term.

The Administration is requesting approval of the proposed third amendment to the lease agreement with Carmen that will extend the lease term from July 1, 2021, through June 30, 2026, which aligns with the charter contract's term.

The lease rent revenue shall be as follows:

July 1, 2021-June 30, 2022 ..... $672,070
July 1, 2022-June 30, 2023 ..... $685,511
July 1, 2023-June 30, 2024 ..... $699,221
July 1, 2024-June 30, 2025 ..... $713,205
July 1, 2025-June 30, 2026 ..... $727,469

Documents pertaining to the lease with Carmen Northwest are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is $3,497,476.

Implementation and Assessment Plan

Upon the Board's approval, the Third Amendment to the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School building, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Third Amendment to the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 13) Action on a Request to Approve the Third Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at the Walker Complex located at 1712 South 32nd Street

Background

Carmen High School of Science and Technology (Carmen) is a college-preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Milwaukee Public Schools and Carmen have cultivated a long-term working relationship. In June 2012, the Milwaukee Board of School Directors approved a lease agreement between Milwaukee Public Schools and Carmen to operate a non-instrumentality charter school within the Walker Multiplex. The initial term of the lease agreement commenced on July 1, 2012, and ended June 30, 2017, with an option to extend two additional five-year terms. The lease term was amended at the Board's meeting on June 29, 2017, to allow for the extension to be exercised for two years so it would align with the charter contract's term. In January 2019, the Board approved the second amendment to the lease agreement for a two-year term.

The Administration is requesting approval of the proposed third amendment to the lease agreement with Carmen that will extend the lease term from July 1, 2021, through June 30, 2026, which aligns with the charter contract's term.

The lease rent revenue shall be as follows:

July 1, 2021-June 30, 2022 ..... $255,190
July 1, 2022-June 30, 2023 ..... $260,294
July 1, 2023-June 30, 2024 ..... $265,500
July 1, 2024-June 30, 2025 ..... $270,810
July 1, 2025-June 30, 2026 ..... $276,226

Documents pertaining to the lease agreement with Carmen at the Walker Complex are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is $1,328,020.

Implementation and Assessment Plan

Upon the Board's approval, the Third Amendment to the Lease Agreement with Carmen High School of Science and Technology at the Walker Complex, 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 Carmen High School of Science and Technology at the Walker Complex.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 14) Action on a Request to Approve the Second Amendment to the Sublease Agreement Between Milwaukee Public Schools and Northwest Opportunities Vocational Academy (NOVA) for Space at 2320 West Burleigh Street

Background

Since June 2010, NOVA has leased space in the COA Goldin Center building, which was constructed under the Neighborhood Schools Initiative (NSI) and is currently owned by COA Youth and Family Centers. As a result of the NSI agreement, Milwaukee Public Schools has rights to occupy an 18,016 square-foot portion of the building and is interested in continuing the sublease agreement with NOVA for this space.

The Administration is requesting approval of the proposed second amendment to the sublease agreement with NOVA that will extend the lease term from July 1, 2021, through June 30, 2022, which aligns with the current partnership contract.

The sublease rent revenue will be as follows:

July 1, 2021-June 30, 2022 ..... $90,080

Documents pertaining to the sublease agreement with NOVA are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02 ,Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total sublease revenue for lease term is $90,080.

Implementation and Assessment Plan

Upon the Board's approval, the attached Second Amendment to the Sublease Agreement between Milwaukee Public Schools and NOVA will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Second Amendment to the Sublease Agreement with NOVA at COA Goldin Center.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 15) Action on a Request to Approve the First Amendment to the Lease Agreement with Milwaukee Excellence Charter School for the Property Located at 4950 North 24th Street

Background

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

On December 17, 2015, the Milwaukee Board of School Directors approved a five-year non-instrumentality charter contract with Milwaukee Excellence to begin with the 2016-17 school year.

The Administration is requesting approval of the proposed first amendment to the lease agreement with Milwaukee Excellence that will extend the lease term from July 1, 2021, through June 30, 2026, which aligns with the charter contract's term.

The lease rent revenue shall be as follows:

July 1, 2021-June 30, 2022 ..... $282,310
July 1, 2022-June 30, 2023 ..... $287,956
July 1, 2023-June 30, 2024 ..... $293,715
July 1, 2024-June 30, 2025 ..... $299,589
July 1, 2025-June 30, 2026 ..... $305,581

Documents pertaining to the lease agreement with Milwaukee Excellence are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is $1,469,151.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the First Amendment to the Lease Agreement with Milwaukee Excellence Charter School for the Property Located at 4950 North Street.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 16) Action on a Request to Approve the Third Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School located at 2500 West Oklahoma Avenue

Background

Carmen High School of Science and Technology (Carmen) is a college-preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Since 2015, representatives from Carmen and Casimir Pulaski High School (Pulaski) have worked together to align building-space allocation at the high school to support program needs in an effort to continually support their knowledge-exchange partnership.

A lease agreement was approved between Milwaukee Public Schools and Carmen for a portion of Pulaski at the Board's meeting on April 21, 2016. The initial term of the lease agreement commenced on July 15, 2016, and ended June 30, 2017, with an option to extend two additional five-year terms. The lease term was amended at the Board's meeting on June 29, 2017, to allow for the extension to be exercised for two years so it would align with the charter contract's term. In January 2019, the Board approved the second amendment to the lease agreement for a two-year term.

The Administration is requesting approval of the proposed third amendment to the lease agreement with Carmen that will extend the lease term from July 1, 2021, through June 30, 2026, which aligns with the charter contract's term.

The lease rent revenue shall be as follows:

July 1, 2021-June 30, 2022 ..... $490,836
July 1, 2022-June 30, 2023 ..... $500,653

July 1, 2023-June 30, 2024 ..... $510,666
July 1, 2024-June 30, 2025 ..... $520,879
July 1, 2025-June 30, 2026 ..... $531,297

Documents pertaining to the lease with Carmen at Pulaski High School are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is $2,554,331.

Implementation and Assessment Plan

Upon the Board's approval, the Third Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

The Administration recommends that the Board approve the Third Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 17) Report with Possible Action on the 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

On December 21, 2017, the Board adopted Resolution 1718R-004 regarding the MPS School Nutrition Program and directed that updates on the implementation of the resolution be shared with the Board. The resolution had called for limiting processed, high-sugar foods; increasing the availability of fresh fruits and vegetables two times per week; decreasing food waste; increasing communication; and maximizing meal times.

In addition, on October 31, 2019, the Board adopted Resolution 1920R-002, also regarding the MPS School Nutrition Program, and directed that annual updates on breakfast participation be brought to the Board. The resolution called for the implementation of a "Breakfast After the Bell" (BATB) Program in all schools where 70% of students are eligible for free or reduced-price lunch and the creation of a Nutrition Equity Plan that was to include using available breakfast grants, notifying and training MPS employees, promoting BATB, notifying families, and incorporating input from MPS's stakeholders.

Pandemic Food Service

Despite the COVID-19 pandemic, School Nutrition Services remained focused on serving students with healthful, nutritious meals through the District's Stop, Grab & Go distribution sites. The District has increased the number of distribution sites from 25 in Spring 2020 to 50 starting with the 2020-21 school year. The meal-distribution time was also expanded at the start of the 2020-21 school year to allow greater flexibility for families.

The Stop, Grab & Go sites distributed over 69,000 winter-break meals, added dinner meals starting in January 2021, and served 74,000 spring-break meals.

School Nutrition Services has served more than two million meals since July 1, 2020. Additionally, the District has assisted various organizations in distributing a variety of donations such as books, hygiene kits, masks etc.

School Nutrition Services proudly participates in the USDA's Fresh Fruit & Vegetable Program (FFVP). MPS students and children under 18 can participate in this program. During October 2020, different cultures were celebrated through the Fresh Fruit & Vegetable Program. Produce bags with nutritional facts and recipes were distributed to families.

When schools reopened to in-person learning in April 2021, Nutrition Services started serving meals to in-person students and continued to serve meals to virtual students and the greater community through a pre-order meal system. In a partnership with Palermo's Pizza, more than 6,000 pizzas were distributed to Milwaukee families.

Meal Delivery — High-poverty Areas

School Nutrition Services will deliver free meals to resident homes and bus stops in the 53205, 53206, and 53233 ZIP codes in July and August 2021. This effort is made possible through the USDA's Summer Food Service Program and in partnership with the MPS Foundation, and the Greater Milwaukee Foundation — MKE Responds.

Aspirations — Food Improvement

In 2019, MPS partnered with Life Time Foundation to remove Harmful 7 ingredients from our menus. Currently, more than 70% of products used are considered clean label.

Nutrition Services will continue to explore ways to improve the quality and taste of our meals.

One plan is to offer fresh fruit and vegetable option every day to all students and full salad option for half of the high school population every day.

Nutrition Services also invests in new equipment and equipment maintenance regularly. For 2020-21, 58 sites received a total of $584,000 in new purchases and maintenance services.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.05, School Nutrition Management

Fiscal Impact Statement

N/A

* * * * *

(Item 18) Report with Possible Action Regarding the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff

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 Bilingual Task Force met on June 9, 2021, for its regular monthly meeting. At the previous meeting, members had begun working in chosen groups with the purpose of making recommendations based on four areas requested by the Board:

1. financial support from MPS and the specific out-of-pocket costs to future bilingual and world-language teachers;

2. protocols so that bilingual and world-language teachers can complete their student teaching on the job at MPS;
3. examination of alternative ways of assessing the language proficiency of bilingual employees and how to engage DPI on standards for bilingual and related certification; and
4. examination of the most efficient and effective way to reorganize programs and support systems to advocate and nurture educators for the expansion of bilingualism in MPS,

Those members present continued to work in their groups to develop recommendations to bring forward to the Board when completed. The groups worked in breakout rooms and then came back to report out to the larger group. The work done by the four groups will be shared with members to obtain feedback and to continue the development of the recommendations. Work towards recommendations will continue and will be shared with the Board when they are completed.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

Fiscal Impact Statement

N/A

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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 Communication 2022C-001 from the African American/Jewish Friendship Group, Inc.

Background

On April 8, 2021, the Office of Board Governance received the following communication from the African-American/Jewish Friendship Group, Inc., requesting the Board's support of LRB 0402, a bill in the State Legislature that concerns the study of African American history.

> Re: LRB 0402, "The African American History Education Act"
>
> Dear Chair and Board Members:
>
> I am an attorney in Madison and in New York, but I write you as a member of the Education Committee of the African-American/Jewish Friendship Group, Inc. which, with State Representative LaKeshia Myers, of Milwaukee, has introduced a bill in the State Legislature to make African American History an integral part of American History in all of the schools in Wisconsin, Kindergarten through 12th grade.
>
> I have attached the bill for your review and consideration. I have also attached a power point in support of the bill.
>
> We have garnered support thus far from 31 State Representatives and 10 State Senators, all Democrats, and it has been our desire to obtain truly bi-partisan support for such an initiative.

> We are also working in liaison with the Madison Metropolitan District to bring about a program a comprehensive program integrating African American history into the social studies curriculum, k-12, in Madison.
>
> We have met several times with Department of Public Instruction staff to discuss development of curriculum. Additionally, we met with the University of Wisconsin-Madison School of Education and had a conference call with all of the Wisconsin System's Schools of Education. Part of the focus with the Schools of Education senior administrators was about recruiting more students of color particularly who can stay in Wisconsin to teach in the public schools in Wisconsin.
>
> We would love to have the support of the Milwaukee Public Schools Board both for the passage of the bill and to participate at whichever committees of the State Legislature hold public hearings on the bill.
>
> We request consideration of LRB 0402 at your April 22nd, 2021 meeting, if at all possible, given the likelihood of upcoming public hearings on the bill.
>
> We believe that it will be important to have the Milwaukee Public Schools as the largest public school District in the State as an important partner in this endeavor.
>
> Very Truly Yours,
> Attorney Gerald C. Sternberg

Attached to the minutes of your Committee's meeting are the documents referenced by Mr. Sternberg in his communication.

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

Committee's Recommendation

Your Committee recommends that the Board approve support for bill LRB 0402 on the study of African-American history.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 2) Action on a Technical Amendment to Board Rule 1.02, Regular Board Meetings

Background

At annual organizational meeting on April 27, 2021, the Board approved it's 2021-22 calendar, which included a start time of 5:30 for regular board meetings. A technical amendment is needed in order to ensure consistency with the Board's rules.

The technical amendment would be to Section (3) and would amend the time referenced from "6:30 p.m." to "5:30 p.m."

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Board Rule 1.02, Regular Board Meetings.
Board Rule 1.11. Amendments to the Rules, which states

> (1) Proposed amendments to the Board Rules shall be presented at a regular board meeting, at which time they shall be referred to the Committee on Legislation, Rules and Policies for its consideration and report thereon.

(2) The Committee's report with respect to such proposed amendments shall be presented to the Board and then held over until the next board meeting, when the report shall be considered and acted upon by the Board.

(3) A recorded affirmative majority vote of the Board's membership is required for the adoption, amendment, or repeal of Board Rules.

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will publish the revised Board Rule.

Committee's Recommendation

Your Committee recommends that the Board approve the technical amendment to Board Rule 1.02, Regular Meetings, as attached to the minutes of your Committee's meeting.

Item held for one cycle, pursuant to Board Rule 1.11, Amendments to the Rules.

* * * * *

(Item 3) Action on a Request to Revise Administrative Policy 3.01, Annual Operating Budget

Background

In January 2021, the Board approved Resolution 2021R-009 relative to the budget process and timeline. Specifically, the resolution prohibits budget amendments from being made at the same meeting during which the budget is expected to be adopted. The resolution further directs that an additional meeting of the Board's Committee on Strategic Planning and Budget be called, when necessary, to give public hearing on any final budget amendments.

In order to codify the directives of the Resolution, the following revisions to Administrative Policy 3.01, Annual Operating Budget are being submitted for the Board's approval:

Administrative Policy 3.01
Annual Operating Budget

(1) General

(a) The superintendent of schools shall prepare an annual operating budget for the Milwaukee Public Schools consistent with state statutes, Department of Public Instruction regulations, and District policies and goals.

(b) The purpose of the annual operating budget is to identify adequate financial resources for the educational programs and to provide a basis for accountability in fiscal management.

(c) A budget shall be required for every fund that the school system utilizes in its yearly operation. The funds available for the various school programs are as follows:

- School Operations Fund
- Construction Fund
- Extension Fund
- Categorical Programs

(d) The fiscal year shall be July 1 through June 30.

(e) The Committee on Strategic Planning and Budget shall consider and make recommendations to the Board on all matters pertaining to budget development and control.

(f) Except under exigent circumstances, no amendments to the Superintendent's proposed budget may be submitted directly to the Board, without first having gone through committee for public hearing and recommendation by the committee, for consideration at the meeting at which the budget is to be approved.

(2) Budget Deadlines and Schedules

(a) The following deadlines have been established by law:

1. Annually before adopting its budget for the next fiscal year and at least five days before transmitting its completed budget, the Board shall hold a public hearing on the proposed budget.
2. At least one week before the public hearing, the Board shall publish a notice of the public hearing.
3. The Board shall transmit its completed budget to the Common Council on or before the first Monday in August of each year on forms furnished by the auditing officer of the City of Milwaukee.

(b) Copies of the proposed budgets shall be furnished to each Board member before the public hearing on the proposed budget is held.

(c) The Administration shall consider budget preparation a year-round process and shall establish a budget calendar which shall present a plan of action for estimating and completing preparation of the annual budget in a fixed period. The calendar shall also be used as a guide for coordinating the budgetary activities, collecting budget data, and making budget decisions.

(d) When developing the budget calendar, the Administration is to schedule an additional meeting of the Board's Committee on Strategic Planning and Budget, which is to be held at least 48 hours before the meeting at which the Board is to adopt the budget, to give public hearing and to formulate recommendations on any final amendments to the proposed budget that members of the Board may have.

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 has no fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will make and publish the necessary revisions.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 3.01, Annual Operating Budget

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 4) Action on a Request to Revise Administrative Policy and Procedure 4.07, Student Nutrition & Wellness

Background

In 2019, the Department of Nutrition Services (DNS) conducted an administrative review. Out of that review, it was determined that Administrative Policy and Procedure 4.07, Student Nutrition & Wellness, required updates to be in compliance with the United States Department of Agriculture's (USDA's) regulations. Specifically, updates were needed regarding the USDA's rule regarding the National School Lunch Program and School Breakfast Program: Nutrition Standards for All Food Sold in School as Required by the Healthy, Hunger-Free Kids Act of 2010.

The Department of Nutrition Services and the Core Health Team reviewed the policy and procedure and made the suggested revisions. The Administration is proposing revisions that remove outdated physical-fitness processes/evaluations and adds Smart Snacks language, setting nutrition standards for all food sold in schools. In addition, revisions are proposed to encourage the creation of an environment within schools that

reinforces and promotes development of healthful eating. The updates also reflect the Department of Nutrition Services' continued commitment to offering wholesome food, as evidenced by our partnership with the Lifetime Foundation.

The revisions to policy also include:

- a clear definition of "clean label foods";
- specifications related to students with special dietary needs;
- professional development requirements;
- a requirement to provide menus and carbohydrate counts on the website and upon request; and
- the discontinuation of the use of Body Mass Index as an assessment factor.

The revisions to the procedure include:

- a description of the standards for "Smart Snacks";
- removal of reference to "foods of minimal nutritional value";
- clarity around the use of vending machines;
- a description of wellness and marketing activities;
- removal of language referencing Body Mass Index; and
- a description of evaluation and communication criteria.

Drafts of the proposed revisions maybe found in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 4.07, Student Nutrition and Wellness Policy

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will update Administrative Policy and Procedure 4.07,Student Nutrition & Wellness.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy and Procedure 4.07,Student Nutrition & Wellness, as attached to the minutes of your Committee's meeting.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 5) Action on a Request to Revise Administrative Policy 8.28, Student Discipline, and Administrative Policy 8.31, Student Suspension

Background

Although the District has satisfied the requirements of Resolution #05-14-5003 with the Office for Civil Rights, the District continues to refine policies, procedures, and practices to address disproportionality in student discipline. The District worked to identify alternatives to removal from class to be used, except when the immediate safety of students or staff is threatened or behavior is such that disruption to the educational environment can be remedied only by removal.

The proposed revisions to Administrative Policy 8.28, Student Discipline, and Administrative Policy 8.31, Student Suspension, codify these alternatives to removal which use the virtual classroom. The proposed revisions also codify the Board's prior action, as part of Resolution 2021-007 adopted in September 2020, regarding suspensions for students below sixth grade.

Revisions to Policy 8.28 also include:

- reference to how parents may obtain the Parent and Student Handbook on Rights, Responsibilities and Discipline;
- removal of language that previously allowed a student to be removed from the classroom for violations of the Code of Conduct; and
- language that clarifies when a student may be removed from the classroom.

Revisions to Policy 8.31 also include additional specificity around due process for suspensions.

Drafts of these revisions may be found in the attachments to your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.28, Student Discipline

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will update the policies.

Committee's Recommendation

Your Committee recommends that this item be held in committee, to the call of the Chair.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 6) Action on a Request to Revise Administrative Policy 8.42, Student Records

Background

Wisconsin State Statute 118.25 permits a parent to opt out of the release of student-directory data to military recruiters and other institutions. Notification of the parents right to opt out of directory data is mailed to each MPS family in September through the MPS Parent Student/Handbook on Rights, Responsibilities, and Discipline.

The proposed revisions to Administrative Policy 8.42, Student Records, will allow the District to mail a letter including the parental directory-data notification forms and directions for downloading the MPS Parent Student/Handbook on Rights, Responsibilities, and Discipline, which would result in substantial savings to the District.

The main revisions to the policy concern the release of student-directory data. Specifically, Section (5)(e)(2)(a) would be revised to read:

> 2. Directory data will be disclosed by the District upon request, but only after the District has done the following:
>
> a. notified parents and guardians of the categories of information that it has designated as directory data with respect to each pupil. Notice shall be provided annually in September, <u>through a letter which will be mailed to the address of record for all parents and guardians.</u>

Relative to the disclosure of students' contact information to military or to higher-education recruiters, Section 5(f)(2)(b) would be revised to read:

b. ~~Notice shall be provided in the MPS Parent/Student Handbook, which is mailed annually to each household and which shall include a form to be used to make such request.~~ Notice shall be mailed to each household annually in September through a letter with the Request to Withhold High School Student's Name, Address and Phone Number from Military Recruiters or Military Personnel.

Position titles and department/office names will also be updated throughout the policy.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.42, Student Records

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will update the policy.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 8.42: Student Records, as detailed in the attachment the minutes of your Committee's meeting.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

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) Action on Resolution 2122R-003 by Directors Peterson and O'Halloran Regarding Land Acknowledgement

Background

At its May 27, 2021 meeting, the Board referred Resolution 2122R-003 regarding land acknowledgement by Directors Peterson and O'Halloran to the Committee on Parent and Community Engagement. The Resolved portion of the resolution reads:

RESOLVED, That at the July 2021 board meeting the MPS First Nations Studies program coordinator, after consultation with local historians and tribal people, bring to the Board a recommendation of the content of a land acknowledgement that is suitable for use in the Milwaukee Public Schools; and, be it

FURTHER RESOLVED, That beginning the month following Board approval, and thereafter, at each official meeting of the Milwaukee Board of School Directors, the meeting shall include the land acknowledgement read by the presiding officer; and, be it

FURTHER RESOLVED, That after approval of the land acknowledgement content, the Milwaukee Public Schools District's home webpage display the land acknowledgement language adopted by The Milwaukee School Board of Directors; and, be it

FURTHER RESOLVED, That the land acknowledgement be used at appropriate Milwaukee Public School public gatherings especially those that relate to place and culture.

The Administration is in agreement with the resolution, which honors aboriginal, indigenous, and First Nations peoples, and is recommending its adoption.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin consultation with local historians and tribal people in order to develop a recommendation of the content of a land acknowledgement that is suitable for use in the Milwaukee Public Schools.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2122R-003.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

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(Item 2) Action on Resolution 2021R-022 by Director Taylor on the School-to-prison Pipeline

Background

The school-to-prison pipeline is a disturbing national trend wherein children are funneled out of public schools and into the juvenile and criminal justice systems. Resolution 2021R-022 was introduced in furtherance of the effort to dismantle the school-to-prison pipeline for Milwaukee's children. The Resolved portion of the resolution reads:

RESOLVED, That the Milwaukee Board of School Directors authorize the Board President or their designee, in consultation with the Black Lives Matter Advisory Council and with the support of the Office of Board Governance, the MPS Administration, and the Office of Accountability and Efficiency, to engage community and government partners under the One Milwaukee Initiative to explore and address the systems that support and perpetuate the pipeline to prison; and be it

FURTHER RESOLVED, That this exploration include the identification of infrastructure coordination, resource-leveraging opportunities, and other potential opportunities for coordination and collaboration to improve outcomes for Milwaukee communities; and be it

FURTHER RESOLVED, That consideration be given to barriers to re-entry, alternatives to youth incarceration, mental health supports, and other best practices to address the school-to-prison pipeline; and be it

FURTHER RESOLVED, That regular reports on the progress of any related agreements be brought to the Milwaukee Board of School Directors as appropriate.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

The Office of Board Governance, the Administration, and the Office of Accountability and Efficiency will provide support, as needed, to assist the Board with this work.

Committee's Recommendation

Your Committee recommends adoption of the resolution as attached to the minutes of your Committee's meeting.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

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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 the District stakeholders' current and future equity, access, and inclusion needs.

The Administration shared the following update for the 2020-21 school year on current efforts and progress relative to equity, as well as next steps.

Equity, Access, and Inclusion

Equity as Defined by Milwaukee Public Schools

Equity is defined as an allocation of the District's resources, supports, and opportunities that is based on the needs of students and staff.

Equity Guidebook's Goals

Goal 1: Equity in Academics
Goal 2: Equity in Cultural and Linguistic Awareness and Responsiveness
Goal 3: Equity in Human Resources
Goal 4: Equity in Finance
Goal 5: Equity for Students, Families, Educators, and Community Stakeholders

2020-21 Professional Development

- Equity in Academics
- Culturally- and Linguistically-responsive Practices
- Anti-racism
- Social Emotional Learning

2020-21 Equity Efforts to Celebrate!

- Schools recognized by the Wisconsin Rtl Center
- Increased enrollment in Advanced Placement courses
- Expanded professional development offerings
- Facilitated recruitment efforts for Central and Northwest Region schools

- Conducted Ambitious Instruction Budget Conversations
- Provided virtual parent and family engagement

Moving Forward

- Accelerate academics for the 21st Century and beyond
- Expand professional learning opportunities
- Foster social emotional learning
- Cultivate cultural and linguistic practices

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

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(Item 4) Report with Possible Action Regarding Data and Progress Associated with the Office for Civil Rights (OCR) 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

In 2014-15, the Office for Civil Rights (OCR) conducted a biennial review of data and discovered a disproportionality of African American students receiving referrals, suspensions and other disciplinary actions.

The Administration has been working with the U.S. Department of Education Office for Civil Rights (OCR) to fulfill ten agreed upon action items to ensure the equity of discipline measures within the District and in 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 Office of Civil Rights (OCR). At that time, the Board took action to direct the Administration to report monthly on progress relative to the ten agreed-upon action items, as well as a report on suspensions, expulsions, and referrals. The June 2021 report, for activity from May 1 to May 31, 2021, follows.

Discipline Disproportionality Data and Action Steps, May 1-May 31, 2021

Below is an update of activities and benchmarks aligned to the action steps associated with Resolution #05-14- 5003 with the Office for Civil Rights.

Action Step 2: Early Identification of Students at Risk for Behavioral Difficulties and Early Intervention

Ongoing implementation of the behavioral multi-tiered system of support continues districtwide to identify students at risk for behavioral difficulties. All schools are documenting behaviors and supports within PLP Classroom Behavior in Infinite Campus. School teams use this data to inform teachers' practices, to identify school-wide trends in behaviors, and to identify students at risk for early intervention. Analysis of the data indicates that staff members are working with students with behavioral difficulties without having to resort immediately to disciplinary practices.

May Benchmark & Timeline:

By May 31, 2021, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Outcome:

Benchmark has been met: As of May 31, 2021, there were 1,764 documented Tier 2 behavioral interventions and 227 Tier 3 behavioral interventions across the district. This is an 13.4% increase from 1,555 Tier 2 interventions and a 25.4% increase from 181 Tier 3 interventions.

Year to Date: All benchmarks have been met.

Action Step 3: Outreach to Students

Throughout the year, there have been more than 400 meetings of Student Discipline Committees across all traditional middle and high schools. Looking at topics, we see that more than 110 meetings covered students' recommendations regarding discipline, more than 20 meetings looked at specific topics within discipline policy, more than 80 meetings looked at lessons on race and social justice issues, and more than 200 meetings addressed a variety of other student-selected topics. Some of these other topics included students' experiences with COVID-19, election and voting rights, defining equity and antiracism, college requirements, and student leadership/student voice.

May Benchmark & Timeline:

Host the MPS Virtual Student Leadership Spring 2021 Summit for students from all Student Discipline Committees. Students will participate in two rounds of self-selected breakout sessions on a variety of topics, including mental health, summer opportunities, financial planning, student leadership, and interviewing skills, among others.

Outcome:

Benchmark has been met.

Report Summary:

On May 12, 2021, the District held its Virtual Spring Student Leadership Summit with 93 students engaged in a variety of high-interest breakout sessions. In total there were 12 breakout sessions offered for students to select, including sessions on resumés, summer opportunities in Milwaukee, mental health, stress, self-advocacy, and financial planning, among other topics. At the conclusion of the summit, students were asked to complete a short survey of their experience and next steps. In reviewing the survey's results, we found the following.

The top topics students would like to see at upcoming summits and within their school teams were:

- jobs and internships
- planning for college
- mental health
- race in Milwaukee
- student leadership
- financial planning.

Regarding the specific breakout sessions, 95% of students indicated that their sessions engaged their interest, 93% indicated that the sessions provided opportunity for student voice, and 88% indicated that their sessions provided clear next steps.

At the conclusion of the summit, students were asked what their one big takeaway and next step was. 32% of students indicated they experienced personal growth in the topic, 19% indicated they want to talk further with their peers on a specific topic, 14% indicated that they wanted to do further research on the topic, and 13% indicated that they wanted to continue the conversations with their school teams.

Year to Date: All benchmarks have been met.

Action Step 4: Outreach to District Staff

Every school has a Discipline Work Group that meets monthly to analyze disproportionality data, to identify specific strategies, and to identify specific professional development and support for staff members

and students. The District Discipline Manager continues to send a weekly email to discipline champions containing best practices, supports, and articles for reflection.

May Benchmark & Timeline:

By May 31, 2021, 100% of MPS schools will submit evidence verifying that their Discipline Work Groups had met during the month. All school teams will submit year-end recommendations to the District regarding discipline.

Outcome:

Benchmark has been met.

Report Summary:

Throughout the 2020-21 school year, school teams held more than 1,100 meetings of their Discipline Work Groups to discuss discipline data and to address specific next steps regarding disproportionality in discipline.

All staff members had the opportunity to complete a short survey with reflections on discipline this past school year and recommendations moving forward on discipline and professional development needed. Results of survey will be reviewed by District Discipline Disproportionality Leadership Team in June.

Year to Date: All benchmarks have been met.

Action Step 7: Staff Professional Development

The following is a sampling of professional development opportunities that were offered to staff members during March through the District's Learning Management System (LMS).

Title	Audience	Enrollment
Courageous Conversations about Race Exploration	Hamilton	96
Courageous Conversations about Race Exploration	Obama SCTE	36
Courageous Conversations about Race Exploration	Washington	40
Courageous Conversations about Race Exploration	King Middle School	27
Courageous Conversations about Race Exploration	Roosevelt	30
Courageous Conversations about Race Exploration	Morse	31
Courageous Conversations about Race Exploration	Andrew S. Douglas	20
Courageous Conversations about Race Exploration	Lincoln Center of the Arts	33
Courageous Conversations about Race Exploration	Wedgewood	41

In the month of May, 354 staff members attended the all-day Courageous Conversations about Race Exploration. All participants completed a short survey and created a personal action step. Of all participants, 89% agreed or strongly agreed that the facilitator was effective, 89.9% agreed or strongly agreed that the virtual platform worked for them, 84.8% agreed or strongly agreed that they left the session with a better understanding of race and bias, and 88.4% indicated that they could explain the Courageous Conversations abut Race protocols to someone else.

May Benchmark & Timeline:

Provide sessions for middle- and high-school teachers to attend the Courageous Conversations about Race Exploration. All staff members who attend will be provided best practices and opportunities for additional support. Complete sessions for all regular education and special education teachers at traditional middle and high schools.

Outcome:

Benchmark has been met. All middle- and high-schools — a total of 1,367 staff —attended the one-day Courageous Conversations about Race Exploration.

Year to Date: All benchmarks have been met.

Action Step 9: Data Evaluation

Below are all behavioral events and administrators' resolutions documented across the district from May 1, 2021, through May 31, 2021. There were 260 referrals, in which 350 events were found. As of May

31, 2021, there have been 806 behavioral events year-to-date, as compared with 45,074 behavior events for the 2019-20 school year.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Two or more races	May Total	April Total	YTD	Administrators' Resolution Used*
Assault				6				6	2	8	1, 18
Battery	3							3		3	6, 8, 9, 11, 17
Bullying (various reasons)	1			3		1	1	6	2	9	1, 2, 3, 18
Chronic Disruption	16	2	2	51		2	3	76	29	169	1, 2, 3, 9, 10, 12, 15, 17, 18
Disorderly Conduct	10			34		6	1	51	25	95	1, 3, 4, 6, 9, 10, 13, 19, 15, 17, 18
Endangerment	1		1	6		1		9	7	17	1, 9, 17, 18
Fighting	23	1	1	105		6	2	138	30	168	1, 2, 3, 9, 17, 18, 19, 20
Inappropriate Dress				2				2		5	3, 9
Inappropriate Personal Property	1			8		1		10	2	19	1, 3, 9
Inappropriate use of electronics	1			4		1		6	8	139	2, 3, 9, 10, 11, 17, 18
Intent to distribute drugs/alcohol/meds									2	2	
Leaving classroom without permission	1			9		1		11	5	16	2, 3, 9, 18
Other substances/materials									1	1	
Personal Threat				17		1		18	6	31	1, 2, 3, 9, 18
Possession/Use of Drugs	1			1				2	2	4	2, 8, 9, 10, 11, 17
Possession/Use of a Gun										4	
Possession/Use of Weapon Other than Gun				3				3	2	7	11, 17, 18
Sexual Assault										1	
Sexual Harassment	1			2		2	1	6	4	12	1, 3, 9
Skipping Class	2			4		2		6		6	3, 9
Substantial Environmental Disruption	1			10				11	6	26	1, 3, 9, 18
Theft				1		2		3		3	9
Use of Tobacco, Including Chewing	2			4				6	2	14	1, 2, 3, 9
Vandalism	1			2				3	1	5	9, 18
Verbal Abuse/Profanity	4			9				13	7	42	1, 2, 3, 9, 10, 18
Grand Total	69	3	4	281	0	24	8	389	143	806	

*Code	Resolution
1	Alternative Virtual Instruction
2	Conference
3	Counsel
4	CS Conference Scheduled
5	Handled at Local Level
6	IEP Review
7	Investigative Review
8	Alternative School Reassignment
9	Parent Contact
10	Police Involvement
11	Preliminary Expulsion Hearing

*Code	Resolution
12	Referral- BIT
13	Referral School Social Worker/ School Psychologist
14	Remain Present School
15	Suspension
16	Suspension Pending
17	Virtual Discipline Process
18	In process
19	Restorative Conference
20	Repairing Harm Circle

	District's Demographics	YTD Events
American Indian	≈0%	1%
Asian	8%	1%
Black	51%	68%
Hispanic	27%	21%

	District's Demographics	YTD Events
Pacific Islander	≈0%	0%
Two or more races	4%	1%
White	10%	8%

Action Step 10: Implementation Plan

On May 4, 2021, the District Discipline Disproportionality Leadership Team met and discussed schools' data as students have returned to school buildings.

The Wisconsin Disproportionality Network continues to offer an Educational Equity Leadership Series with a variety of local and national speakers on various topics on race and equity. Each session includes a presentation followed by an online discussion by participants. In May, the sessions offered included *Children Learn More from What You Are Than What You Teach* by Monique Liston; *Belonging in a Polarized World* by John Powell; *Education for All in the Age of Racial Reckoning* by Anton Treuer; and R*ace, Restorative Justice and Education* by Fania Davis.

A variety of other opportunities were shared through discipline champions. These include new resources from PBS Wisconsin Education on supporting students in talking about race, standard operating procedures and best practices for documenting behaviors and discipline, and podcasts discussing organizational culture change towards antiracism.

A cross-departmental team attended a two-day online workshop about Facing History & Ourselves as an introduction to their work and activities designed to create space for reflection on our goals and needs in expanding critical work of race and history with students. The goal of the workshop was to explore together how understanding ourselves, understanding our students, understanding history, and understanding learning can help us all achieve our goals for our students, schools, and society.

All participants attending Courageous Conversations about Race Exploration receive follow-up emails from the District Discipline Manager with additional resources, best practices, and access to a networking site for all attendees to continue their exploration. Student Services held a year-end meeting with Courageous Conversations about Race's Executive Director of Education to reflect on the year and to discuss next steps towards a racial-equity transformation throughout MPS. Additionally, a team of ten MPS staff members have begun their work with Courageous Conversations about Race to become licensed practitioners of the framework. This team of practitioners has met with the vendor and has completed a book study of the Courageous Conversations about Race's field guide. A series of eight self-paced modules will be completed throughout June and July.

May Benchmark & Timeline:

Creation of best practices for universal classroom supports across various approaches, including PBIS, restorative practices, mindfulness, and others.

Integration of disproportionality best practices within the 2021-22 School Improvement Plans (SIPs).

Outcome:

Benchmark has been met.

Other

The MPS universal supports' guidance and best practices were updated to include aspects of PBIS, restorative practices, culturally-responsive practices, trauma-sensitive practices, mindfulness, and antiracism. This has been shared with all discipline champions and is integrated within guidance to schools and staff members for the 2021-22 school year.

Goal 7 of the 2021-22 School Improvement Plan looks to address disproportionality of discipline throughout the district. Specific tasks have been added for all schools to engage in through the continuous improvement process and are monitored by the Discipline Work Group throughout the 2021-22 school year. School teams select a research-based best practice to address disproportionality and create action steps and tasks throughout the year and monitor implementation as a team.

Year to Date: All benchmarks have been met.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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(Item 5) 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, 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		Indicator	
1	Graduation Rates	10	Inappropriate Identification in Specific Disabilities Categories
2	Drop-Out Rates	11	Timely Evaluation
3	Assessments	12	Preschool Transition, Part C, Part B
4	Suspension/Expulsion	13	Transition Goals ,Ages 16 and over
5	Educational Placement, Ages 6-21	14	Pos-school Outcomes
6	Educational Placements, Ages 3-5	15	Resolution Sessions
7	Preschool Outcomes	16	Mediation
8	Parental Involvement	17	State's Systemic Improvement Plan
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, of students who are receiving special education services in the least restrictive environment (LRE). 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 served inside the regular class 80% or more of the day
Indicator 5B	Percent of students ages 6 through 21 with IEPs served inside the regular class less than 40% of the day

Indicator 5C Percent of students ages 6 through 21 with IEPs served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS LRE data-relative services with the projection in DPI's 2018 Annual Performance Report Summary for Wisconsin school Districts. The MPS percent includes all students who have IEPs, including for speech and language services.

		MPS										
	WI's Target	May 2020	Aug. 2020*	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Mar 2021	April 2021	May 2021
5A	70.00%	78.98%	79.23%	79.49%	80.08%	80.50%	81.06%	81.09%	81.11%	81.41%	81.51%	81.60%
5B	7.90%	16.36%	17.08%	17.01%	16.57%	15.99%	15.61%	15.65%	15.56%	15.79%	15.73%	15.69%
5C	0.95%	0.37%	0.31%	0.35%	0.35%	0.35%	0.32%	0.31%	0.33%	0.40%	0.36%	0.34%

*The data for the August 2020 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. Milwaukee Public Schools was in Phase One of the approved reopening plan, and all students are attending school and receiving services virtually.

The report attached to the minutes of your Committee's meeting includes 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 Statement

Administrative Policy 8.01, Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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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. The following presentation will provide a brief overview regarding progress and next steps as well as an update on the DMMAC.

Bilingual Multicultural Education

Bilingual Schools' Demographics

MPS has 21 bilingual schools, which educate 14,085 students. Of these students,

- 36.4% are English-language learners;

- 23.9% have disabilities; and
- 90.1% are economically disadvantaged.

American Indian	Asian	Black	Hispanic	Hawaiian/Pacific Islander	White	Two or More Ethnic Codes
0.5%	4.6%	22.8%	65.5%	0.1%	4.6%	1.9%

Mission and Vision

The mission of the Department of Bilingual Multicultural Education is to provide equitable access to quality multilingual and multicultural programming in Milwaukee Public Schools.

Our vision is that MPS's students graduate with strong cultural and linguistic identities, leveraging these assets to navigate college, career, and life as global citizens in an inclusive society.

Resolution 1415R-003

The fundamental goals of the resolution include:

- bilingual expansion and programming;
- parental engagement and marketing;
- District Multicultural Multilingual Advisory Council (DMMAC)
- Seal of biliteracy
- professional development to schools
- bilingual support during virtual learning and Phase 2.

Expansion Update

Hamilton High School

Work in Progress: Support with bilingual program's implementation.
Next Steps: Continue with professional development related to grades 9 and 10.

Riverside University High School

Work in Progress: Addition of a junior-level course for the 2020-21 school year.
Next Steps: Continue conversation about the needs for the school to grow the bilingual program.

Morgandale School

Work in Progress: Exploring options for adding dual-language program at the K4 level and growing to grade 8.
Next Steps: Due to the pandemic, we will monitor enrollment and move forward next year.

Kagel

Work in Progress: One-on-one support for K4 and K5 dual-language teachers.
Next Steps: In September 2021, a first-grade two-way dual-language class will be added. A sixth-grade bilingual classroom will be added for the 2021-22 school year to allow those students already enrolled to remain as the program grows.

Riley

Work in Progress: Expansion has taken place at K3 through grade 2.
Remote Learning|
Dual-language Montessori Report Card
Next Steps: Third-grade Montessori two-way dual-language has been added. Continue professional development.

Lincoln Avenue

Work in Progress: Conversations to grow the existing program.
Next Steps: A K4 bilingual classroom has been added. Due to the pandemic, we will monitor the enrollment and make adjustments to grade configurations as needed.

Curtin

Work in Progress: Become an ESL stand-alone school.
Next Steps: Examine the data for ESL services for the 2021-22 school year.

Other Updates

District Multicultural Multilingual Advisory Committee (DMMAC)

Work in Progress: DMMAC has presented information on various topics that are in line with its strategic plan.
Next Steps: DMMAC will continue to meet and to provide professional development and information to members of the community.

Parental Engagement and Marketing

Work in Progress: Work with the Department of Communications to create marketing materials around the programs offered by the District will continue.
Next Steps: BME's staff within the Department of Communications and the Southwest Region's principals have met to discuss promotional materials to be used for recruiting for the 2021-22 school year.

Bilingual Task Force (BTF)

Work in Progress: The Task Force has met four times since our last report. The next meeting is scheduled for June 9, 2021.
Next Steps: Meetings will be held monthly until the requirements of the resolution have been met. Currently the Task Force is working on recommendations to share with the Board.

Seal of Biliteracy

Work in Progress: School coordinators and advisors have confirmed 80 candidates for this year's Seal of Biliteracy Award.
Next Steps: Continue to promote and to expand awareness of the Seal of Biliteracy with middle-school students.

World Languages

Work in Progress: World-language curriculum professional development
Next Steps: Follow up with world-language teachers on implementation and coaching related to the planning template.

Overview of Bilingual Education; DBME Language Programs

Work in Progress: Biliteracy resources
Next Steps: Planning for curriculum, biliteracy guidance for ELA and SLA, grades K5-8

Renewed Refugee School Impact grant (RSI) and Refugee Youth Mentoring grant (RYM)

Work in Progress: Chromebook distribution and orientation
58 RSI Chromebooks (elementary)
10 RYM Chromebooks (high school)
Next Steps: Orientation in the use of Chromebooks

Update from DMMAC

Over the last few months, DMMAC has convened and is currently drafting recommendations for the following:

- expansion of the bilingual/dual-language program to address the need for high-school seats in schools throughout the district and high-school seats in District #6 and in nearby districts;
- expansion of the world-language program to:
  - address the need for world-language opportunities in grades 3 through 8;

- — address the need to recruit, to strengthen, and to maintain quality world-language teachers;
- — ensure that all high schools institute world-language programs with the appropriate number of teachers to ensure that such programs will meet graduation requirements;
- — ensure that all high schools have quality world-language teachers; and
- — bring new language opportunities — such as Japanese, Arabic, and Portuguese — into the district; and

• expansion of language clubs/programing via the Milwaukee Recreation Department.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.15 - Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

N/A

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve the Non-instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc., for Carmen High School of Science and Technology, South; Carmen High School of Science and Technology, Southeast; and Carmen Middle/High School of Science and Technology, Northwest

Background

Carmen High School of Science and Technology, South, which was established in fall 2007, is located at 1712 N. 32nd Street. Carmen Middle/High School of Science and Technology, Northwest, which was established in fall 2013, is located at 5496 N. 72nd Street. Carmen High School of Science and Technology, Southeast, which was established in fall of 2016, is located at 2500 W. Oklahoma Avenue. Carmen Middle School of Science and Technology, South, which was established in fall 2018, is located at 2427 S. 15th Street.

Carmen's Mission is to graduate all students as critical thinkers and self-directed learners who are prepared for success in college, meaningful careers, community involvement and family life.

The current contract provides for a maximum of 360 FTE (full-time-equivalent) pupils at Carmen, South, in grades 9-12; for a maximum of 800 FTEs at Carmen, Northwest, in grades 6-12; for a maximum of 800 FTE pupils at Carmen, Southeast, in grades 9-12; and for a maximum of 300 FTE pupils at Carmen Middle School, South, in grades 6-8.

On January 14, 2021, the Administration recommended a five-year renewal for Carmen. On January 28, 2021, the Board approved a three-year renewal for Carmen 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 Carmen Foundation, Inc,. for Carmen Charter School.

In May 2021, representatives from Carmen, 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, Carmen High School of Science and Technology, Inc., accepts the non-instrumentality charter contract with the following modifications:

- a Whereas clause has been added to clarify that operator's governing board is a party to the contract, to reflect current law, and to reflect historical background;
- a Whereas clause has been added to reflect the statutory language of one operator for each charter school;
- the name of the school is Carmen High School of Science and Technology, Inc., for Carmen High School of Science and Technology, South, located at 1712 South 32nd Street; Carmen High School of Science and Technology, Southeast, located at 2500 West Oklahoma Avenue; and Carmen Middle/High School of Science and Technology, Northwest, located at 5496 North 72nd Street.
- the name of the person who will be in charge of the charter school has been updated to reflect that Jennifer Lopez shall be the school leader, and language has been added to reflect the manner in which administrative services will be provided;
- language has been revised to reflect applicability of MPS's policies and statutes;
- language relating to performance indicators has been updated to reflect applicability, current practice, and local measures;
- language relating to charter school's governance has been updated to provide clarity and to be consistent with statutory language relating to charter school governance;
- language relating to requirements for admission to school has been updated;
- language relating to financial and performance audits has been updated to reflect current practices and to reflect selection of the method for financial and performance audits;
- language has been updated to reflect selection of disciplinary guidelines;
- language relating to facilities, indemnification, and insurance has been updated;
- language relating to the effect of the establishment of the charter school on the liability of the Board has been updated;
- language relating to background screening has been updated;
- language relating to the right to inspect and to receive requested information and reports has been updated;
- language relating to the calendar has been updated;
- language relating to administrative fees has been updated;
- language relating to purchasing has been updated;
- language relating to transportation and nutrition has been updated;
- language relating to the Local Education Agency's (LEA's) responsibilities and the District's responsibilities as School Food Authority (SFA) has been clarified;
- language has been updated to reflect that Carmen will serve up to a maximum of 2,000 FTEs;
- the term of the contract has been updated to reflect five years, to start with the 2021-22 school year and to end with the last regularly scheduled day of the 2025-26 school year;
- language relating to modification or termination of contract has been revised to provide clarity and to reflect current practices;
- language has been added to demonstrate that parties mutually agree to the terms of the contract; and
- technical revisions have been made throughout the contract.

Documents pertaining to this contract are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY22 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2021-22 school year and ending with the 2025-26 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the non-instrumentality charter school contract with Carmen High School of Science and Technology, Inc., as attached to the minutes of your Committee's meeting, for Carmen High School of Science and Technology, South, Carmen High School of Science and Technology Southeast, and Carmen Middle/High School of Science and Technology, Northwest to begin with the 2021-22 school year and end on the last regularly scheduled day of the 2025-26 school year.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

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(Item 2) 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 is a framework for structural supports for our eight Montessori schools, which educate more than 3,500 students.

Montessori Strategic Plan Update

Montessori Strategic Plan's Elements of Focus

Curriculum/Program Fidelity

- Adopt Montessori's Essential Elements
- Develop Training Pathway for Secondary Teacher

Resource Alignment

- Montessori Coordinator Position

Staffing and Leadership

- Implement Proposal for a Teachers' and Administrators' Pipeline

Systems of Communication

- Marketing and Community Outreach
- Collaborative Communication Structure

Facilities

- Expand Program Offerings with Equity

Montessori Schools' Demographics

There are 3,536 students in eight schools (Riley Elementary Montessori is through second grade). Of these students:

- 1.3% are English-language learners;
- 15.3% have disabilities; and
- 49.0% are economically disadvantaged.

American Indian	Black/African American	Hawaiian/Pacific Islander	Asian	Hispanic	White
0.6%	33.2%	0.1%	0.6%	16.3%	40.1%

MPS Employees in Montessori Certification

Center	Credential	# of learners	Date of Completion	In Jobs
MPSU — Cincinnati Montessori Secondary Teacher Education Program	Secondary, Grades 7-12	16	Sept. 2022	15
MPSU — Alverno	Elementary, Grades 1-6, WI license	16	Jan. 2023	3
MPSU — UW-River Falls	Elementary, Grades 1-6	4	Sept. 2022	3
Global Montessori Education Institute	Primary, K3-K5	2 2	Dec. 2021 June 2022	4
UW-River Falls	Primary, K3-K5	1	Sept. 2022	1
National Center for Montessori in the Public Sector	Montessori Administration Overview	2	Completed	2
Seton Montessori Institute	Montessori Administration Credential	2	June 2022	2
Midwest Montessori Teacher Training Center	Primary, K3-K5	3	Sept. 2022	1

Montessori Strategic Plan's Progress

Completed Work

- Distributed a retention survey for employees in the Montessori program
- Provided professional development in Montessori concurrent instruction
- Conducted MAC meetings for March, April
- Submitted district textbook-adoption waiver
- Represented MPS at American Montessori Society's virtual conference
- Provided support to Montessori schools during pandemic
- Communicated with waitlisted K3 and K4 families regarding available Montessori seats

Current Work

- Holding virtual monthly meetings with Montessori principals
- Providing targeted support for Montessori concurrent instruction
- Developing the curriculum for Montessori summer school
- Identifying staffing needs for 2021-22
- Conducting targeted marketing for Craig, Barbee, Riley
- Developing new Montessori Infinite Campus grade-book formats

Next Steps

July 2021

- Montessori-specific summer school
- Cincinnati Montessori Secondary Teacher Education Program: secondary courses at MacDowell
- Finalize Montessori material-ordering requirements for expansions
- Establish Montessori secondary education committee

August 2021

- Finalize MPSU pathway for state licensing support for Montessori teachers
- Continued support for Montessori virtual instruction, as deemed necessary
- New Teacher Institute — Montessori-specific Modules

September 2021

- Develop Montessori teacher-to-administrator pathway
- Support sessions for MPS employees in Montessori certification
- Professional development for new IC Montessori capabilities
- IC collaboration for Montessori report keeping

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 2.12, Advisory Committees: Administration-originated

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 3) 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's schools.

The following presentation provides an overview of the progress that has been made to date.

53206 Initiative

Promise Partnership Schools

Auer Avenue — Dr. Zannetta Walker
Benjamin Franklin — Sara Hmieleski
Green Bay Success Center — Andrew Delutio
Gwen T. Jackson — Tony Mitchell
Hopkins Lloyd — Natosha Harris
Keefe Avenue — Dr. Christlyn Stanley
LaFollettte — Dr. Marny Donaldson-Gamble
Andrew Douglas — Zerda Palmer
North Division High School — Keith Carrington

Current Progress

Vision of 53206

We believe in and envision 53206 as a neighborhood of promise that is a destination for families —

- a community committed to nurturing children from early childhood to career with a seamless continuum of opportunities that encourages each child's mental, physical, and academic development and success;
- a community for families in which children play, grow, and learn as they transition successfully through various academic and developmental milestones;
- place where students, families, and educators are the beneficiaries of the coordinated and collective impact of community-driven data and an institutionally-supported shared

agenda that provides the equitable access and distribution of resources to deliver on this promise; and
- a collaborative of schools, local government, non-profits, and faith-based organizations that champions students' learning and increased academic achievement for students to thrive in the 21st Century.

Continuum of Support

This continuum comprises the continual and transitional services that reinforce learning and the holistic development of students. It is a strong and solidified continuum of services and supports, spanning across the network from early childhood through high school and beyond, that addresses academics, physical health, mental health, and equitable resources for all students.

Pillars of Focus

1. Alignment: Academics, Pathways, and Engagement

Performance Objectives

- Academic achievement
- Aligned and integrated programming pathways
- Family and community connections and partnerships

2. Filling Gaps: Equitable Access and Opportunity

Performance Objectives

- Health (physical and mental) and medical supports
- Provision of services to complement in-school instruction and to promote academic achievement
- Social emotional supports
- Attracting and retaining licensed, highly-qualified teaching staff

3. Strengthening Outcomes: College and Career Readiness

Performance Objectives

- Building college-going pathways and culture
- Early exposure to pathways and careers
- Develop 21st-century employable skills

Future Forecasting

As we work to support research-based practices in our multi-year strategic plan, immediate action will include:

- branding for the network of schools toward a college-going culture
- common assessments in the areas of math and writing
- review of Promise Partnership Schools (two times per year)
- a consortium of school stakeholders to lead the efforts for improved culture and climate, resulting in an increasing attendance and a decrease in office disciplinary referrals
- implementation of STEM across the network
- monthly principals' meetings to discuss, to collaborate, and to review monthly network data points.

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 4) Report with Possible Action Regarding Black Lives Matter 2020-2021 Planning

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 July 2020, the Board referred Resolution 2021R-010, regarding Black Lives Matter, to the Committee on Student Achievement and School Innovation. At its August 27, 2020, meeting, the Board took action to adopt Resolution 2021R-010 as attached to the minutes of your Committee's meeting.

Since the Board's action, the Administration has continued to implement the resolution. The Office of School Administration assembled the 2020 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee in alignment with the resolution. The resolution's items were identified and addressed with the BLM committee, and sub-groups were created that are focusing on curriculum and professional development, Week in Action, and monthly BLM projects. All sub-groups meet regularly and include student representation to ensure that student voice is heard.

The Administration has provided regular updates to the Board beginning in October 2020 on progress and next steps in carrying out the Board's action relative to Black Lives Matter and the Black Lives Matter Week. The report presented this month, which is the final report for the 2020-21 school year, includes next steps for the 2021-22 school year.

Black Lives Matter Year of Purpose Review

Core Committee Members

Curriculum and Professional Development

- Dr. Latish Reed, Chair
- Nuntiata Buck, Co-chair
- Felice Beal, Administrator
- Tanya Evans
- Chauna Perry-Finch
- Paul Moga
- Michelle Wade
- Jeremiah Jackson, Jr.
- Dr. Patricia Ellis
- Stanley McWilliams
- Cendi Trujillo Tena
- Johnny Spingola, Student
- Zion Rogers, Student

Week of Action

- Angela Harris, Chair
- Zion Rogers, Co-chair, Student
- Felice Beal, Administrator
- Cynthia Wilson, Administrator
- Janiya Williams, Student
- Nico Schudson, Student
- Ryan Hurley
- Larry Miller
- Patrice Townsend
- Vice President Taylor, Milwaukee Board of School Directors
- Janet Moreno
- Dr. Ebony Davis
- Jane Audette

Monthly School BLM Projects

- Ingrid Henry-Walker, Chair
- Jeremiah Jackson, Co-chair
- Dr.Toni Dinkins, Administrator
- Nina Scott
- Erika Ashford
- Derrick Rogers
- Javonte Rodriquez, Student
- Celeste Ochonogor
- David Valde
- Darrion Whitfield, Student
- Abdul Al Bassam, Student
- Dr. Christlyn Stanley

Curriculum Collaboration

TULSA Curriculum

Goal

In collaboration with all the other BLM resolutions and those supporting equity and equality, we would lift the talents of the Community Schools to highlight this work and to support this resolution.

Curriculum & Professional Development Update

- As a result of February Week of Action, Dr. Gholdy Muhammad is scheduled to keynote the 2021 July Leadership Institute with follow-up professional learning for C&I staff and coaches.
- BLM monthly activity and yearly initiatives were presented during the AP Institute and SSTs' Institute.
- A proposal to support direct professional development on how to utilize the assessment tool, provide feedback, and have additional resources provided by teachers (beginning stages) has been developed.
- Three culturally-responsive teaching modules have been developed in the Learning Management System.

2020-21 Monthly Activities Update

November	December	January	February	March	April	May
Justice for George	Black Activists with Disabilities	Black Radical Educators	Celebrate Black Lives	Student Activists	Radical Black Artists	Juneteenth/Black Families

2021 Week of Action Update

The Week of Action occurred February 1-5. More than 500 participants logged in virtually.

Week's Activities

- Live Student Panel Discussion
- A Community Conversation with Dr. Gholdy Muhammad
- Talent Showcase and Poetry Night
- Intergenerational Talk-back
- Revolutionary Black Arts and Awards Night

Next Steps for BLM in MPS

Leadership Team

Expand workgroups' membership

Curriculum & Professional Development

A session with Dr. Gholdy Muhammad will be presented at the 2021 July Leadership Institute.

Dr. Muhammad will work with our C&I team to support cultural extensions on textbooks and curriculum development.

The Teacher Cohort is to pilot an Racial Equity Questionnaire, culturally-responsive teacher practices, and resource usage.

The Tulsa Curriculum will be piloted in Community Schools and BLMA.

Monthly Activities

- Continue monthly activities in the 2021-22 school year.
- School-specific activities that align with the monthly projects.
- Student showcase of BLM work and performances.

Week of Action

- Provide more learning excursions in the Milwaukee Community
- During the week of action, provide school-based activities that align with the District's evening events.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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(Item 5) 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

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 from birth through five-years old 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.

This report provides an update on the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

MPS/MKE Early Childhood 1,825 Initiative

Early Childhood Demographics

- 10,572 students
- 113 schools
- 5.6% English-language learners
- 18.2% students with disabilities
- 81.0% economically disadvantaged

American Indian	Black/African American	Hawaiian/Pacific Islander	Asian	Hispanic	White
0.3%	49.0%	0.1%	7.5%	26.6%	11.8%

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 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 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

Completed Work

Early Childhood Staff Development

Facilitated PD aligned to Ambitious Instruction 3.0 for approximately 150 K3 and K4 teachers and focused on the integration of science

MPS's Early Childhood Division attended two virtual conferences that were statewide and regional.

Equitable Resources

Participated in the process to adopt a universal screener that can be used with the EC initiative's population

Continued partnership work and support toward the Initiative's goals with Milwaukee Community Schools

Family Support and Transition

Implemented Ready Rosie Program at ALBA and Grant Gordon with high success rate and attended local meetings (CTSI) and trainings (Mind in the Making)

Current Work

Early Childhood Staff Development

Continue partnership work and support toward Initiative's goals

Equitable Resources

Attend meetings to collaborate with the 53206 Initiative's Leadership Team

Create a data-sharing agreement to implement Ready4K in collaboration with the Department of Children and Families (DCF)

Family Support and Transition

Host a virtual fair in June 30, 2021, with partners for families focusing on oral-language development

Distribute hands-on SEL Summer Learning Kits to students currently enrolled in the Head Start Program prior to end of year

Future Work, Summer 2021

Early Childhood Staff Development

Continue partnership work and support toward Initiative's goals with Milwaukee Community Schools and area childcares

Equitable Resources

Continue sharing community resources with MPS via Google Classroom

Family Support and Transition

Review progress of Ready Rosie Program at ALBA and Grant Gordon to expand usage at additional schools

Instruction

Exploring the implementation of high-quality standards through I Can Statements in K3 and K4 classrooms and ongoing oral-language community and family events

Social-Emotional Learning and Cultural and Linguistic Needs

Creating Solutions for Mental and Behavioral Health in schools supported by the Cigna Grant

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 6) Action on Resolution 2122R-004 by Director Peterson Regarding an Equity Workgroup

Background

At its regular meeting on May 27, 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. The Resolved potion of the resolution reads:

> RESOLVED That the Board directs the Administration to create a middle/high school equity workgroup to examine the aforementioned issues and make recommendations to the Board as to how any such problems of inequity might be addressed; and, be it
>
> FURTHER RESOLVED, That parents, staff and students from both selective enrollment schools and schools without selective enrollment be part of the work group, as well as representatives of the MTEA and ASCD and that these and other stakeholders be provided the opportunity to give input at school board and community meetings; and, be it
>
> FURTHER RESOLVED, That the workgroup consult with and draw on the experience of other Districts and educators that have faced similar challenges; and, be it
>
> FURTHER RESOLVED, That the Administration report back on the composition of the work and its initial meeting(s) in the September 2021 Board cycle and that initial recommendations by the workgroup be made to the Board during the January 2022 board cycle, with the understanding that the earliest policy changes would go into effect for the 2022-2023 school year.

The Administration is in agreement with the resolution, and is recommending its adoption, with the first report to be brought forward in October 2021.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 8.10, School Admissions

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Pending the Board's adoption of the resolution, the Administration will establish the equity workgroup.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2122R-004 as attached to the minutes of your Committee's meeting.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

* * * * *

(Item 7) Action on Resolution 2122R-005 by Directors Peterson and Gokalgandhi Regarding a Community Schools Work Group

Background

At its meeting on May 27, 2021, the Board referred Resolution 2122R-005 by Directors Peterson and Gokalgandhi, to create a Community Schools work group, to the Committee on Student Achievement and School Innovation.

> WHEREAS, The Milwaukee Public Schools has promoted Community Schools since 2015 and now has 12 schools that are identified as community schools; and
>
> WHEREAS, The Milwaukee Public Schools works closely with the United Way of Greater Milwaukee and Waukesha County and the Milwaukee Teacher's Education Association (MTEA) and several significant community organizations in the Milwaukee Community Schools Partnership; and
>
> WHEREAS, The values and practices of the MPS community schools focus on shared leadership, equity and cultural relevance, and there is an established implementation strategy; and,
>
> WHEREAS, As the number of community schools in MPS, as a part of the Milwaukee Community Schools Partnership, increases it is essential to have equitable and consistent procedural and accountability processes to ensure that all community schools are of high quality; now, therefore, be it
>
> RESOLVED, That a workgroup be established to craft a Community Schools policy to guide the current community schools and the expansion of community schools; and be it
>
> FURTHER RESOLVED, That the work group be led by representatives of the MPS Administration, the United Way, the MTEA, and Community Schools Coordinators, and that it include and/or receive substantive input from staff, parents, community members, and students of current community schools; and, be it
>
> FURTHER RESOLVED, That the policy deal with such issues as selection, readiness, and onboarding of additional community schools; roles and responsibilities of key stakeholders and staff; administrative processes and procedures; professional development and ongoing support of staff, and data collection and evaluation, all of which follow Community Schools strategy; and, be it
>
> FURTHER RESOLVED, That the work group report back to the board during the November 2021 board cycle with the goal of having a final policy introduced for the Board's approval by the end of that month.

The Administration is in agreement with the resolution, with a suggested adjustment to the timeline included in the resolution. This adjustment to the timeline (from November 2021 to December 2021 for introduction of the final policy) will allow the Administration to present the requested report and proposed administrative policy on Community Schools in November 2021 and to use feedback from the Board to inform the final version in alignment with the policy-review process and referral to the Committee on Legislation, Rules, and Policies in December 2021. With the suggested adjustment, the respective Resolved portion of the resolution would read:

> FURTHER RESOLVED, That the work group report back to the board during the November 2021 board cycle with the goal of having a final policy introduced for the Board's approval by ~~the end of that month~~ December 2021.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Pending the Board's adoption of the resolution, the Administration will establish the work group regarding Community Schools.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2122R-005 as amended above.

Approved with the roll call vote to approve the balance of the Reports of the Standing Committees.

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(Item 8) 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

Based on the Board's action, the 2020-21 monthly Regional Showcase provides a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated are included.

This month, the Citywide Region is featured. The Citywide Region comprises ten schools and serves 4,243 students in diverse settings to meet the varied needs of our students. Schools in the Citywide Region include Dr. Martin Luther King, Jr.; Townsend; River Trail; Andrew Douglas; Green Tree Preparatory; Lincoln Center of the Arts; Roosevelt; King Middle Years; Morse, and Wedgewood.

Across the ten schools in the region, there are 4,243 scholars, 21% of whom are students with disabilities, and 5.7% of whom are English-language learners. There are 587 staff members who support the region.

On the State's report card, Wedgewood exceeds expectations, Dr. King Elementary meets expectations, and the other schools meet few expectations. The exceptions are Green Tree Preparatory and Andrew Douglas, which are newer schools and are not rated on the State's system yet.

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.

Green Tree Preparatory Academy

The spotlight school for this month is Green Tree Preparatory Academy. Green Tree's mission is to build a body of student leaders who will lead or own tomorrow's businesses.

Green Tree has adopted Seven Skills for Success: Ethical decision making, effective communication, collaborative problem solving, leadership, critical thinking, cultural competency, and creativity.

Green Tree is divided into three academies, each with a clear focus.

- The Katherine Johnson Academy of College Preparation engages students in rigorous college-prep courses.
- The Charles Drew Academy of Science, Technology, Engineering, and Mathematics uses interdisciplinary, hands-on and project-based learning, including providing students with access to apprenticeships and internships.
- The Michelle Obama Academy of Business, Law, and Social Justice uses service--learning and community projects to engage students in the areas of business, law, and social justice.

Green Tree has a community based on restorative practices. To build this community, the school implements professional development, shared agreements, a daily restorative circle for students, and a weekly circle for staff.

The school acknowledges several areas in which there are opportunities for growth:

- increased enrollment efforts;
- retaining highly-qualified teaching staff;

- strengthening traditional middle schools;
- early literacy — foundational skills;
- increasing first-time passing rate in algebra;
- improving culture and climate;
- reducing the absenteeism rate; and
- high-school readiness

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

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

* * * * *

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

Academic Achievement

- Participated in Century Foundation discussion of diversity issues in schools
- Attended MPS District Sustainability Team Meeting;
- Met with John Kersey and others from the MPS Foundation
- Attended Alliance High School and Bradley Tech Graduations
- Attended the Climate Justice Advisory Committee Meeting

Effective and Efficient Operations

- Met with the Superintendent Posley
- Budget review with Martha Kreitzman and Keith Posley
- Met with Superintendent Posley and Milwaukee Succeeds
- Met with other Metro Milwaukee School District Board Members and Superintendents to discuss Milwaukee integration.
- Met with Danae Davis and Superintendent Posley regarding Milwaukee Succeeds
- Met with Dr. Mann, Superintendent Posley, Chris Thiel and other on Wisconsin Budget
- Participated in the MPS District Sustainability Team Meeting

Student, Family, and Community Engagement

- Met with leaders from Common Ground
- Interviewed by MJS and Fox 6 News
- Participated in the “Teach the Truth Press Conference” Downtown Milwaukee
- Spoke at virtual Labor Research Action Network Conference
- Attended Press Conference at MPS regarding lack of state funding for Wisconsin Schools
- Attending Green Bay Play Field Ribbon Groundbreaking Ceremony

- Attending Franklin Square Play Field Grand Reopening
- Met with MTEA leaders
- Attended rally sponsored by Voces de la Frontera, kickoff to march to Madison to demand rights for immigrants

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RESOLUTIONS

Resolution 2122R-006

By Director Carr

WHEREAS, It is a core belief of Milwaukee Public Schools that public education provides the cornerstone of American democracy; and

WHEREAS, It is an equity goal of Milwaukee Public Schools that we will create a District-wide culture of reflection and awareness building; and

WHEREAS, The Civil War, which raged for four years between April 1861 and April 1865, officially ended with the surrender of General Lee to General Grant at Appomattox on April 9, 1865, yet, even after this turning point, many parts of the country remained at war; and

WHEREAS, The month of June has become the time of year when many recognize and celebrate what is also called “Emancipation Day”, “National Freedom Day,” “Liberation Day,” and other names, as the day in history when the last state ratified the Emancipation Proclamation; and

WHEREAS, The specific day that freedom had come being less important that the fact that it *had* come, the freed men and women referred to this day as “Juneteenth,” which provides the historical reference for Juneteenth National Freedom Day; and

WHEREAS, This date marks the time period where African Americans of Texas received notice from President Lincoln that slavery had been abolished and that the abolition was codified in the 13th amendment of the Constitution of the United States of America - this a full two years after the actions of the Confederacy were first declared null and void; and

WHEREAS, During the years immediately following their emancipation, the freed men and women established a tradition of picnics, music, and thanksgiving, and used the occasion to reflect upon the profound meaning of their freedom – the freedom to choose a life direction, a manner of earning a livelihood, and the ability create a community in which they – as free people - might live with dignity; and

WHEREAS, Americans of all ethnic backgrounds, creeds, cultures, religions and countries-of-origin, share in a common love of and respect for "freedom", as well as a determination to protect their right to freedom through democratic institutions, by which the tenets of freedom are guaranteed and protected; and

WHEREAS, The State of Wisconsin began recognizing Juneteenth day as a paid holiday in 2009; Milwaukee County began offering it as a floating holiday in 2009; and in 2021 the federal government declared June 19th as federal holiday; and

WHEREAS, Juneteenth Day, is particularly important to the people of Milwaukee who have celebrated it since 1971 and where the celebration has grown from a small neighborhood celebration to a full-on street festival and parade that draws hundreds of thousands of participants annually; and

WHEREAS, Milwaukee Public Schools values and honors the Juneteenth Day ideals and the commemoration of “America's 2nd Independence Day” as one that completes the cycle of America's Independence Movement, initiated with the "Declaration of Independence" in 1776 and to advance this country's sincere dialogue of the realization of what Juneteenth historically means to all Americans, promoting racial healing, reconciliation, restoration and justice; and

WHEREAS, The Milwaukee Board of School Directors acknowledges that a day of jubilee can only truly be celebrated as a holiday if it is treated as a holiday; now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors directs that Juneteenth Day be instituted as an official holiday within the Milwaukee Public Schools; and, be it

FURTHER RESOLVED, That Juneteenth Day be a paid day off, structured in the same manner as all other paid holidays currently recognized by the District.

Referred to Committee on Accountability, Finance and Personnel

Resolution 2122R-007

By Director Leonard

WHEREAS, The Wisconsin charter school program was created in 1993 to provide educational alternatives; and

WHEREAS, Milwaukee Public Schools authorized its first charter school in 1996 and has consistently authorized charter schools ever since, and

WHEREAS, Historically, Milwaukee Public Schools' contracts with both instrumentality and non-instrumentality charter schools have had mutually understood benefits, and

WHEREAS, In 2007, the Board adopted Resolution 0708R-005, which directed that the Milwaukee Public Schools system perform a comprehensive evaluation of the effectiveness of its charter schools and directed the Administration to conduct a third-party evaluation of the overall effectiveness of charter schools within MPS as an improvement strategy; and

WHEREAS, In 2010, the Wisconsin Center for Education Research presented an independent evaluation of the District's charter schools in response to Resolution 0708R-005; and

WHEREAS, This independent evaluation of the District's charter schools examined some, but not all, of the mutually understood benefits of charter school contracts; and

WHEREAS, In order to ensure these contractual agreements remain mutually beneficial, it is necessary to re-examine the effectiveness of charter schools and the impact of charter schools on the Milwaukee Public Schools; and

WHEREAS, The public should know how charter schools have helped and/or hurt the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency, perform a comprehensive evaluation of the effectiveness of each of its charter schools and the impact of charter schools on the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the evaluation include an analysis of the impact of charter schools on the District's academic, financial, and organizational performance; and be it

FURTHER RESOLVED, That the evaluation include an analysis of the impact of the number of charter school seats on District solvency, which may include recommendations as to the optimal number of charter school seats and/or a limit to the number of charter school seats that should be designated in Milwaukee Public Schools to ensure academic, financial, and organizational performance; and be it

FURTHER RESOLVED, That the evaluation be completed and provided to the Board, through the appropriate committee, no later than the September 2021 Board cycle.

Referred to the Committee on Student Achievement and School Innovation.

* * * * *

ITEMS DEFERRED

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

(Item 2) Action on a Request to Retire to Closed Session Pursuant to Wisconsin Statute 19.85(1)(g) to Confer With Legal Counsel With Respect to Litigation in Which the Board Is or Is Likely to Become Involved

Background

It is necessary for the Board to confer with legal counsel 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

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

REPORT OF THE COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

(Item 2) Action on Recommended Administrative Appointments, Promotions, Re-assignments and Reclassifications, Salary Increases/Decreases, Limited-term Employment (LTE) Contracts Exceeding Sixty 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	Assignment	Sched	Range	Amount
5, nr	Renee Slotten-Beauchamp	Manager II, Operations	Office of the Chief of Finance	03	12A	$118,718
5, r	Bridget Schock	Director I, Contracted Schools	Office of the Chief of Communications & School Performance	03	14A	$112,738
5, nr	Eric Sullivan	Principal II — K-8, Fairview	Office of the Chief of School Administration	03	14T	$112,655
2, r	Qiana Durojaiye	Principal, Eighty-first Street School	Office of the Chief of School Administration	03	13T	$114,122
2, nr	Tiffaney Hollowell	Principal I — K-6, Bryant	Office of the Chief of School Administration	03	13T	$104,125
4, r	Sara Cruz	Principal I — K-6, Escuela Fratney	Office of the Chief of School Administration	03	13T	$98,990
5, nr	Michael Anich	Business Specialist	Office of the Chief of Finance	03	08A	$100,343
5, nr	Ericka Minzlaff	Principal I — K-8, Carson	Office of the Chief of School Administration	03	13T	$97,459
5, r	Misty Kreider	Assistant Principal, Lincoln Avenue	Office of the Chief of School Administration	03	10C	$91,824
5, r	Jill Waltersdorf	Assistant Principal, Siefert	Office of the Chief of School Administration	03	10C	$91,824
5, r	Chip Johnston	Assistant Principal III — HS IB, MacDowell	Office of the Chief of School Administration	03	12C	$91,797
2, r	Christine Holt	Assistant Principal, Burbank	Office of the Chief of School Administration	03	10C	$89,584
5, nr	Angela Fleming	Assistant Principal, Gaenslen	Office of the Chief of School Administration	03	10C	$88,138
3, nr	Chinou Yang	Supervisor I, Technology Support	Office of the Chief of Communications & School Performance	03	09A	$86,879
5, r	Jennifer Klein	Assistant Principal, Audubon	Office of the Chief of School Administration	03	11C	$86,622
2, r	Latonia Bird	Assistant Principal, Bradley Tech	Office of the Chief of School Administration	03	12C	$85,912
2, r	Marquis Hines	Assistant Principal, Vincent	Office of the Chief of School Administration	03	12C	$80,000
5, r	Jennifer Johnson	Assistant Principal, Golda Meir	Office of the Chief of School Administration	03	12C	$72,324
2, r	Morgan Conyers	Assistant Principal, MACL	Office of the Chief of School Administration	03	10C	$72,116

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
3, nr	Hema Priya Sathiya Narayanan	Data Support Analyst III	Office of the Chief of Communications & School Performance	03	07A	$70,000
4, nr	Oscar Silva	Assistant Principal, Forest Home	Office of the Chief of School Administration	03	10C	$65,912
2, r	Donna Rouse	Safety Assistant III	Office of the Chief of School Administration	03	02C	$40,747

Recommended Reassignment

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

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
4, nr	Veronica Leshok	Principal I — K-8, Curtain	Office of the Chief of School Administration	03	13T	$105,195

Recommended Reclassifications

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 Current	Salary New
5, r	Keith Atkinson	Manager II, School Improvement	Office of the Chief of Communication & School Performance	03	12A	$110,254	$114,665
2, r	Krissy Washington	Supervisor I, Early Childhood	Office of the Chief of Academics	03	09A	$100,342	$104,356
1, r	Richanda Kaquatosh	Supervisor I, First Nations	Office of the Chief of Academics	03	09A	$95,718	$103,375
5, nr	Jessica Das	Dietician Specialist I	Office of the Chief of Finance	03	08A	$60,578	$69,609
5, r	Lori Wierzba	Central Kitchen Manager	Office of the Chief of Finance	03	03A	$49,873	$49,873
5, r	Catherine Kablau	Central Kitchen Manager	Office of the Chief of Finance	03	03A	$38,536	$49,767
5, r	Stacey Manske	Central Kitchen Manager	Office of the Chief of Finance	03	03A	$38,536	$49,767

Recommended LTE Contracts Exceeding 60 Days (to be effective upon the Board's approval)

Your Committee 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
5, nr	Michelle Gozdecki	Audiologist	Office of the Chief of Academics	$45.00	06/01/21-11/30/21
5, r	Karen Green	Computer Science Instructional Coach	Office of the Chief of Academics	$30.00	01/01/21-06/30/21
2, r	Rosemary Hayes	Administrative Assistant III	Office of the Chief of Academics	$30.00	06/16/21-12/16/21
5, r	Roberta McLoud	Bilingual Induction Specialist	Office of the Chief of Academics	$30.00	05/01/21-06/30/21
5, r	Teresa Mitchell	Academic Support	Office of the Chief of Academics	$30.00	05/15/21-09/30/21
5, r	Doreen Nehmer	Academic Support	Office of the Chief of Academics	$30.00	05/15/21-11/15/21

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Dorothy Schuller	Academic Support	Office of the Chief of Academics	$30.00	05/15/21-11/15/21
2, r	Louise Young-Benson	Induction Specialist	Office of the Chief of Academics	$30.00	05/01/21-06/30/21
6, nr	Candace Forte	Law Clerk	Office of the Chief of Human Resources	$20.00	06/01/21-12/01/21
3, r	Olivia Xaysombath	Assistant Analyst	Office of Accountability & Efficiency	$20.00	04/26/21-06/30/21
4, nr	Oscar Pimentel	Data Support Analyst	Office of the Chief of Academics	$16.00	05/01/21-11/01/21
5, r	Nancy McGrew	K4/K5 Assistant	Office of the Chief of School Administration	$15.00	07/01/21-12/31/21

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		

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY21 budget.

Director O'Halloran moved to consider the two items together. 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 Gokalgandhi moved to retire to closed session pursuant to Wisconsin Statutes, Sections 19.85(1)(g) and (c), respectively, to consider these items. 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.

The Board went into closed session at 7:00 P.M.

Director Gokalgandhi left the closed session from 7:46 to 7:47 P.M.

Director Carr left the closed session from7:47 to 7:49 P.M.

The Board returned to open session at 8:46 P.M.

With respect to Item 2 of the report of Committee on Accountability, Finance and Personnel, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, Director O'Halloran 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.

With respect to Item Two of the Reports and Communications from the Office of Board Governance,: Action on a Request to Retire to Closed Session to Confer with Legal Counsel With Respect to Litigation in Which the Board Is or Is Likely to Become Involved, Director O'Halloran moved approval of the settlement agreement relative to ERD Case# CR20200703, as proposed.

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.

The Board adjourned at 8:49 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 29, 2021

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 and Excused — None.

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

- Beverly Bivens, a retired teacher from Cass Street School;
- Justin Burnley, a former student at Vincent High School;
- Barbara Darby, a retired MPS teacher;
- Lonnie Flagg, a retired building engineer from Madison High School;
- David Jones, a retired teacher from South Division High School;
- Levarius Mitchell, a former student at Rufus King High School;
- Evelyn O'Brien, a former aid in the district;
- Mary Steagall, a retired teacher from Victory School; and
- Ellen White, a retired teacher from Dr. King Elementary School.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of June 2021 were approved as presented.

* * * * *

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.

Milwaukee Recreation Provides Affordable Summer Childcare

This summer, Milwaukee Recreation is offering affordable childcare at nearly 70 sites around the city! Our qualified staff members safely provide recreation, enrichment, mentorship, academic support, and more to youth at our Child Care Camps, Community Learning Centers, and Safe Places. These locations opened on varying dates in June. Prices vary by site. Please contact the Site Director at your preferred location to register and to find more information.

"Good Morning America" Honors Team Milwaukee Special Olympics Volunteer and Coach

Bucks basketball has taken Milwaukee by storm this summer, but for volunteer and coach Quentin Redd, using hoops to impact the community has always been a priority. Redd, an alum of Vincent High School, is a longtime volunteer for and coach of Team Milwaukee Special Olympics and Adaptive Athletics. He joined the program as a volunteer in the early 2000s to help his brother, who is an active participant with Special Olympics. Over the years, Redd has volunteered as a softball, basketball, and flag football coach. He currently volunteers as a basketball and flag football coach for Team Milwaukee and is a part-time staff member of the Unified Summer Stars basketball program.

ABC's "Good Morning America" honored Redd's passion and dedication to the community with tickets to game four of the NBA Finals between the Phoenix Suns and Milwaukee Bucks. Under the guise of a story about the Bucks' run to the NBA Finals and its impact on Special Olympics and basketball in Milwaukee, ABC reporter Will Reeve and "Good Morning America" talked to Redd, his co-workers, his family, his friends, and his Team Milwaukee Special Olympics athletes about Redd's devotion to the program and to its players. The Bucks joined the celebration with Redd's family and friends to surprise him live on "Good Morning America."

College Conversations Help Students Navigate College Planning

Summer is the perfect time to explore colleges and start making plans! MPS's school counselors hosted virtual sessions to help high-school students in grades 9, 10, and 11 get ready to apply for college.

The MPS summer college-planning series, known as College Conversations, took place on Wednesdays in July. School counselors and national and local experts shared their knowledge and advice on navigating the college admissions process. Attendees asked questions and shared experiences.

There is still one session scheduled for August 4, 2021, at 2:00 p.m., which will focus on college scholarships.

Register Now for MPS Head Start for Fall 2021

Head Start is a free program that helps children develop early reading and math skills. Children learn to work with a teacher and take part in activities to explore their world. Head Start also offers health screenings, family supports, and free breakfast and lunch on school days.

If your child is three or four years old, it's time for his or her learning journey to begin! Children who attend preschool, Head Start, or early learning programs are more prepared for kindergarten and are more successful in school. Help your child succeed — register for MPS Head Start now!

MPS offers half-day and full-day Head Start programs at 35 sites. Some schools offer bilingual (English/Spanish) programs. Before- and after-school care and transportation are available.

Families must meet income limits to qualify. Children with special needs receive priority for seats. Children in foster/kinship care are automatically accepted. Speak with a Head Start staff member to find out what options are available for your child.

Three-year-old Head Start or Kindergarten

Programs are available at some schools. Children must turn 3 by September 1 to be eligible.

Four-year-old Head Start or Kindergarten

Programs are available at most schools across the district. Children must turn four by September 1 to be eligible.

Contactless walk-up registration is available until August 20. Visit the Grant Gordon Learning Center from 10:00 a.m. to 4:00 p.m., Monday through Friday. Enter Door 5 on 10th Street to receive a folder of forms. Fill out the forms off site or in your car, then drop forms in the dropbox.

For questions or to schedule an appointment to register, contact a school or call the MPS Head Start Office located in the Grant Gordon Learning Center, 921 W. Meinecke Ave. (enter on 10th and Meinecke), Milwaukee, WI, 53206. Telephone (414) 252-0350. Hours are 8 a.m.-4:30 p.m.

For more information and to view schools offering Head Start, visit http://mpsmke.com/headstart.

Register for the 14th Annual MPS Run Back to School!

Celebrate the start of the 2021-22 school year with Milwaukee Recreation at the 14th annual MPS Run Back to School! Join us for this 5K run/1.5-mile walk around Washington Park. Proceeds support MPS's wellness and youth recreation programs.

Event Information

Date ..... Saturday, Aug. 28
Start Time ..... 9 a.m.
Start & Finish Line ..... Wick Playfield (next to the MPS Central Services building: 5225 W. Vliet St.)
Cost..... $5 for youth, $15 for adults ($20 for adults after Aug. 12)

Fee includes an event t-shirt and race bag.

Following the success of the 2020 Virtual Challenge, this year's event will feature several virtual elements in the lead-up to the in-person race! Registrants can join Milwaukee Recreation's Wellness Community Facebook Group to participate in the challenges, to post photos, and to join the conversation with fellow RBTSers! There will be four total challenges, with the first one beginning on August 1

Schools can receive up to $1,000 in grants by forming an RBTS team! Make sure you rally your team for the MPS Run Back to School race and apply for a grant for your school! Not only will you help kick off the 2021-22 school year with hundreds of local MPS supporters, school communities with at least 25 registered participants are eligible for a $500 grant to support a sport or wellness need in their schools! The school with the most registered participants is eligible for a $1,000 grant to support a sport or wellness need of its own! Anyone from the community can join a school team.

After the race, school teams who met the minimum participant requirement will need to fill out a form that states how the funds will be used in order to receive the grant. In the past, schools have used the grant funds for:

- new gym and sports equipment
- new uniforms
- sports registration fees
- rental of the Wacky Wheels Skate Van for its students.

Nominate a team captain for your school and start your team today! (To sign up for a team, make sure you specify your school during the registration process after you add the race to your cart.)

If your team signs up before August 12, school teams can pick the color of their teams' RBTS shirts.

Milwaukee Recreation Continues Citywide Playfield-revitalization Project

Milwaukee Recreation is on a mission to ensure that all members of our community have access to high-quality outdoor recreational facilities. In June, the Department continued its citywide playfield-renovation project at two locations, Green Bay Playfield (3872 N. 8th St.) and Franklin Square Playfield (2643 N. 13th St.).

On Friday, June 25, community members, neighborhood partners, and staff came together at Green Bay Playfield to celebrate another critical step in the renovation process. The revitalized playfield will include new basketball and tennis courts, a splash pad, playground equipment, a seating area, green space, and more!

On Tuesday, June 29, Milwaukee Recreation battled the rain and celebrated the grand reopening of Franklin Square Playfield with a ribbon-cutting ceremony. The revitalized playfield features basketball courts, a splash pad, new playground equipment, shade structures, a multi-purpose field, and more.

MPS Community Sessions Discussed ESSER Relief Funds

The District is receiving financial support under the federal Elementary and Secondary School Emergency Relief fund (ESSER). MPS hosted a series of community-engagement sessions to share information and to get input for the use of COVID-19 relief grant funds. Sessions took place at Wisconsin Conservatory of Lifelong Learning, North Division, South Division, Vincent, and Reagan.

Students, families, staff, and community members are invited to attend to help prioritize the allocation of relief dollars, to address the impact of the pandemic on learning, and to provide input about delivering a high-quality education to children.

MPS anticipates about $506 million to allocate over the next three school years. At least 20% must be used to mitigate learning loss due to the pandemic. The District has identified five priority areas for allocating ESSER relief funds:

- accelerating learning
- health and wellness
- facilities
- technology
- extracurricular engagement.

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

Director O'Halloran moved to direct the Administration to bring a report on transportation back to the Board in September, after third-Friday enrollment counts will have been taken.

The gavel was passed to Vice President Taylor at 6:30 p.m. and returned to President Peterson at 6:34 p.m.

The motion by Director O'Halloran 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 Request to Authorize the Superintendent to Grant Emergency Use of MPS Buildings by District Schools

Background

Given the space and physical distancing concerns related to the COVID-19 pandemic and in other emergency situations, the Superintendent is requesting authority to grant space to district schools in auxiliary Milwaukee Public Schools locations. In the event of unsafe circumstances, additional capacity may be granted in another district facility for the purposes of educational programming.

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

This item does not authorize additional expenditures.

Implementation and Assessment Plan

To be implemented upon approval of the Board.

Administration's Recommendation

The Administration recommends that the Board approve the request to authorize the Superintendent to grant emergency use of MPS buildings by district schools.

Director Carr moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

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

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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 Pursuant to Wisconsin Statute 19.85(1)(g) to Confer with Legal Counsel With Respect to Litigation in Which the Board Is or Is Likely to Become Involved

Background

It is necessary for the Board to confer with legal counsel with respect to litigation in which it is or is likely to become involved.

Wisconsin Statute 19.85(1)(g) allows a governmental body to retire to 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.

Administration's Recommendation

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

Director O'Halloran moved to retire to executive session pursuant to Wisconsin Statutes, Section 19.85(1)(g), 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.

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.

The Board retired to closed session at 6:45 p.m. and returned to open session at 7:49 p.m.

Director Taylor asked to be excused for the remainder of the meeting.

Director Leonard moved:

1. to approve the settlement agreement relative to Case 21CV2312, with the terms and conditions discussed in closed session; and
2. to authorize the Board's President to execute the agreement on behalf of the Board.

The motion passed, the vote being as follows:

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

* * * * *

(Item 2) Update on Public Access and Participation at Meetings of the Board and its Committees

Background

The Board has long recognized the value of broad community involvement in the programs and operations of the Milwaukee Public Schools and has consistently adhered to the requirements of Wisconsin Statute 19.81(2), which states that all meetings of governmental bodies be publicly held in places reasonably accessible to members of the public and shall be open to all citizens at all times unless otherwise expressly provided by law. While the law only requires the Board to take public testimony at its statutory budget hearing, the Board has maintained a decades-long practice of receiving public comment at its committees' meetings and certain regular and special meetings.

The nature of the COVID-19 pandemic forced the Board to re-examine how it would provide access to its meetings and opportunities for public testimony. From the onset of the pandemic, the Board directed that steps be taken to ensure the greatest level of public access and engagement possible. The Board maintained its standard practice of broadcasting its meetings on radio station WYMS 88.9, Spectrum Channel 13, and the Board's livestream. In addition, the Board began broadcasting its meetings over YouTube, which has the advantage of allowing viewers to watch the meeting at any time. The contingencies of the pandemic meant that meetings needed to be held virtually, so the Board also began using Zoom as its digital meeting platform. Use of Zoom provided a means by which the public could join the meeting virtually and give live testimony.

In the one -year period before the COVID-19 emergency orders went into effect, the number of people who accessed meetings in-person was 3,245, while in the year following the orders, the number of people who accessed the meeting via YouTube went up to 76,072 — an increase in of 72,827. The number of people who provided testimony in-person in the year preceding the emergency orders was 1,312, while the number of speakers who provided testimony after emergency orders were issued was 581 — a decrease of 731 speakers.

As MPS prepares for our students to return to in-person learning and for staff to return to working on-site, it may be prudent for the Board to determine how it will provide public access to, and opportunities for public engagement during, meetings of the Board and its committees going forward.

The following report provides information for future decision making. Board members will continue to participate in-person at Central Office or remotely. While the Donald J. O'Connell Memorial Auditorium will remain closed to the public, members of the public will have the option of providing written testimony or if registering to participate remotely.

Update

Presented below is information on meeting-participation statistics that compares the one-year period before the start of the pandemic with one year following. For the purposes of this comparison, the "start" of the pandemic is March 17, 2020, the last on-site MPS work day before the Governor's emergency orders went into effect.

	Pre-pandemic	Post-pandemic
Number of Meetings	68	58
Attendance in-person	3,245	0
Attendance (views) via You-Tube	181	76,072
Speakers	1312	538

Meetings

The meeting count is a count of all meetings of the Board and includes all committee, regular, and special meetings as well as any work sessions. If meetings were "stacked" (i.e., there were more than one meeting on a particular evening), each meeting was counted.

Attendance/Views

Attendance in live meetings is a count of the individuals present in the auditorium and any overflow rooms, but not those who are on stage. This includes the general public as well as individuals who are present

while performing their work-related duties (e.g.. safety officers, technology and engineering staff, or administrators waiting to present on an item). The numbers presented represent the most people in the auditorium at a particular meeting.

It should be noted that when meetings were live, there were several instances in which they were stacked with two meetings occurring in one evening. The audience count of a particular meeting may be skewed if individuals counted for the first meeting were actually waiting for the second meeting to begin.

Attendance via YouTube is a count of individuals viewing the meeting, measured by the number of views. It includes people who watched the meeting live as well as those who watched it on-demand after the meeting ended. Use of YouTube prior to the pandemic was only for regular meetings and certain special meetings. After the pandemic, however, we began using YouTube for committees' meetings, too.

In either instance, it must be pointed out that individuals are free to come and go from the auditorium or to turn the YouTube platform on and off and to watch the same meeting more than once. This may also skew the true attendance count.

Speakers

The speaker count reflects the number of individuals who either filled out a speaker slip or registered to speak on the virtual platform.

Access to Meetings

Wisconsin's Open Meetings Law states that "all meetings of all state and local governmental bodies shall be publicly held in places reasonably accessible to members of the public and shall be open to all citizens at all times." Similarly, an "open session" is defined in Wis. Stat., §19.82(3), as "a meeting which is held in a place reasonably accessible to members of the public and open to all citizens at all times."

Hybrid Participation

One option would be to offer hybrid participation whereby the public could either provide comments either remotely, while on the Zoom platform, or come in person to access and to participate. There are some important issues to keep in mind relative to hybrid participation:

The sound system in the auditorium is a closed system. Audio from the microphones on the stage and lectern play over speakers in the ceiling. The system adjusts for this audio to prevent feedback. This audio also feeds to various streaming systems, such as Boardcast, WUWM, 88.9 FM Radio, YouTube, and Spectrum Cable.

Generally speaking, the auditorium's sound system is configured to provide excellent audio for in-person attendees and for view-/listen-only participation of a remote audience. Efforts to combine in-person and virtual meetings in this space compromise the design and effectiveness of the system.

Connecting a device that is joined to a Zoom meeting into this setup presents a few challenges:

- In order for the Zoom audience to hear the audio from the meeting, the audio from the auditorium needs to be streamed into the meeting as a participant. All audio within the Zoom meeting has to come from a single participant identified as "Auditorium" or similar. This must happen directly from the auditorium's sound system before and alongside feeding any other streaming platforms. Currently the only location to access this feed is from the front of the stage.
- In order for the Zoom audience to see the participants in the auditorium, there has to be an additional camera attached to the device that is connected to the Zoom meeting. This camera would have an inferior view, compared with the built-in cameras used to stream to YouTube and Spectrum Cable. All video within the Zoom meeting would be coming from a single participant identified as "Auditorium" or similar.
- Any open audio source within the auditorium will cause feedback; therefore, when Zoom attendees are given the ability to speak, all audio inputs in the auditorium would need to be turned off to prevent feedback. The microphones of all board members, administration, and OBG must be muted.
- The Secretary would be unable to prompt the speakers that it is their turn to speak from the auditorium without causing feedback. They would need to be joined to the Zoom meeting separately, outside the auditorium, any time there was a shift to public comment.

Other Options for Consideration

As the District transitions back to in-person meetings, the Board may wish to consider the following options relative to access and participation:

1. Discontinue virtual meetings (except where Board Rule 1.05, Public Notice, or Board Rule 1.30, Virtual Meetings, applies). Public access and participation would be in-person only.
2. Continue to hold meetings virtually. All public access and participation would be digital. Individuals providing comment would do so via Zoom.
3. The Board determines another option for public access and participation.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.02, Regular Board Meetings

Fiscal Impact Statement

This item has no fiscal impact

Implementation and Assessment Plan

The Office of Board Governance, in collaboration with the Administration, will advise the Board of any change in guidance from the Centers for Disease Control or from state or local government that may affect future decision making.

* * * * *

(Item 3) 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 under separate cover and as defined by the Southeastern Wisconsin Schools Alliance's resolution, which has also been provided under separate cover, to achieve this goal. It is of benefit to all of the Alliance's members to discuss and to refine their positions on issues, whether or not consensus on those issues is ultimately reached. A lack of consensus, however, should not prevent individual districts or groups of districts from advocating for issues on their own.

The school district of South Milwaukee serves as operator and fiscal agent of the SWSA and, as such, establishes and maintains records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction.

The Milwaukee Public Schools has been a member of the Alliance since 2002. Until 2014, MPS covered the cost of its membership through the provision of in-kind services through the Office of Governmental Relations Services. In 2014, however, due to the expanding efforts of the SWSA and the group's increased level of advocacy on behalf of K-12 education, MPS agreed to join the other member districts in providing a $3,000 annual payment to the organization. In 2017-18, the payment was increased to $3,200. The payment for 2021-22 remains at $3,200.

Provided under separate cover for the Board's information is a packet containing the resolution and agreement to be adopted, along with SWSA's 2020-21 annual report and a list of projected participating districts for the upcoming year.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 1.02, Goals

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2021-22 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.

Administration's Recommendation

The Office of Board Governance recommends that the Board:

1. adopt the resolution, as provided under separate cover; and
2. authorize the Board's President and the Board Clerk to sign and to submit the Participation Agreement, provided under separate cover, 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, and President Peterson — 8.
Noes — None.

* * * * *

(Item 4) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

The Wisconsin Legislature has completed its work on the budget, and, after a few minor modifications, made through the use of his veto powers, Governor Evers has signed it into law. The budget is historic in education-funding terms in that it provides minimal to negligible funding for schools. Statewide, public schools will receive only $112 million of spendable funding over the budget's two-year period. The majority of that small amount will go toward special education and will be used to maintain a still historically low reimbursement rate of 28% in the first year of the biennium and an estimated 30% reimbursement rate in the second year. There is no guarantee, however, that the 30% mark will be met, as sufficient funds will not be allocated to ensure that stated percentage rate. At the school-district budgeting level, the changes to special education funding will likely simply keep up with costs in the first year and may slightly relieve some fiscal pressure in the second year.

Since 1993-94, when per-pupil revenue limits and, later, per-pupil categorical aids were created, there have only been two prior years when a per-pupil increase was not provided to students. During Governor Walker's administration, per-pupil funding was reduced by 5.5% in 2011-12, and there was again no per-pupil increase in 2015-16. With the enactment of this budget, there will be no per-pupil increase of any kind in the 2021-22 and 2022-23 school years.

The per-pupil increase was originally tied to the increase in the rate of inflation in order to ensure that basic revenues kept pace with increasing costs. Without the basic increase, funding for schools will fall short relative to inflation. In essence, without the basic level of support and with costs outpacing revenues, many districts will likely be facing scenarios in which their budgets may have to be cut.

This lack of funding is all the more extraordinary, given the fact that the State is in a moment of unprecedented revenue growth. With the passage of the budget, the State funded a $2.3 billion income-tax cut; will have an estimated $1.5 billion of budget stabilization, or "rainy day," funding available; and will have an available remaining balance of another $1 billion. The unallocated balance of over $1 billion is more than enough to fund a reimbursement rate for special education of 50%, the level requested by Governor Evers, and could also be used to provide a per-pupil increase of $200 in each year of the biennium.

At the federal level, Congress resumes work this month on infrastructure and developing the federal budget. Details on those activities will be provided as they become available.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule 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 June through mid-July.

Report to the Milwaukee Board of School Directors, July 2021

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 of the Work Plan's progress from the previous month.

The Office of Accountability and Efficiency completed its FY21 Work Plan on June 30, 2021. Analysis of FY21's activities, outputs, and outcomes is underway, and a final report on work completed as part of the FY21 Work Plan will be transmitted to the Board in the coming months. Additionally, the Office of Accountability and Efficiency began implementation of its FY22 Work Plan on July 1, 2021.

Accountability and Efficiency Services

Between June 14, 2021, and July 18, 2021, Accountability and Efficiency Services fulfilled 19 requests for information/research, one constituent inquiry, six requests for data analysis, and four special projects. Accountability and Efficiency Services also completed the annual review and update of Independent Hearing Officers' (IHO's) contact information and completed one process-improvement project. Additionally, 30 active projects and seven deferred projects were carried forward from FY21 to FY22.

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

Contract Compliance Services

This month, Contract Compliance Services (CCS) met with the City of Wauwatosa to discuss equity within contracting. The meeting provided a brief history of Milwaukee Public Schools' Supplier Diversity Program as a reference for improving the City of Wauwatosa's compliance-monitoring efforts and increasing diversity spend within its contracting efforts. Mission-aligned partnerships were also discussed as the CCS team has found support through its network to advance economic development for HUBs and workforce-development opportunities for constituents and students.

Additionally, CCS added its first federal Mission Aligned Partner (MAP) to its network. STARBASE Wisconsin will serve as an alternative-placement training and work-site for middle-school and high-school youth. The non-profit organization provides Milwaukee's future innovators with engaging and challenging exploratory experiences in science, technology, engineering, and mathematics (STEM). This interactive academic-outreach program helps youth increase their knowledge in STEM.

Contract Compliance Services also provided its contributions to the annual work plan for the Office of Accountability and Efficiency and will be preparing its report to the Milwaukee Board of School Directors with FY21 contractors' performance metrics.

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

* * * * *

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 2021 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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Deshandre Brister	Building Service Helper I	$15.00/hr.	06/14/2021
7	Arianna Cobbs	Building Service Helper I	$15.00/hr.	05/17/2021
6	Gail Coleman	Building Service Helper I	$15.00/hr.	05/24/2021
2	Joseph Holden	Building Service Helper I	$15.00/hr.	05/24/2021
2	Angelica Skinner	Building Service Helper I	$15.00/hr.	05/24/2021
2	Tevin Stovall	Building Service Helper I	$15.00/hr.	06/14/2021
2	Bennie Young	Building Service Helper I	$15.00/hr.	06/14/2021
7	TyRel Belin	Duplicating Equipment Operator	$31,200.00	05/28/2021
2	Oidina Brown	School Safety Assistant	$26,456.00	06/07/2021
2	Dante Fuller	School Safety Assistant	$25,572.00	06/07/2021
2	Pashion Grady	School Safety Assistant	$23,227.00	06/07/2021
2	Dominique Walker	School Safety Assistant	$26,456.00	06/07/2021
Promotions				
2	Demetrous Elam	School Engineer II	$53,126.00	06/14/2021
5	Andrew Wolf	School Engineer II	$51,923.00	06/14/2021
2	Algenon Kendrick	School Engineer III	$59,680.30	05/31/2021

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	Salary	Date
Teachers				
2, r	Buford,Nakkitta D	Spec Ed Multicateg.	$45,954.00	7/1/2021
2, nr	Davis,Laurin M	Reg (Five-year-old) Kindergarten	$45,954.00	8/26/2021
Speech Pathologists				
5, r	Shoemaker,Hannah J	Speech Pathology	$49,887.00	8/30/2021
5, r	Thomas,Grace E	Speech Pathology	$49,887.00	8/26/2021
Teachers, Early Start				
5, r	Ash,Eric D	AMP Music	$52,470.00	8/9/2021
5, r	Bennett,Jennifer	Science	$47,583.00	8/9/2021
5, r	Kennedy,Traci A	Middle School — General	$55,728.00	8/9/2021
5, r	Killian,Elizabeth	Mathematics	$45,954.00	8/9/2021
5, nr	McConnell,Adrienne	Spec Ed Multicateg.	$61,633.00	8/9/2021
5, r	Milbrath,Ryan Michael	Spec Ed Multicateg.	$66,978.00	8/9/2021
5, r	Resler,Hunter	English	$44,325.00	8/9/2021
5, r	Rominger,Bryant	Mathematics	$52,724.00	8/9/2021
4, r	Roque,Payton	Science	$44,325.00	8/9/2021
2, nr	Stewart,Ruthie T	AMP HPE	$44,325.00	8/9/2021
5, nr	Szurek,Rachel	AMP Music	$50,841.00	8/9/2021
5, r	Thomas,James L	English	$45,954.00	8/9/2021

Codes	Name	Appointment	Salary	Date

Intern Teachers, Early Start

2, r	Robinson,Brandon	Gen Elem & K5 — All Grades	$43,537.00	8/9/2021

Codes:		Count Teachers	SSW	Psych	Other	Total
1	Native American	0	0	0	0	0
2	African American	4	0	0	0	4
3	Asian/Pacific Islander	0	0	0	0	0
4	Hispanic	1	0	0	0	1
5	White	10	0	0	2	12
6	Other	0	0	0	0	0
7	Two or More Ethnic Codes	0	0	0	0	0
	Males	7	0	0	0	7
	Females	8	0	0	2	10
r	Resident					
nr	Non-resident					

Leaves of Absence

	Present Assignment	Effective From
Illness Leave; March 2021		
Dana Sharpe	Itinerant — System-wide	3/15/21
Illness Leave; April,_ 2021		
Daniel Grant	81st Street School	4/30/21
Betty Palmer	Cass St. School	4/19/21
Denise Roscoe	Carver Academy	6/10/21
Personal Leave; May. 2021		
Matt Bonasch	Grantosa Drive	5/05/22
Personal Leave; June 2021		
Natalie Schmitt	Division of Spec. Services — CS	6/17/21
Personal Leave; October 2021		
Matt Bonasch	Grantosa Drive	10/01/21

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date

Certificated Resignations

Other Work	0.7	5	Magen Babcock	Teacher	Bradley Tech	04/01/2021
Personal	5.6	2	Deshawanda Bailey	Teacher	Morse	05/27/2021
Personal	23.7	2	Chvala Brown	AP	53rd Street	06/16/2021
Personal	0.2	4	Lucia Cabrera Gadea	Teacher Ldr	Central Svcs	05/14/2021
Retire	28.9	2	Thresessa Childs	Principal	Kilbourn	06/24/2021
Personal	0.9	7	Yazaret Cournia	Teacher	LaFollette	05/17/2021
Personal	5.3	4	Santiago Diez	Teacher	Neeskara	06/15/2021
Personal	1.9	5	Ryan Dow	Teacher	Bradley Tech	05/28/2021
Retire	20.0	5	Elizabeth Franks	Teacher	95th Street	06/15/2021
Personal	0.9	5	Jaclyn Ganshirt	OT	Central Svcs	06/18/2021
Personal	0.9	5	Alyssa Goodwillie	Teacher	Hawley	06/16/2021
Retire	32.8	2	Billy Joe Harris	Teacher	WCLL	05/28/2021
Retire	28.8	4	Roselia Hernandez	Teacher	Hayes	06/15/2021
Retire	33.4	5	Kathleen Hintz	Teacher	Zablocki	06/15/2021
Personal	20.8	2	Jacqueline Jolly	Coord II	Roosevelt	05/18/2021
Other Dist	1.3	5	Beth Jones	Spec Ed Sup	Central Svcs	06/04/2021
Personal	5.8	2	Lawrence Jordan	Teacher	Riverside	05/28/2021
Other Dist	1.9	5	Bridget Kelly	Teacher	Green Tree Prep	05/28/2021
Personal	0.9	5	Theresa Lee	OT	Central Svcs	06/15/2021

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	2.9	4	Clara Madrigal	Teacher	ALBA	05/28/2021
Personal	2.0	5	Katherine Manders	SSW	Central Svcs	06/11/2021
Other Work	1.3	7	Clay Neal	Teacher	MSL	05/28/2021
Retire	44.0	2	Debra Rash	Principal	Maple Tree	06/24/2021
Other Dist	8.8	2	Freddie Riley	Teacher	Washington HS	05/28/2021
Personal	3.9	5	David Rothe	Teacher	Audubon	05/28/2021
Retire	28.3	5	Cheryl Rybka	Teacher	Siefert	06/17/2021
Other Dist	0.8	5	Lindsey Skaife	Psychologist	Central Svcs	06/18/2021
Retire	26.9	5	Cynthia Stott	Teacher	Emerson	07/20/2021
Other Dist	27.0	2	Bryan Terry	Principal	Starms	06/30/2021
Retire	25.4	5	Julie Wiegert	Teacher	Alcott	06/15/2021
Personal	2.9	5	Sheree Wilichowski	SLP	Cass	06/15/2021

Classified Retirements

Retire	25.5	3	Sharon Awosika	CHA	Marshall	05/29/2021
Retire	7.7	2	Bobby Davis	Para	Washington HS	06/02/2021
Retire	40.5	5	Patricia Dillon	Para	Humboldt Park	06/16/2021
Retire	26.5	2	Maria Dorival Martial	Para	North Division	05/27/2021
Retire	27.3	5	Barbara Haney	Para	Burdick	06/16/2021
Retire	27.3	5	Sandra Hardy	Safety	SS&A Sch Safety	05/29/2021
Retire	31.8	5	Deanna Hermann	Tech II	Central Svcs	06/12/2021
Retire	13.1	2	Mary Jordan	SNA	Central Svcs	06/16/2021
Retire	13.2	2	Janine Lee	Boiler Att	JMAC	06/02/2021
Retire	34.7	3	May Lor	Para	Bethune	06/17/2021
Retire	29.0	6	Francisca Martin	Para	Doerfler	06/16/2021
Retire	47.4	2	Kenneth Moore	Gen Ed Asst	Riverside	05/29/2021
Retire	2.8	2	Sharon Newson	Para	Wedgewood Park	06/01/2021
Retire	16.6	5	Debbie Pinkerton	Para	Marshall	06/18/2021
Retire	24.7	4	Amparo Rodriguez	Para	Central Svcs	06/17/2021
Retire	9.8	5	Marianne Rodriguez	Sup III	SS&A Sch Safety	06/03/2021
Retire	32.1	5	Frank Ruzicka	CHA	Bay View	05/29/2021
Retire	23.5	5	Kaye Sarwar	Para	Audubon	05/28/2021
Retire	26.2	5	Larry Slupianowski	Engineer I	Bay View	06/12/2021
Retire	20.2	4	Dora Vargas	Para	MACL	06/16/2021
Retire	30.2	3	Mang Yang	Para	Fairview	06/16/2021

Codes:

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

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for June 2021 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, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, 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 Sixty Days

Recommended Appointments

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

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
2, r	Jennifer Mims Howell	Chief Academic Officer	Office of the Chief of Academics	03	18A	$159,807
4, r	Lorena Gueny	Director I, Bilingual Multicultural Education	Office of the Chief of Academics	03	14A	$133,677
2, nr	Jason Galien	Principal, Kilbourn	Office of the Chief of School Administration	03	13T	$116,470
2, r	lndyria Graham-Wilson	Principal, Congress	Office of the Chief of School Administration	03	14T	$116,470
5, nr	Jenna Harer	Principal I, K-6 — French Immersion	Office of the Chief of School Administration	03	13T	$110,000
2, r	Chareese Morris	Principal I, K-6 — Maple Tree	Office of the Chief of School Administration	03	13T	$103,083
2, r	Regina Manns	Licensing & Pre-Serv Coordinator Ill	Office of the Chief of Academics	03	08A	$100,343
2, r	Damita Bordeau Adzaka	Assistant Principal Ill, HS IB — Riverside	Office of the Chief of School Administration	03	12C	$86,969
5, r	Judith Offenbacher	Dean of Students — Audubon	Office of the Chief of School Administration	03	06C	$79,717
2, nr	Phebe Smith	Dean of Students — Douglas	Office of the Chief of School Administration	03	06C	$79,717
5, nr	Michele Scott	Business Analyst III	Office of the Chief of Finance	03	07 A	$79,030
2, nr	Therese Osman	Pension Analyst II	Office of the Chief of Human Resources	03	06A	$78,322
4, r	Lorie Burgos	School Bookkeeper Supervisor II	Office of the Chief of Finance	03	10A	$77,379
1, r	Sarah Lueth	Coordinator Ill, Grants Accounting	Office of the Chief of Finance	03	08A	$73,512
2, r	Jasmine Bolling	Assistant Principal — Golda Meir High School	Office of the Chief of School Administration	03	12C	$73,214
5, nr	James Breuer	Systems Administrator	Office of the Chief of Communications & School Performance	03	06A	$70,609
2, r	Keywana Harris	Assistant Principal — Lincoln Center	Office of the Chief of School Administration	03	11C	$69,903
5, nr	Megan Burk	Coordinator I, Grants	Office of the Chief of Finance	03	06A	$63,410
5, r	Rachelle Wangerin	Coordinator I, Internal Communication	Office of the Chief of Communications & School Performance	03	06A	$63,410
6, r	Tamara Tyrrell	Accountant I	Office of the Chief of Finance	03	03A	$61,813
2, nr	Erikka Strong	Pension Analyst I	Office of the Chief of Human Resources	03	05A	$57,197
5, r	David Hetzer	Technology Support Technician I	Office of the Chief of Communications & School Performance	03	03A	$54,060
5, r	Andrew Nieznanski	Technology Support Technician I	Office of the Chief of Communications & School Performance	03	03A	$49,518

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	Assignment	Sched	Salary Range	Amount
5, nr	Richard Bukosky	PrincipaI, K-8 — Hi-Mount	Office of the Chief of School Administration	03	13T	$117,108
2, r	Richard Watkins	Assistant Principal — Lancaster	Office of the Chief of School Administration	03	10C	$93,243

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 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, nr	Eugene Jones	Assistant Board Clerk	Office of Board Governance	$50.00	07/23/21-10/22/21
2, r	Teresa Adams	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/21-12/31/21
5, r	Linda Bolin	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/21-12/31/21
5, r	Lisa Chatman	Library Media/Curriculum Specialist	Office of the Chief of Academics	$40.00	07/19/21-12/22//21
2, r	Beverly Conner	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/21-12/31/21
5, r	Jordan Fishman	Assistant Principal Coaching & Support	Office of the Chief of School Administration	$40.00	08/01/21-02/01/22
5, r	Brenda Gregerson	Pension Analyst	Office of the Chief of Human Resources	$40.00	06/01/21-12/01/21
2, r	John Grisson	Accountant IV	Office of the Chief of Finance	$40.00	07/01/21-11/30/21
2, r	Thyra Handford	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/21-12/31/21
5, r	Jeffrey Krupar	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/21-12/31/21
5, r	James Lawton	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/01/21-12/31/21
5, r	Sandy Schroeder	MPSU Adjunct	Office of the Chief of Human Resources	$40.00	04/01/21-06/30/21
2, r	Peggie Swift	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/21-12/31/21
5, r	Brian Wiegand	Apple Support	Office of the Chief of Communications & School Performance	$40.00	07/01/21-12/31/21
5, r	Deanna Hermann	Senior Support Technician II	Office of the Chief of Academics	$34.00	06/14/21-12/22/21
5, nr	Walter Boyer	Male Vocal Music Instructor	Office of the Chief of School Administration	$30.00	08/10/21-12/23/21
5, r	Karen Green	Computer Science Instructional Coach	Office of the Chief of Academics	$30.00	07/01/21-12/31/21
5, r	Nicholas Lang	Percussion Instructor	Office of the Chief of School Administration	$30.00	08/10/21-12/23/21
4, r	Lourdes Ocampo-Lewis	Bilingual Induction Specialist	Office of the Chief of Academics	$30.00	05/01/21-06/30/21
5, r	Todd Siefert	Student Wi-Fi Hotspot Deployment and Support	Office of the Chief of Communications & School Performance	$30.00	07/01/21-12/31/21
5, r	Carol Stein	MYP/CP Program Support	Office of the Chief of School Administration	$30.00	07/01/21-12/31/21

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, nr	Ryan Thompson	Piano Instructor	Office of the Chief of School Administration	$30.00	08/01/21-01/31/22
5, r	Clara Tracey	Orchestra Coach	Office of the Chief of School Administration	$30.00	08/01/21-01/31/22
5, r	Christine Wilkinson	Montessori Teacher & Emerging Educator Support	Office of the Chief of School Administration	$30.00	08/16/21-02/15/22
2, r	Jacqueline Davis	Administrative Assistant	Office of the Chief of Human Resources	$25.00	06/11/21-08/13/21
5, nr	Mariella Kuehn	School Bookkeeper	Office of the Chief of Finance	$24.00	07/01/21-12/31/21
5, r	David Waskiewicz	Duplicating Operator I	Office of the Chief of School Administration	$21.00	07/01/21-10/30/21
2, r	Desmond Cotton	Dance Instructor	Office of the Chief of School Administration	$20.00	08/01/21-01/31/22
5, r	Lisa Mahan	ESL Instructional Support	Office of the Chief of School Administration	$20.00	08/01/21-01/31/22
3, nr	Olivia Xaysombath	Assistant Analyst	Office of Accountability & Efficiency	$20.00	07/01/21-12/31/21
2, nr	Patti Debow	Summer School Extension	Office of the Chief of Academics	$19.00	07/01/21-10/01/21
2, nr	Kennedi Adams	Office Support	Office of the Chief of School Administration	$15.00	08/16/21-02/15/21

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, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 8.

Noes — None.

* * * * *

(Item 3) Action on Resolution 2122R-006 by Director Carr Regarding Recognition of Juneteenth Day

Background

At its meeting on June 24, 2021, the Milwaukee Board of School Directors referred Resolution 2122R-006 by Director Carr, to institute Juneteenth Day as an official holiday within Milwaukee Public Schools, to the Committee on Accountability, Finance, and Personnel.

WHEREAS, It is a core belief of Milwaukee Public Schools that public education provides the cornerstone of American democracy; and

WHEREAS, It is an equity goal of Milwaukee Public Schools that we will create a District-wide culture of reflection and awareness building; and

WHEREAS, The Civil War, which raged for four years between April 1861 and April 1865, officially ended with the surrender of General Lee to General Grant at Appomattox on April 9, 1865, yet, even after this turning point, many parts of the country remained at war; and

WHEREAS, The month of June has become the time of year when many recognize and celebrate what is also called "Emancipation Day", "National Freedom Day," "Liberation Day," and other names, as the day in history when the last state ratified the Emancipation Proclamation; and

WHEREAS, The specific day that freedom had come being less important that the fact that it *had* come, the freed men and women referred to this day as "Juneteenth," which provides the historical reference for Juneteenth National Freedom Day; and

WHEREAS, This date marks the time period where African Americans of Texas received notice from President Lincoln that slavery had been abolished and that the abolition was codified in the 13th amendment of the Constitution of the United States of America - this a full two years after the actions of the Confederacy were first declared null and void; and

WHEREAS, During the years immediately following their emancipation, the freed men and women established a tradition of picnics, music, and thanksgiving, and used the occasion to reflect upon the profound meaning of their freedom – the freedom to choose a life direction, a manner of earning a livelihood, and the ability create a community in which they – as free people - might live with dignity; and

WHEREAS, Americans of all ethnic backgrounds, creeds, cultures, religions and countries-of-origin, share in a common love of and respect for "freedom", as well as a determination to protect their right to freedom through democratic institutions, by which the tenets of freedom are guaranteed and protected; and

WHEREAS, The State of Wisconsin began recognizing Juneteenth day as a paid holiday in 2009; Milwaukee County began offering it as a floating holiday in 2009; and in 2021 the federal government declared June 19th as federal holiday; and

WHEREAS, Juneteenth Day, is particularly important to the people of Milwaukee who have celebrated it since 1971 and where the celebration has grown from a small neighborhood celebration to a full-on street festival and parade that draws hundreds of thousands of participants annually; and

WHEREAS, Milwaukee Public Schools values and honors the Juneteenth Day ideals and the commemoration of "America's 2nd Independence Day" as one that completes the cycle of America's Independence Movement, initiated with the "Declaration of Independence" in 1776 and to advance this country's sincere dialogue of the realization of what Juneteenth historically means to all Americans, promoting racial healing, reconciliation, restoration and justice; and

WHEREAS, The Milwaukee Board of School Directors acknowledges that a day of jubilee can only truly be celebrated as a holiday if it is treated as a holiday; now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors directs that Juneteenth Day be instituted as an official holiday within the Milwaukee Public Schools; and, be it

FURTHER RESOLVED, That Juneteenth Day be a paid day off, structured in the same manner as all other paid holidays currently recognized by the District.

The resolution calls for Juneteenth to be a paid day off, structured in the same manner as are all other paid holidays currently recognized by the District.

The Administration is in agreement with the resolution, and is recommending its adoption.

Strategic Plan Compatibility Statement

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

This item does not authorize expenditures. Any costs associated with implementing the resolution will be brought before the Board for approval as part of the October budget adjustments.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will take the necessary steps to establish Juneteenth Day as an official holiday within Milwaukee Public Schools.

Administration's Recommendation

The Administration Recommends that the Board approve Resolution 2122R-006 by Director Carr regarding Juneteenth Day.

Director Siemsen moved to adopt the resolution, as presented.

The motion passed, the vote being as follows:

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

* * * * *

(Item 4) Action on a Request to Approve Limited Implementation of Emergency Paid Sick Leave (EPSL) for MPS Employees through June 16, 2022

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. The Administration is seeking the Board's approval to extend a limited provision of the EPSL benefit through June 16, 2022.

Under this extension, emergency paid sick leave will be available for employees as outlined in the policy document below. The proposed extension will be superseded by any COVID-19 leave benefits enacted by the state or federal government that MPS is mandated to follow. This leave entitlement is in addition to an employee's regular sick-leave balance.

Emergency Paid Sick Leave Policy, Effective August 9, 2021

Statement of Policy

Formerly, the 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 extend a limited similar provision of the EPSL benefit from August 9, 2021, through June 16, 2022. 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 an 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;
- The employee is unable to be vaccinated for medical or other documented reason and is ordered to quarantine due to possible exposure to COVID-19 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 two weeks (10 work days) of paid emergency sick leave as follows:

- Full-time employees (regularly scheduled to work 40 or more hours per week): 80 hours at their regular rate of pay, subject to caps and reasons noted below.
- Part-time employees: the number of hours that the employee works, on average, over a two-week (10 work days) period, subject to caps and reasons noted below.

Payments are capped at $511 a day ($5,110 in total) for dealing with an employee's own illness.

Taking Leave

Employees must follow all departmental call-in procedures when using leave provided by this policy and employees must clearly articulate their reason for taking qualifying leave. This EPSL leave entitlement is for a maximum of (10 work days) in addition to an employee's regular sick-leave balance.

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 it relates to ceasing home isolation/quarantine practices.

General questions about the MPS Emergency Paid Sick Leave (EPSL) Policy can be sent to COVID19leaves@milwaukee.k12.wi.us.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

This item does not authorize expenditures. The ESSER II's budget approved by the Board in May 2021 set aside $3,140,196 for continued implementation of the limited Emergency Paid Sick Leave for FY22.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement limited Emergency Paid Sick Leave (EPSL) for MPS employees through June 16, 2022.

Administration's Recommendation

The Administration recommends that the Board approve continued implementation of Emergency Paid Sick Leave (EPSL) for MPS employees through June 16, 2022, in alignment with a limited provision of the Emergency Paid Sick Leave (EPSL) Policy as detailed above.

Director O'Halloran moved to approve the Administration's recommendation, with the start date to be retroactive to July 1, 2021.\

The motion passed, the vote being as follows:

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

* * * * *

(Item 5) Action on Recommendation to Amend the 2021-22 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.

In May 2021, the Administration mailed to each suburban district the appropriate version (I or II) of the 2021-22 Inter-district Transfer Agreement with a request that the agreement be signed by the respective board president. Under version I of the agreement, the Milwaukee Public Schools will be responsible for transportation. Under version II of the agreement, the Milwaukee Public Schools will provide the suburban school districts with the funds for transportation services.

Version I School Districts

Franklin	New Berlin	Whitefish Bay
Greendale	Oak Creek-Franklin	Whitnall
Greenfield	Shorewood	
Hamilton/Sussex	Wauwatosa	

Version II School Districts

Elmbrook	Menomonee Falls
Fox Point-Bayside	Mequon-Thiensville
Germantown	Nicolet
Maple Dale-Indian Hills	

As of June 2021, seven of the 17 participating suburban districts have returned the 2021-22 Inter-district Transfer Agreement.

The chart below highlights the number of actual enrollment for the 2019-20 and 2020-21 school years, as well as the number of contracted seats for the 2021-22 school year under the Inter-district Transfer Agreement contracts with all 17 suburban school districts.

	Actual Seats		2021-22 Contracted
District	2019-20	2020-21	Seats
Cudahy	1	1	0
Elmbrook	47	34	12
Fox Point/Bayside	50	41	32
Franklin	12	7	3
Germantown	18	17	13
Greendale	28	20	15
Greenfield	7	5	3
Hamilton/Sussex	38	29	22
Maple Dale/Indian Hill	7	3	1
Menomonee Falls	34	16	8
Mequon/Thiensville	53	49	39
New Berlin	1	1	1
Nicolet	41	44	42
Oak Creek/Franklin	17	9	4
St. Francis	4	1	0
Shorewood	42	25	19
South Milwaukee	0	0	0
Wauwatosa	27	17	10
West Allis/West Milwaukee	5	2	0
Whitefish Bay	114	95	80
Whitnall	20	19	16
Total	566	435	323

The chart below details the projected contract amount for each of the districts that will be reimbursed for transportation for the 2021-22 school year.

Chapter 220 District	2021-22 Contracted Seats	2021-22 Actual Cost Per Pupil	2021-22 Contract Amount
Elmbrook	16	$3490.81	$55,853.00
Fox Point-Bayside	32	$4043.52	$125,349.00
Germantown	13	$3494.35	$45,426.50
Maple Dale-Indian Hills	1	$17,500.00	$17,500.00
Menomonee Falls	8	$5222.88	$41,783.00
Mequon-Thiensville	39	$7953.89	$310,201,50
Nicolet	42	$1994.75	$83,779.50
Total	151		$369,691.00

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 scheduled the transportation services.

Statute, Administrative Policy, or Board Rule Implication Statement

The resolution regarding Inter-district Transfer Agreement is in compliance with Wisconsin State Statutes, §121.85, and directions from the U.S. Department of Education regarding procedures for Title I funding.

Fiscal Impact Statement

The Administration is requesting authorization to enter into contracts with the following suburban districts to provide transportation services for students participating in the Inter-district Transfer Program (Chapter 220). Contracts will be for the 2021-22 school year. The budget code for reimbursement of the expenditures is SM1-0-0-TRS-DW-EPPT.

Chapter 220 District	2021-22 Contract Amount
Elmbrook	$55,853.00
Fox Point/Bayside	$125,349.00
Germantown	$45,426.50
Maple Dale/Indian Hill	$17,500.00
Menomonee Falls	$41,783.00
Mequon-Thiensville	$310,201,50
Nicolet	$83,779.50
Total	$369,691.00

This item does not authorize expenditure of funds for other suburban districts.

This item authorizes expenditures pursuant to federal law. Districts are reimbursed based on the number of eligible Milwaukee-resident students who receive Title I services provided by the host district.

Administration's Recommendation

The Administration recommends the Board:

1. approve the 2021-22 Inter-district Transfer Agreements;
2. authorize the Board's President to execute the 2021-22 Inter-district Transfer Agreements with the following school districts:

Elmbrook	Hamilton Sussex	Oak Creek-Franklin
Fox Point-Bayside	Maple Dale-Indian Hill	Shorewood
Franklin	Menomonee Falls	Wauwatosa
Germantown	Mequon-Theinsville	Whitefish Bay
Greendale	New Berlin	Whitnall
Greenfield	Nicolet	

3. authorize the Administration to enter into contracts to provide transportation services with the following school districts for the 2021-22 school year.

Chapter 220 District	2021-22 Contract Amount
Elmbrook	$55,853.00
Fox Point/Bayside	$125,349.00
Germantown	$45,426.50
Maple Dale/Indian Hill	$17,500.00
Menomonee Falls	$41,783.00
Mequon-Thiensville	$310,201,50
Nicolet	$83,779.50
Total	$369,691.00

Director Herndon 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, and President Peterson — 8.
Noes — None.

* * * * *

(Item 6) Action on 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 decide student expulsion cases. The resolution is effective for the school year for which it is adopted.

At its meeting on August 28, 2008, the Board approved revisions to Administrative Policies 8.32 and 8.33 to authorize the use of Independent Hearing Officers to hear and decide student expulsion cases.

For the 2020-21 school year, the Board adopted a resolution authorizing the use of Independent Hearing Officers who are non-district employees (as suggested by the City Attorney) to hear and decide expulsion cases.

For the 2021-22 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and decide student expulsion cases. The Department of Student Services will continue to provide training for the Independent Hearing Officers to ensure that all Independent Hearing Officers understand their role, responsibilities, and options.

Expulsion Summary

School Year	Expelled	Expulsion Panel
1994-95	104	NA
1995-96	113	Central Office Directors, Managers, Coordinators
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	Independent Hearing Officers
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

School Year	Total Expelled	Non-Blacks			Blacks		
		Total	Males	Females	Total	Males	Females
2008-09	269	42	31	11	227	155	72
2009-10	400	58	43	15	342	227	115
2010-11	415	48	35	13	367	273	94
2011-12	380	53	40	13	327	241	86
2012-13	326	32	27	5	294	218	76
2013-14	311	31	22	9	280	1	68
2014-15	162	13	10	9	149	118	31
2015-16	191	19	15	4	172	126	46
2016-17	116	10	6	4	106	58	48
2017-18	128	29	22	7	99	68	31
2018-19	193	35	26	9	158	98	60
2019-20	100	23	11	12	77	52	25
2020-21	0	0	0	0	0	0	0

School Year	Total	Firearms	Guns	Drugs	Other
2008-09	269	4	29	66	170
2009-10	400	13	13	45	329
2010-11	415	4	21	68	322
2011-12	380	4	27	55	294
2012-13	326	2	19	54	251
2013-14	311	10	27	56	218
2014-15	162	4	21	31	106
2015-16	191	4	27	29	131
2016-17	116	5	12	14	85
2017-18	128	0	2	25	83
2018-19	193	2	9	32	150
2019-20	100	2	9	15	74
2020-21	0	0	0	0	0

Student Expulsion Statistics, 2019-20 and 2020-21

Data are through June 30, 2021

Age	2019-20		2020-21	
	Number	Percent	Number	Percent
7-11	3	3%	0	0
12	9	9%	0	0
13	13	13%	0	0
14	14	14%	0	0
15	14	14%	0	0
16	20	20%	0	0
17	17	17%	0	0
18	7	7%	0	0
19	1	1%	0	0
20	2	2%	0	0
Total	100	100%	0	0

Gender	2019-20		2020-21	
	Number	Percent	Number	Percent
Male	63	63%	0	0
Female	37	37%	0	0
Total	100	100%	0	0

By Offense

	Firearms		Other Guns		Controlled Substance		Other		Total	
	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21
Male	2	0	8	0	14	0	39	0	63	0
Female	0	0	1	0	1	0	35	0	37	0
Total	2	0	9	0	15	0	74	0	100	0

Conduct	2019-20		2020-21	
	Number	Percent	Number	Percent
Assault	0	0%	0	0

Conduct	2019-20		2020-21	
	Number	Percent	Number	Percent
Battery	31	31%	0	0
Controlled Substance	15	15%	0	0
Firearms	2	2%	0	0
Other Conduct	31	31%	0	0
Other Guns	9	9%	0	0
Other Weapons	12	12%	0	0
Total	100	100%	0	0

By Ethnicity

Ethnicity	2019-20		2020-21	
	Number	Percent	Number	Percent
Native American	0	%	0	0
African American	77	77%	0	0
Asian	3	3%	0	0
Hispanic	17	17%	0	0
White	3	3%	0	0
Total	100	100%	0	0

	Firearms		Other Guns		Controlled Substance		Other		Totals	
	2019-20	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21	2019-20
Native Am.	0	0	0	0	0	0	0	0	0	0
African Am.	2	0	6	0	10	0	59	0	77	0
Asian	0	0	1	0	0	0	2	0	3	0
Hispanic	0	0	2	0	3	0	12	0	17	0
White	0	0	0	0	2	0	1	0	3	0
Other	0	0	0	0	0	0	0	0	0	0
Total	2	0	9	0	15	0	74	0	100	0

By Month

Month	2019-20		2020-21	
	Number	Percent	Number	Percent
July	0	0%	0	0
August	4	4%	0	0
September	20	20%	0	0
October	10	10%	0	0
November	27	27%	0	0
December	20	20%	0	0
January	13	13%	0	0
February	6	6%	0	0
March	0	0%	0	0
April	0	0%	0	0
May	0	0%	0	0
June	0	0%	0	0
Total	100	100%	0	0

Days Expelled	2019-20		2020-21	
	Number	Percent	Number	Percent
0-29	2	2%	0	0
30-90	3	3%	0	0
91-140	13	13%	0	0
141-350+	82	82%	0	0
Until Age 21	0	0%	0	0
Total	100	100%	0	0

Assignments During Expulsion Periods

Assignment	2019-20		2020-21	
	Number	Percent	Number	Percent
Banner Prep	11	11%	0	0
Southeastern	10	10%	0	0
Synergy S.	20	20%	0	0
Special Ed	37	37%	0	0
On-Line Sch	19	19%	0	0
Regular Sch	3	3%	0	0
Total	100	100%	0	0

Services Offered During Expulsion Periods

	Firearms		Other Guns		Controlled Substance		Other		Total	
	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21
W/Services	2	0	9	0	15	0	74	0	100	0
W/O Services	0	0	0	0	0	0	0	0	0	0
Total	2	0	9	0	15	0	74	0	100	0

Expulsions by School

	2019-20		2020-21	
School	Number	Percent	Number	Percent
Elementary Schools				
Carver	1	6.6%	0	0
Cass	1	6.6%	0	0
Clarke	1	6.6%	0	0
Daniels Unv.	1	6.6%	0	0
Grant	1	6.6%	0	0
Hartford	1	6.6%	0	0
HAPA	1	6.6%	0	0
Lafollette	1	6.6%	0	0
Lancaster	1	6.6%	0	0
Metcalfe	2	13.3%	0	0
MACL	1	6.6%	0	0
Morgandale	1	6.6%	0	0
Thoreau	1	6.6%	0	0
Townsend	1	6.6%	0	0
Total	15	100%	0	0
Middle Schools				
Audubon	3	23%	0	0
Green Tree Prep	2	15%	0	0
Lincoln	3	23%	0	0
Roosevelt	3	23%	0	0
WCLL	1	8%	0	0
Wedgewood	1	8%	0	0
Total	13	100%	0	0
High Schools				
Alliance	1	2%	0	0
Bay View	4	7%	0	0
Bradley Tech	8	13%	0	0
Hamilton	6	9%	0	0
MacDowell	4	7%	0	0
Madison	3	5%	0	0
Marshall	2	3%	0	0
MHSA	4	7%	0	0
North	4	7%	0	0
Pulaski	9	15%	0	0
Reagan	2	3%	0	0
Riverside	1	2%	0	0
King IB	1	2%	0	0
South	6	9%	0	0
Transition	1	2%	0	0
Washington	4	7%	0	0
Total	60	100%	0	0
Partnership/Alternative Schools				
Banner Prep	1	11%	0	0
Synergy S.	1	11%	0	0
Southeastern	1	11%	0	0
Shalom	1	11%	0	0
Assata	1	11%	0	0
Nova	4	45%	0	0
Total	9	100%	0	0
Non-instrumentality Charter Schools				
Carmen SE	2	67%	0	0
Carmen NW	1	33%	0	0
Total	3	100%	0	0

Activity during Expulsion Period

	2019-20		2020-21	
Activity	Number	Percent	Number	Percent
Court-ordered	0		0	0
Incarcerated	0		0	0
Alternative S	78	78%	0	0
On-line Sch.	19	19%	0	0
Regular Sch	3	3%	0	0
Private Sch	0		0	0
Sch Out of St	0		0	0
Worked FT	0		0	0
Worked PT	0		0	0
No Response	0		0	0
Hospitalized	0		0	0
Suburban Dis	0		0	0
Total	100	100%	0	0

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.33, Student Expulsion: Independent Hearing Officer

Fiscal Impact Statement

Approval of this item does not authorize expenditures. The primary cost of processing student-expulsion cases is the transcription services and the cost of the Independent Hearing Officers. These costs were previously approved in the FY22 budget for the Department of Student Services.

Administration's Recommendation

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2021-22 school year, student expulsions from the Milwaukee Public Schools shall be ordered by Independent Hearing Officers; and be it

FURTHER RESOLVED, That the Administration implement the behavioral-reassignment option, whenever possible; and be it

FURTHER RESOLVED, That the same due-process procedures as were used in 2020-21 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 that 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 Officers 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 to approve the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 8.

Noes — None.

* * * * *

(Item 7) Action on Monthly Facilities Matters: FMS Award of Construction Contract, Professional Services Contracts, Emergency Purchase Recommendation, and Report with Possible Action Regarding Air Quality

Construction Contracts

Tot Lot Addition/Inclusive Play Area

Clovernook Playfield

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

Low Bidder, Base Bid of.....$280,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
170	67	11	No	25%	25.5%	$70,177.00	20%	300	10

Funds are available for the Inclusive Play Area project from account code STS 00 RFI CF ECNC (Project No. 4056). The project start date is scheduled for July 30, 2021, and completion date is October 29, 2021.

Total construction contract dollars awarded.....$280,000.00
Total dollars HUB participation $70,177.00
% of HUB participation..... 25.05%
% Minority employees within company.....39.4%
% Women employees within company 6.4%

Professional Services Contracts

RFP #21-026 Integrated Project-delivery Services for Elementary and Secondary Schools Emergency Relief (ESSER) II Funds at Various MPS Sites

The Department of Facilities and Maintenance Services issued a request for proposal from construction-management and design-build firms for integrated project-delivery services. The approval of providers will comply with Administrative Policy 3.09 for the implementation of construction projects to improve MPS facilities, using ESSER II funds.

Per the rate schedules provided in the responses to RFP 21-026, the approved providers will enter into contracts for the implementation of projects to improve MPS's facilities by providing design services for construction documents, to obtain competitive bids for construction, and to provide construction and management services for projects. The Administration will provide a monthly report to the Board of contracts awarded.

The responses to the RFP were reviewed by a committee made up of six MPS representatives from Contract Compliance Services and the Department of Facilities and Maintenance. Firms selected are:

- Nicholas & Associates
- Selzer-Ornst Construction Company, LLC
- VJS/JCP Joint Venture III
- Performance Services, Inc.

The contracts will run from July 30, 2021, through December 31, 2023. The cumulative value of the contracts with the selected firms will not exceed $100,000,000.00.

Report of Emergency Purchase

This emergency purchase is being reported as required by Administrative Policy 3.09, Purchasing and Bidding Requirements.

Two Boilers and Accessory Pages

Carson Academy

Emergency purchase was made of two boilers and accessory packages to replace the existing, original boilers at Carson Academy, in the amount of $51,940.00. Competitive bids were solicited in accordance with Administrative Policy 3.09, and the lowest responsive bidder has been selected.

At the end of the heating season in 2021 it was determined that the existing boilers needed to be replaced before the start of the next heating season. Due to the delays in the construction industry with materials, it was determined that an emergency purchase was necessary to ensure that vendors could hold their pricing and could meet a delivery date that would allow for installation before the heating season begins. MPS shops staff will be installing the units.

Budget Code: FAR 00 MM2 CA ECNC (Project No. 7283).....$51,940.00

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.

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. DFMS is contracting with consultants to update the documentation necessary to complete testing and

balancing of the mechanical systems, along with outside contractors and in- house staff who will perform the tasks.

The Administration will continue to pursue measures in ensuring good air quality in MPS's buildings and report to the Board monthly. The report will include updates on procuring consultants and 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 to evaluate potential deficiencies and to establish a remediation plan if necessary. This defined process equates to performing a ventilation audit.

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

The item authorizes expenditures for:

- Total construction contract requested.....$280,000.00
- Total cumulative value of professional services contracts with the selected firms not to exceed $100,000,000.00
- Total amount of emergency purchases.....$51,940.00

Implementation and Assessment Plan

Upon the Board's approval, the construction contract, and professional services contracts as provided under separate cover will be executed.

Administration's Recommendation

The Administration recommends that the Board approve the construction contract, professional services contracts, and emergency purchase presented above and as provided under separate cover.

Director Leonard 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, and President Peterson — 8.
Noes — None.

* * * * *

(Item 8) Action on Monthly Finance Matters: Report on Change Orders in Excess of $25,000 and Emergency Purchases Due to COVID-19; Acceptance of the Report on Revenues and Expenses; 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

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 B0001284 Proximity Learning, Inc.

On July 1, 2017, as part of RFP 953, the Administration entered into a contract with Proximity Learning, Inc., for a vendor-hosted online interactive learning course system for world languages for grade bands 6-8

and 9-12 for the minimum following languages German, French, Mandarin/Chinese, Spanish, and American Sign Language. While the new contract will be finalized with a start date of October 1, 2021, the existing contract is being extended for one month (July) in order for services to continue. Additional funds in the amount of $49,800 are being added to the existing blanket to allow for these services.

Original Contract Amount.....$1,000,000
Increase.....$49,800
Adjusted Contract Amount.....$1,049,800

Contract C029577 VidCruiter, Inc.

On August 1, 2020, the Administration entered into a contract with VidCruiter, Inc. ,to provide a video-based interviewing tool that allows live and scheduled interviews with numerous participants as well as a scheduling component. Additional funds in the amount of $25,000 are being added to extend the contract for an additional year, from August 1, 2021, through July 31, 2022.

Original Contract Amount.....$25,000
Increase.....$25,000
Adjusted Contract Amount.....$50,000

Contract C06050 Time Warner Cable Business Class

On August 1, 2020, the Administration entered into a contract with Time Warner Cable Business Class for services associated with leased metro ethernet services and internet access service and connectivity. The Board approved $270,000 for this, but MPS is obligated to pay for only 10%, or $27,000. In February 2021, the board-approved $243,000 encumbrance was removed as a result. Now we need to increase our Internet capacity, which would result in a non-E-rate payment of $20,500 per month for 11 months, starting August 1, 2021, to pay the difference. We need $225,500 added back to this contract after we decreased it by $243,000. We now need to add the full board-approved funds back, as our internet needs have changed. We will need to pay for this increase for 11 months outside of E-rate until these funds are included on our FY22 application.

Original Contract Amount.....$27,000
Increase.....$243,000
Adjusted Contract Amount.....$270,000

Report on Emergency Purchases Due to COVID-19

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with a vendor for products related to the COVID-19 pandemic. Due to the emergency nature of this procurement, the purchase was not previously approved by the Board.

Vendor	P.O.	P.O. Total	Description of Goods	Procurement Basis
Really Good Stuff LLC	P947350	$170,994.76	Social emotional and health-related items for students and families in response to COVID-19. These items include 1,580 hand sanitizers, hygiene kits, first aid kits, and healthy plate magnet sets.	ETB

Routine Monthly Reports

The report on revenues and expenses, the expenditure control report, the report on school fund transfers, and the report on contracts under $50,000 and cumulative total report have been provided under separate cover. These are informational items, and no action is required.

Report on Grant Awards

Funder	Proposal	Total Awarded	Abstract
NEA Foundation	NEA Success	$5,000	Grant funds will be used by Hayes to redevelop its playground as part of the Green and Healthy Schools Initiative. Through this initiative, Hayes will cultivate a green space that will reduce rainwater runoff, promote

Funder	Proposal	Total Awarded	Abstract
	Grant (Hayes)		environmental literacy, and provide opportunities to enrich students' and the community's learning. This project involves a staff-led Green Team of approximately eight staff members and the entire student population.
Wisconsin DPI	WI DPI Carl Perkins 2021-22	$1,638,786	Grant funds will support career and technical education (CTE) programs of study. Pathways must include at least three of five major elements: a series of non-duplicative CTE courses (mandatory),work-based learning opportunities, dual-enrollment course offerings, participation in career and technical student organizations, and opportunities for students to earn industry-recognized credentials.
Total		$1,643,786	

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Bay View High School	Amy Hawthorne	$500.00	Carole Niehoff Anderson Scholarship
Clarke Street School	Edward & Teresa Valent	$50.00	Colleen C Krajcik Memorial School Support
Craig Montessori School	Box Tops for Education	$1.60	Classroom supplies
Craig Montessori School	Ayana Jones	$50.00	Classroom Supplies
Elm Creative Arts School	Ms. Kroll	$50.00	Elm supplies
French Immersion School	Milwaukee French Immersion PTA	$2,000.00	4th- & 5th-grade social justice
German Immersion School	MGIS PTA	$4,500.01	Classroom supplies
Goodrich School	Kathryn Christenson	$60.00	In memory of Rightie Pappenheim
Grant School	Box Tops for Education	$10.10	Classroom supplies
Holmes School	YoungStar Micro Grant Program	$1,000.00	Classroom supplies
Honey Creek Elementary School	Supporting Families Together	$1,000.00	Classroom supplies
Lowell School	Box Tops for Education	$55.50	Classroom supplies
Lowell School	M&M Ventures LLC	$353.00	Cousins' donation night
Lowell School	M&M Ventures LLC	$456.00	Cousins' donation night
Milwaukee Sign Language School	Box Tops for Education	$2.80	Classroom supplies
Milwaukee Sign Language School	Anonymous	$200.00	K4 classroom donation
Morgandale School	Go Fund Me	$279.48	Obando Memorial Fund
Morgandale School	Mary Jackson	$20.00	Obando Memorial Fund
Morgandale School	Go Fund Me	$23.97	Obando Memorial Fund
Morgandale School	Scott Koss	$40.00	Obando Memorial Fund
Morgandale School	Anonymous	$50.00	Obando Memorial Fund
Morgandale School	Go Fund Me	$560.47	Obando Memorial Fund
Morgandale School	Go Fund Me	$900.62	Obando Memorial Fund
Morse Middle School	Educators Credit Union	$230.00	Xello sponsor
Morse Middle School	Richard & Nansi Hawkins	$200.00	Science class
Morse Middle School	Richard & Nansi Hawkins	$200.00	Science department
Parkside School	Children's Wisconsin	$1,000.00	Healthy Schools
South Division High School	Veniece Massey*	$20.00	Alumni funds classroom support
Office of Academics-Specialized Services	Children's Wisconsin	$6,387.84	AED equipment
Starms Early Childhood School	Andrew Zeidler*	$500.00	School yard
Story School	Supporting Families Together	$16.59	Classroom supplies
Victory School	Coccia Foundations	$250.00	Support for Italian program
Vieau School	Children's Wisconsin	$1,000.00	Healthy Schools

Location	Donor	Amount	Gift or Purpose
Vieau School	Robert W Baird Co Incorporated	$10,000.00	James Pouros gift to support Vieau School
Vincent High School	Chicago Public Schools	$24,800.00	Agricultural program — tractor
Zablocki School	Box Tops for Education	$0.30	Classroom supplies
	Total Monetary Donations	*$56,768.28*	
Non-monetary Donations			
Burbank School	Donors Choose	$141.63	Play area supplies
Burdick School	Donors Choose	$279.66	Develop model (math)
Emerson School	Northwest Baptist Church	$200.00	Classroom supplies
Emerson School	88Nine Radio Milwaukee	$1,975.00	Classroom supplies
Emerson School	American Legion Auxiliary Unit 449	$935.00	Classroom supplies
Emerson School	Christy Stone	$1,519.00	Winter coats and accessories
Fernwood School	Donors Choose	$346.11	Classroom supplies
Fernwood School	Donors Choose	$431.86	Classroom supplies
Fratney Street School	Donors Choose	$233.00	Teachers Pay Teachers gift cards
Goodrich School	Donors Choose	$147.93	Snacks
Goodrich School	Donors Choose	$185.15	Playdough and chalk
Goodrich School	Donors Choose	$423.12	Classroom supplies
Goodrich School	Donors Choose	$702.42	Classroom books
Goodrich School	Donors Choose	$142.75	Building strong money habits
Goodrich School	Donors Choose	$253.00	A safe classroom
Hampton School	Hampton Church of Christ	$232.00	Earbuds, classroom supplies
Hi-Mount School	Donors Choose	$648.00	Blick Art supplies
King Elementary School	Bella-Canvas	$186.66	Children face masks
MacDowell Montessori	Donors Choose	$139.94	Classroom supplies
MacDowell Montessori	Donors Choose	$135.21	Classroom supplies
MacDowell Montessori	Donors Choose	$211.57	Montessori math supplies
MacDowell Montessori	Donors Choose	$133.76	Classroom supplies
Manitoba School	Donors Choose	$228.87	Whiteboards, magnets, rulers
Mitchell School	Donors Choose	$295.37	Scholastic News Magazine, grade 4
Neeskara School	Donors Choose	$400.27	Nature-exploring tools
Ninety-Fifth Street School	Donors Choose	$140.13	Kargol sensory materials
Ninety-Fifth Street School	Donors Choose	$298.91	Speech materials
Ninety-Fifth Street School	Donors Choose	$329.06	Materials
Ninety-Fifth Street School	Donors Choose	$366.05	Books
Ninety-Fifth Street School	Donors Choose	$212.69	Bookshelf
Ninety-Fifth Street School	Donors Choose	$236.06	Books
Project Stay Senior Institute	Tikkun Ha-Ir	$500.00	Baby clothes and women clothes
Project Stay Senior Institute	Tandem	$1,500.00	50 $25 gift cards
Project Stay Senior Institute	Restoration Church	$600.00	Backpacks; school supplies
Story School	Donors Choose	$404.62	Classroom supplies
Thoreau School	Linda's Kids, Inc	$200.00	New clothing and socks
Trowbridge School	Donors Choose	$131.91	Loomis classroom supplies
Vincent High School	Donors Choose	$207.25	Educational kits and games
Vincent High School	Donors Choose	$195.16	Books
Vincent High School	Donors Choose	$212.13	Literacy, language, music/art supplies
Wisconsin Conservatory	An Hour Early	$113.09	Groceries
Zablocki School	Adopt A Classroom	$1,000.00	Credit for school supplies
Zablocki School	Donors Choose	$348.44	Supplies, headphones and computer mice
Office of Academics-Specialized Services	Aurora Family Services	$5,000.00	Backpacks and school supplies
Office of Academics-Specialized Services	Soles4souls	$65,000.00	Shoes and socks for students experiencing homelessness
Office of Academics-Specialized Services	Ascension Wisconsin	$2,000.00	Backpacks and headsets for students experiencing homelessness
	Total Non-monetary Donations	*$89,522.78*	

Location	Donor	Amount	Gift or Purpose
Total Value for July 2021		$146,291.06	
*Donations from MPS Alumni		*$520.00*	

Administration's Recommendation

The Administration recommends that the Board accept the donations as listed, with appropriate acknowledgement to be made on behalf of the Board.

Director Siemsen moved to approve the Administration's recommendation.

The motion passed, the vote being as follows:

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

* * * * *

(Item 9) Action on the Award of Exception-to-bid Contracts

——— Authorization to Enter into a Contract with Truescreen, Inc., for Continued Criminal Background Screenings

The Administration is requesting authorization to enter into a one-year contract with Truescreen, Inc., to provide continued criminal background screening for applicants, student teacher/field-placement students, volunteers, and vendors. The services provided by Truescreen have increased capacity, efficiency, and accuracy in processing criminal background checks. Truescreen conducts a nationwide search and a sex-offender search. Truescreen's web-based platform is integrated with the District's applicant-tracking system so that criminal background checks can be requested with little to no manual intervention.

The 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 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, Inc., and the estimated annual number of criminal background checks of applicants and volunteers for FY22. The budget does not include cost of background checks billed directly to the vendor, college, or university by Truescreen, Inc.

The contract will run from August 1, 2021, through July 31, 2022. The total cost of the contract will not exceed $200,000.

Budget Code: BGC-0-0-EMB-HR-ECTS (Employment Benefits — Contract Services) $200,000

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

——— Authorization to Enter into a Contract with Reflo, Inc., for C3 Construction Services

The Administration is requesting authorization to enter into a one-year contract with Reflo, Inc., to provide C3 construction services. The services provided by Reflo, Inc., will support AAL, Allen-Field, Bay View Montessori, La Escuela Fratney, and North Division, which are under construction at this time and will be completed in August. A grant from the EPA requires supports during construction from Reflo, Inc., a non-profit organization that supports community-based water projects, including green-schoolyard redevelopment projects.

Reflo, Inc., will help track and provide required reports for quantitative metrics related to the green infrastructure projects: gallons of stormwater storage added, square feet of impervious surface removed (and green infrastructure installed to replace it), and number of trees planted. Reflo, Inc., will also lead partnerships and provide educational program support to the schools and to the community.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of a grant requirement (Administrative Policy 3.09(2)(c)).

The contract will run from August 1, 2021, through July 31, 2022. The total cost of the contract will not exceed $62,500.

Budget Code: OMN-0-S-NK1-XX-EMTC (EPA Grant Funding) $62,500

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	15%	NA	NA	NA	100	10

——— Authorization to Enter into a Contract with Reflo, Inc., for C2 Post-construction Services

The Administration is requesting authorization to enter into a one-year contract with Reflo, Inc., to provide C2 post-construction services. The services provided by Reflo, Inc., will support the schools constructed during the summer of 2020 with design and other educational and reporting work related to the Green Infrastructure (GI) Projects:

- Clement Ave.: Design and install a rainwater-harvesting system, GI signage, reporting, and education
- Doerfler: GI signage, reporting, education, and maintenance
- Westside Academy: GI signage, reporting, education, and maintenance
- Golda Meir: GI signage, reporting, education, and maintenance
- Vincent HS: Install tree bladders for the orchard, GI signage, provide reporting and education, maintenance.

MPS was awarded grants from the Great Lakes Restoration Initiative (GLRI) through the Environmental Protection Agency (EPA) in the amount of $600,000, a grant from the U.S. Department of Agriculture (USDA) in the amount of $350,000, and a grant from the Fund for Lake Michigan in the amount of $150,000 for green infrastructure improvements to five MPS schools (Clement Avenue, Anna F. Doerfler, Golda Meir, Vincent High School, and Westside Academy). The grants require that construction-support efforts be provided by Reflo, Inc., a non-profit organization that supports community-based water projects, including green-schoolyard redevelopment projects.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of a grant requirement (Administrative Policy 3.09(2)(c)).

The contract will run from August 1, 2021, through July 31, 2022. The total cost of the contract for the above term will not exceed $100,000.

Budget Code: OMN-0-S-NK1-XX-EMTC (EPA Grant Funding) $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
NA	NA	NA	NA	15%	NA	NA	NA	100	10

——— 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" service model (WSWC). 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 13 MPS schools 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 with school partners to support improved student attendance and improved positive student behavior, which research proves are indicators of increased likelihood of high school graduation, at the following schools:

- Roosevelt Middle School of the Arts
- Alexander Mitchell
- Bay View High School
- Rogers Street Academy
- South Division High School
- Hopkins Lloyd Community
- G.W. Carver Academy
- Rufus King International Middle Years Campus
- Obama
- Clarke Street
- James Madison Academic 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- -kind, and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The original contract provided for two one-year options to extend if certain performance metrics were met. The contractor has met the performance metrics codified in the contract; therefore, MPS is exercising the third option year for the contract. This contract extension will run from July 1, 2021, through June 30, 2022. The total cost of the contract in this extension will not exceed $1,855,000

Budget Code: OSC-0-S-1T2-LS-ECTS (Title I Contract Services) $1,855,000

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

——— Authorization to 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 services. MPS will receive district-wide premium access to Pear Deck for one year, August 1, 2021, until July 31, 2022. This product will include premium features for every teacher and student, efficacy reports designed to give teachers and administrators real-time usage and data, custom professional development and training options, and dedicated support for onboarding and implementation.

Since introducing Pear Deck to teachers to encourage student engagement during remote teaching, there have been more than 25 million student engagements this school year. Engagements are the number of times a student has responded to a formative assessment, exit tickets, or discussion prompt or has created meaningful flashcards. More than 50,000 students have contributed to those engagement numbers. Pear Deck's 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. 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 their students socially and emotionally with a number of Pear Deck social emotional learning (SEL) templates. 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)).

This contract extension will run from August 1, 2021, through July 31, 2022. The total cost of the goods purchased will not exceed $100,000.

Budget Code: GEN-0-0-INV-DW-ECTS $100,000

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

——— Authorization to Enter into a Contract with Proximity Learning, Inc., for a Virtual Online Interactive Learning Course System for World Languages

The Administration is requesting authorization to enter into contract with Proximity Learning, Inc., ("Proximity") for a vendor-hosted virtual online interactive learning course system for world languages for grade bands K-5, 6-8, and 9-12. Proximity will be used to deliver services in at least the following languages: German, French, Mandarin/Chinese, American Sign Language (ASL), and Spanish to a maximum estimated 5,000 students throughout the district during the 2021-22 school year.

The Department of Bilingual Multicultural Education, in conjunction with the Office of Human Resources, has identified, across the district, numerous unfilled budgeted licensed world-language FTE positions, as well as part-time FTEs across many schools. To remedy this deficiency, a "fill the gaps" initiative was developed to use the funds from the vacated budgeted positions as contracted services to serve as temporary world-language instruction for students until face-to-face teachers are hired. The contracted services are for use in the World Language Expansion under the bilingual resolution.

Proximity is the current provider of these services. MPS is exercising an exception for continuity while this is out to bid.

This contract will run from August 1, 2021, through September 30, 2021. The total cost of the contract will not exceed $199,998.

Budget Code: GEN-0-0-INV-DW-ECTS $199,998

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
175	144	124	No	0	0	NA	NA	200	10

——— Authorization to Issue a Purchase Order to Heutink USA, Inc., dba Heutink USA, Inc./Nienhuis Montessori USA, Inc., for Montessori Curricular Materials.

The Administration is requesting authorization to issue a purchase order for Craig Montessori School to Heutink USA, Inc., dba Heutink USA, Inc./Nienhuis Montessori USA, Inc. The Montessori Strategic Plan includes the creation of a district standard of Montessori materials for each of the grade bands (K3-K5, grades 1-3, grades 4-6); Montessori Materials Standard of Care. After conducting an inventory of existing materials, it was determined that Craig Montessori School will require additional Montessori materials to meet the standard of the District's Montessori schools.

The materials must be consistent and, therefore, must all be purchased from the same vendor. While most Montessori materials are similar in style, dimensions vary from one manufacturer to another. This is important, as when various items are combined, they need to match to have the expected outcome. It is even more important when parts must be replaced — ost parts do not interchange between manufactures. Due to the precise nature of the materials, Nienhuis's materials only fit in Nienhuis's boxes, cabinets, or replacement parts.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of compatibility and continuity (Administrative Policy 3.09(7)(e)(1)(b)(ii)(iv)).

The total cost of the goods purchased will not exceed $97,903.97.

Budget Code: ACD-0-0-AAC-CI-ESUP. $97,903.97

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 Pacific Educational Group, Inc., for Professional Development Services

The Administration is requesting authorization to enter into a contract with Pacific Educational Group, Inc., for professional development services. Contractor will be used to deliver a variety of professional development experiences to district staff members at all schools, across all departments; to provide coaching to district leadership guiding implementation; and to train an identified cohort of staff members to be licensed facilitators of the work to maintain district sustainability over time.

A leadership team has been created at Central Services which meets bi-monthly to monitor and to support district-wide implementation and the creation of goals and metrics and to create a multi-year action plan. We are contracting with Luis Versalles, Director of Pre-K12 District Partnerships, to provide coaching for this cabinet over the course of five sessions.

All school leaders will participate in Leadership Experiences and Administrative Development Series (LEADS), is a six-part series of two and-a-half-hours each which provides school leaders with further engagement with the Courageous Conversations about Race framework, opportunities to integrate into school practices, and an introduction to the Systemic Equity Framework and Theory of Transformation.

In the 2020-21 school year, all staff members in traditional middle and high schools attended the Virtual Courageous Conversations Experience. Beginning in the 2021-22 school year, implementation will be expanded to elementary schools, as well as to middle- and high-school staff members engaging in the LEADS series.

A cohort of ten identified staff members will complete a Practitioners Cohort and enroll in a Facilitators Cohort beginning in February 2022. This will allow these staff members to become certified facilitators of the professional development going forward to increase district capacity and sustainability. Once these staff members are certified facilitators, they will lead district-wide professional development going forward.

This work is connected to the professional development Beyond Diversity provided through WI Disproportionality and WI DPI that more than 400 MPS staff members and community members have attended and is aligned with the text Courageous Conversations about Race, which multiple schools, teams, departments, and staff members have been using.

The contract will run from August 1, 2021, through June 30, 2022. The total cost of the contract will not exceed $404,350.

Budget Code: DTI007G2SNECTSCOVD.....$404,350.00

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%	NA	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 exception-to-bid requests:

- Truescreen, Inc., for Continued Criminal Background Screenings;'
  Budget Code BGC-0-0-EMB-HR-ECTS.....$200,000
- Reflo, Inc., for C3 Construction Services;
  Budget Code OMN-0-S-NK1-XX-EMTC.....$62,500
- Reflo, Inc., for C2 Post-construction Services;
  Budget Code OMN-0-S-NK1-XX-EMTC.....$100,000
- City Year, Inc., to Serve as a Core Site for Whole School, Whole Child Support;
  Budget Code OSC-0-S-1T2-LS-ECTS.....$1,855,000
- Pear Deck, Inc., for Premium Access to Pear Deck;
  Budget Code GEN-0-0-INV-DW-ECTS.....$100,000
- Proximity Learning, Inc., for Virtual Online Interactive Learning Course System for World Languages;
  Budget Code GEN-0-0-INV-DW-ECTS.....$199,998
- Heutink USA, Inc., dba Heutink USA, Inc./Nienhuis Montessori USA, Inc., for Montessori Curricular Materials;
  Budget Code ACD-0-0-AAC-CI-ESUP.....$97,903.97
- Pacific Educational Group, Inc., for Professional Development Services;
  Budget Code XXX-0-0-XXX-XX-XXXX.....$404,350

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 Herndon 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, and President Peterson — 8.
Noes — None.

* * * * *

(Item 10) Action on the Award of Professional Services Contracts

RFP 939 Authorization to Enter into a Contract with Five Community-based Organizations to Operate Thirty-Five Community Learning Centers During the 2020-21 School Year

The Administration is requesting authorization to enter in agreements with five community-based organizations (CBOs) — Milwaukee Kickers Soccer Club, Inc.; Boys and Girls Club of Greater Milwaukee; Children Outing Association; Silver Spring Neighborhood Center, Inc.; and United Migrant Opportunity Services, Inc. — to operate 35 Community Learning Centers (CLCs) during the 2020-21 school year. These community-based organizations were chosen pursuant to RFP 939, Before and After-s chool Recreational Providers. Each CBO provides fiscal administration for its respective CLC sites, hires and evaluates the CLC's staff, and assists the day school in developing extended-day academic, recreational, and parent/family programming.

These agreements are funded by a combination of grant funds awarded to the District by the Wisconsin Department of Public Instruction (DPI) and the District's Extension Funds.

Upon the Board's approval, the Administration will enter into contracts with five community-based organizations to provide 21st Century Community Learning Center programs at 35 locations throughout the city of Milwaukee. The 21st Century CLC project's director (or designee) will monitor the agencies' compliance with the contracts and will manage the reimbursements of monthly expenditures. Daily attendance and overall performance of the CLCs will be monitored by the CLC Project Team through the Cayen web-based data-tracking system, as well as through regular site visits.

Each of the agreements presented for authorization will run from August 1, 2021, through June 30, 2022.

This item authorizes expenditures in the amount of $4,977,750. The total cost of each contract and the associated budget codes are identified below and in fuller detail in attachment provided under separate cover.

		Funding		
Agency	Site	DPI Grant	MPS Extension	Total
Milwaukee Kickers Soccer Club, Inc.	Riley Elementary School (CLC)	$137,750	$25,000	$162,750
	Agency's Total	*$137,750*	*$25,000*	*$162,750*
Boys and Girls Club of Greater Milwaukee	Allen Field School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Audubon Middle/High School	$123,500	$25,000	$148,500
Boys and Girls Club of Greater Milwaukee	Bay View High School	$95,000	$25,000	$120,000
Boys and Girls Club of Greater Milwaukee	Bethune Academy	$123,500	0	$123,500
Boys and Girls Club of Greater Milwaukee	Carson K-8 Academy	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Cass Street K-8 School	$137,750	0	$137,750
Boys and Girls Club of Greater Milwaukee	Clarke Street K-8 School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Eighty-first Street K-8 School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Engleburg Elementary School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Fifty-third Street K-8 School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Fratney Elementary School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Grantosa K-8 School	$109,250	0	$109,250
Boys and Girls Club of Greater Milwaukee	Greenfield Avenue K-8 School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Hayes Bilingual	$137,750	0	$137,750
Boys and Girls Club of Greater Milwaukee	Kluge Elementary School	$99,000	0	$99,000
Boys and Girls Club of Greater Milwaukee	LaFollette K-8 School	$109,250	0	$109,250
Boys and Girls Club of Greater Milwaukee	Lincoln Elementary School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Maple Tree K-8 School	$109,250	0	$109,250
Boys and Girls Club of Greater Milwaukee	North Division High School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Obama School of Career & Tech Ed.	$109,250	$25,000	$134,250
Boys and Girls Club of Greater Milwaukee	Riverwest Elementary School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Sherman K-8 School	$123,500	0	$123,500

Agency	Site	Funding		
		DPI Grant	MPS Extension	Total
Boys and Girls Club of Greater Milwaukee	Siefert Elementary School	$123,500	$25,000	$148,500
Boys and Girls Club of Greater Milwaukee	Townsend K-8 School	$123,500	$25,000	$148,500
Boys and Girls Club of Greater Milwaukee	Washington Campus High School	$109,250	$25,000	$134,250
Boys and Girls Club of Greater Milwaukee	Wedgewood Park International School	$137,750	$25,000	$162,750
Boys and Girls Club of Greater Milwaukee	Zablocki Elementary School	$137,750	$25,000	$162,750
	Agency's Total	*$3,424,000.00*	*$475,000.00*	*$3,899,000*
Children Outing Association	Auer Avenue K-8 School	$50,000	$25,000	$75,000
Children Outing Association	Doerfler K-8 School	$123,500	0	$123,500
Children Outing Association	Hopkins-Lloyd Community School	$123,500	$25,000	$148,500
Children Outing Association	Lincoln Center of the Arts	$123,500	0	$123,500
Children Outing Association	Westside I & II K-8 Academy	$123,500	$25,000	$148,500
Agency's Total		$544,000.00	$75,000.00	$619,000
Silver Spring Neighborhood Center, Inc.	Thurston Woods	$123,500	$25,000	$148,500
	Agency's Total	*$123,500*	*$25,000*	*$148,500*
United Migrant Opportunity Services, Inc.	Vieau K-8 School	$123,500	$25,000	$148,500
	Agency's Total	*$123,500*	*$25,000*	*$148,500*
Total Contracts		$4,352,750	$625,000	$4,977,750

Budget Code: RCC-X-X-XXX-XX-ECTS (DPI Grant Funding).....$4,352,750
CSV-0-0-XXX-XX-ECTS (Extension Funds).....$625,000

——— Authorization to Enter into a Contract with 50 Community-based Organizations to Provide Arts- and Humanities-related Programming During Out-of-school Time (Partnership for the Arts)

The Milwaukee Public Schools Partnership for the Arts & Humanities (PAH) is an annual allocation of funds designed to support after-school, weekend, and summer arts- and humanities- related programs for Milwaukee children, youth, and families. The goals of the Partnership for the Arts & Humanities program are

- to increase access to arts and humanities experiences for all Milwaukee children, youth, and families;
- to strengthen existing and to establish new community partnerships that motivate students to higher levels of academic and social-emotional achievement; and
- to build the collective capacity of community-based organizations to effectively serve children, youth, and families.

Since the 2006-07 school year, the Milwaukee Board of School Directors has approved 591 contracts with community-based organizations to provide arts- and humanities-related programming during out-of-school time. These programs are vetted by the Administration through a rigorous application process. This year, 52 proposals were received, requesting a total of $2,657,393.

The Administration is requesting authorization to enter into contracts with 44 community-based organizations totaling $1,751,917. The programs led by these organizations will serve a projected 17,374 unduplicated children, youth, and family members between September ~~2020~~2021 and August ~~2021~~2022.* Collectively, these organizations have demonstrated nearly three million dollars in cash and in-kind matching support for the same or similar programming.

Each of the contracts presented for authorization will run from September 1, 2020, through August 31, 2021.

This item authorizes expenditures in the amount of $1,750,624. The total cost of each contract is identified below.

Organization	Allocation
53212 Presents	$1,600.00
ACLU of Wisconsin Foundation	$45,000.00
All Hands Boatworks	$22,804.00
America SCORES Milwaukee	$47,971.00
Art Start	$39,000.00
Artists Working in Education	$85,000.00
Arts At Large, Inc	$70,550.00
ArtWorks for Milwaukee	$27,173.00
Bay View Community Center	$4,966.00
Bembé Drum and Dance	$50,700.00
Black Arts MKE	$49,887.00
Boys & Girls Clubs of Greater Milwaukee	$53,982.00
Capita Productions Inc.	$25,552.00
Casa Romero	$28,303.00
COA Youth & Family Centers	$61,255.00
Ex Fabula	$29,050.00
First Stage	$85,000.00
Girl Scouts of Wisconsin Southeast	$16,200.00
Hmong American Friendship Assn Inc.	$43,965.00
Keep Greater Milwaukee Beautiful	$20,339.00
Lead2Change, Inc.	$37,536.00
LocoMotion Dance Company	$21,159.00
Marcus Performing Arts Center	$25,140.00
Milwaukee Art Museum	$21,331.00
Milwaukee Ballet Company	$25,433.00
Milwaukee Christian Center	$35,000.00
Milwaukee Institute of Art & Design	$21,765.00
Milwaukee Repertory Theater	$47,979.00
Milwaukee Youth Symphony Orchestra, Inc	$70,550.00
Neighborhood House of Milwaukee	$14,497.00
Neu-Life Community Development	$8,000.00
Quasimondo Physical Theatre	$6,000.00
Radio Milwaukee	$31,832.00
Running Rebels Community Organization	$85,000.00
SHARP Literacy	$4,278.00
Sixteenth Street Community Health Centers	$29,000.00
Sojourner Foundation	$41,194.00
TBEY Arts Center, Inc.	$17,152.00
Teens Grow Greens	$42,048.00
TransCenter for Youth, Inc.	$27,132.00
TRUE Skool	$70,550.00
Unity in Motion	$41,500.00
UW-Milwaukee/ArtsECO	$22,710.00
UW-Milwaukee/Electa Quinney Institute	$17,654.00
Victory Garden Initiative	$44,376.00
Walker's Point Center for the Arts	$27,200.00
Wild Space Dance Company	$10,370.00
Wisconsin Conservatory of Music	$23,680.00
Woodland Pattern Book Center	$66,261.00
Xalaat Africa Drum and Dance for Life Inc.	$6,000.00
Total	$1,750,624.00

Budget Code: CSV-0-0-ART-RC-ECTS (Extension Funds — Arts & Humanities)…....$1,750,624

**The corrections indicated in this item were made as a result of an error being brought to the Board subsequent to the approval of the contracts but prior to adoption the minutes of July 2021. The approval of the July 2021 minutes was subject to these corrections being noted.*

RFP 1044 Authorization to Enter into a Contract with Curriculum Associates, LLC, for Early Childhood Universal Screener

The Administration is requesting authorization to enter into 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 students enrolled in 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.

Adoption 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 contract will run from August 1, 2021, through July 31, 2022, (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 $408,417.62.

Budget Code: SYS-0-0-AM-TRH-ECTS $378,417.62
SDV-0-S-TV2-ZC-EWPT $30,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,668	437	1,168	No	5%*	0**	TBD	NA	200	10

*Good-faith effort
**Commitment statement to work with diverse firms

RFP 945 Authorization to Extend a Contract with Airoldi Brothers, Inc., for Leasing of Refrigerated Trucks

The Administration is requesting authorization to extend a contract with Airoldi Brothers, Inc., to lease eight refrigerated trucks, which will be used by School Nutrition Services to deliver pre-packed meals from central kitchens to schools across the district in a timely manner.

The contractor was chosen pursuant to RFP 945. The original contract provided for four one-year options to extend if certain performance metrics were met. Airoldi Brothers, Inc., has met the performance metrics codified in the contract; therefore, MPS is exercising the fourth option year for the contract. This contract extension will run from September 1, 2021, through August 31, 2022. The total cost of the contract in this extension year will not exceed $320,000.

Budget Code: LNC-0-0-LNH-NU-ESDF (Food Service Storage and Delivery).....$320,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
154	46	15	No	0	0	NA	NA	0	0

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

The Administration is requesting authorization to enter into a blanket contract with Playworks Education Energized (Playworks) for recess-support and professional development services. This vendor will be used for the operation and coordination of recess-support services targeting K-8th grade for schools in the district that make the decision to order the services.

The recess-support services will consist of two components

Component B: Full-time program staff providing recess support and training that is split equally between four school sites in each month. Cost is based on a per school charge.

Component C: Provide professional development on an hourly basis to schools not participating in Component B.

Playworks will report to MPS's Department of Curriculum and Instruction program outputs and deliverables twice during each contract year, by March 15 and June 30.

Playworks, the sole respondent, was chosen pursuant to RFP 1043, which closed on May 18, 2021. The contract will run from August 1, 2021, through July 31, 2022, (the "Initial Term") with two additional one-year options to extend if certain reporting requirements incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed $525,000.00.

Budget Code: 000-0-0-000-BL-ECTS (Varies by location) $525,000.00

Prime Employee Info						HUB Participation				COIN	Student Engagement (Required Hours)	
Total #		Minorities		Women		Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
Local	National	Local	National	Local	National	No	5%	5%	TBD	NA	300	10
5	524	1	105	3	139							

RFP 1045 Authorization to Enter into a Contract with Maxim Healthcare Services Holdings, Inc., dba Maxim Healthcare Staffing Services, Inc.; Sunbelt Staffing, LLC; and CareerStaff Unlimited, LLC, for Nursing Services

The Administration is requesting authorization to enter into three contracts with Maxim Healthcare Services Inc.; Sunbelt Staffing LLC; and CareerStaff Unlimited, 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.

The contractors were chosen pursuant to RFP 1045, which closed on May 24, 2021. The contracts will run from August 1, 2021, through July 31, 2022, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met. The contracts will not exceed $750,000.

Vendor	Award
Maxim Healthcare Services Holdings, Inc., dba Maxim Healthcare Staffing Services, Inc.	$300,000
Sunbelt Staffing, LLC	$200,000
CareerStaff Unlimited, LLC	$250,000

Budget Code: NRR-0-0-BDN-DW-ECTS (Nursing — Contract Services)… $750,000

Maxim Healthcare Services Holdings, Inc., dba Maxim Healthcare Staffing Services, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
446	189	193	No	0	NA	TBD	NA	600	20

Sunbelt Staffing, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
30,845	15,325	18,628	No	0	NA	TBD	NA	600	20

CareerStaff Unlimited

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
7431	NA	NA	No	NA	NA	NA	NA	NA	NA

RFP 1048 Authorization to Enter into a Contract with Gemino Healthcare, FBO MJ Care, for Physical and Occupational Therapy Services

The Administration is requesting authorization to enter into a 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 those vacancies created by leaves and fluctuations in the district's enrollment.

The contractor was chosen pursuant to RFP 1048, which closed on May 7, 2021. The contract will run from August 1, 2021, through July 31, 2022, (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 $200,000.

Budget Code: OTS-0-0-SES-DE-ECTS Specialized Services — Contracted Services) $200,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
428	18	387	No	5%	5%	TBD	NA	300	10

——— Authorization to Enter into a Contract with Edgenuity, Inc,. for Instructional Services (under TIPS Cooperative Contract #200105)

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 2021-22 school year.

Edgenuity 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, Edgenuity offers an extended catalog of courses aligned to Wisconsin State Standards for students in K4-12th grade. Its personalized learning approach allows for maximum flexibility for the virtual student with a blend of synchronous and asynchronous instruction and support. Edgenuity, Inc., uses Wisconsin-certified teachers and offers multiple layers of support, including special education and translation services, to ensure effective online 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 made under TIPS Cooperative Contract #200105 (Administrative Policy 3.09(7)(e)(1)(a)).

The contract will run from August 1, 2021, through June 30, 2022, with the option to renew for two one-year terms. The total cost of the contract will not exceed $3,852,000.

Budget Code: ITS-0-I-7S2-DW-ECTS (Student Services — Contracted Services).....$3,852,000

RFB 5772 Authorization to Extend a Contract with Oliver Packaging & Equipment for Lease of Heat-seal Machines and Food-packaging Supplies

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

Due to staffing shortages and the ongoing COVID-19 pandemic, the Department of Nutrition Services has had to shift operations from a "production" model, in which most school kitchens prepare the meals that they are serving onsite, to a "pre-pack" model, in which central kitchens prepare and deliver individual meals to the school kitchens, to be heated and served. This shift in operations requires the Department of Nutrition Services to acquire additional heat-seal machines and to increase the volume of food-packaging supplies purchased.

Oliver Packaging & Equipment, which currently supplies the District with a heat-seal machine and packaging supplies, has offered to waive the monthly fees on a lease for seven additional heat-seal machines, provided that the District purchase a minimum of 1.7 million units of food-packaging supplies through it 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 SY21-22 is approximately seven million units, or $1,750,000. The Department of Nutrition Services is requesting this as a Request to Change Contract based upon RFB 5772.

The contract will run from August 1, 2021, through July 31, 2022, (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 $1,750,000.

Budget Code: LNH-0-0-LNC-XX-ESUP (School Lunch Supplies — Consumable).....$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

Fiscal Impact Statement

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

- Authorization to Contract with Five Community-based Organizations to Operate 35 Community Learning Centers During the 2020-21 School Year;
  RCC-X-X-XXX-XX-ECTS $4,352,750
  CSV-0-0-XXX-XX-ECTS $625,000
- Authorization to Contract with 50 Community-based Organizations to Provide Arts- and Humanities-related Programming During Out-of-school Time;
  CSV-0-0-ART-RC-ECTS $1,750,624
- Authorization to Contract with Curriculum Associates, LLC, for Early Childhood Universal Screener;
  SYS-0-0-AM-TRH-ECTS.....$378,417.62
  SDV-0-S-TV2-ZC-EWPT.....$30,000
- Authorization to Contract with Airoldi Brothers, Inc., for Leasing of Refrigerated Trucks;
  LNC-0-0-LNH-NU-ESDF $320,000
- Authorization to Contract with Playworks Education Energized for Recess-support Services and Professional Development;
  000-0-0-000-BL-ECTS $525,000
- Authorization to Enter into a Contract with Maxim Healthcare Services Holdings, Inc., dba Maxim Healthcare Staffing Services, Inc.; Sunbelt Staffing, LLC; and CareerStaff Unlimited, LLC, for Nursing Services;
  NRR-0-0-BDN-DW-ECTS $750,000
- Authorization to Enter into a Contract with Gemino Healthcare, FBO MJ Care, for Physical and Occupational Therapy Services;
  OTS-0-0-SES-DE-ECTS.....$200,000
- Authorization to Enter into a Contract with Edgenuity Inc., for Instructional Services;
  XXX-0-0-XXX-XX-XXXX.....$3,852,000
- Authorization to Extend a Contract with Oliver Packaging & Equipment for Lease of Heat-seal Machines and Food-packaging Supplies;
  LNH-0-0-LNC-XX-ESUP $1,750,000

This item authorizes expenditures as indicated.

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 Gokalgandhi 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, and President Peterson — 8.
Noes — None.

* * * * *

(Item 11) Action on Approval of Proposed Language for an MPS Land Acknowledgement

Background

At its meeting on May 27, 2021, the Board referred Resolution 2122R-003 by Directors Peterson and O'Halloran, regarding land acknowledgement, to the Committee on Parent and Community Engagement. At its meeting on June 24, 2021, the Board adopted Resolution 2122R-003 regarding land acknowledgement.

As part of the Board's action, the Administration was directed to bring to the Board's July 2021 meeting recommended content of an MPS Land Acknowledgement that is suitable for use in Milwaukee Public Schools.

A land acknowledgement serves the District in acknowledging indigenous people and ancestors who once lived in harmony with land and water where we now live. Indigenous people and ancestors had a historical and spiritual connection to this land and water, treating this land and water as family, and still do to this day.

Upon approval by the Board, the following MPS Land Acknowledgement is to be read at each official meeting of the Milwaukee Board of School Directors and placed on the MPS website.

> Milwaukee Public Schools' Land Acknowledgement:
>
> We acknowledge that Milwaukee lies on traditional Menominee, Potawatomi, and Ho-Chunk homeland along the southwest shores of Lake Michigan, part of North America's largest system of freshwater lakes. On this site, the Milwaukee, Menominee, and Kinnickinnic rivers meet, and the people of Wisconsin's Menominee, Ojibwe, Ho-Chunk, Oneida, and Mohican sovereign nations remain present to this day.
>
> What is a Land Acknowledgement?
>
> A Land Acknowledgement serves the district in acknowledging Indigenous people and ancestors who once lived in harmony with land and water where we now live. Indigenous people and ancestors had an historical and spiritual connection to this land and water, treating this land and water as family and still do to this day.
>
> Why do we acknowledge land?
>
> This Land Acknowledgement is written for Milwaukee Public Schools and is meant to be used at appropriate public gatherings. It is meant to teach our children and staff about the historic significance of a people who once lived with and on the land, we call Milwaukee. Therefore, we acknowledge our First Nations people of Wisconsin through this Land Acknowledgement and encourage our brothers and sisters to learn about our Tribal Nations of Wisconsin by studying the history of land taken and culture erasure. It is considered customary for Indigenous people to acknowledge the land.
>
> For additional information regarding our Tribal Nations of Wisconsin visit Milwaukee Public Schools' First Nations Studies web page for resources:
>
> https://mps.milwaukee.k12.wi.us/en/Programs/First-Nations-Studies.htm

As directed by the original resolution, the MPS First Nations Studies program coordinator has consulted with local historians and tribal people to develop the recommended content.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration and the Office of Board Governance will work together to implement the MPS Land Acknowledgement.

Administration's Recommendation

The Administration recommends that the Board approve the proposed MPS Land Acknowledgement as presented above.

Director O'Halloran 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, and President Peterson — 8.
Noes — None.

* * * * *

(Item 12) Action on a Request to Approve Submission of the Head Start Transportation Waiver for the 2021-22 School Year

Background

The Milwaukee Public Schools' Head Start Program is seeking approval to provide transportation services to Head Start students (in the three-and four-year-old programs) who request or need transportation to and/or from school in the 2021-22 school year.

As a result of the pandemic, the Milwaukee Public Schools, in tandem with following the CDC guidelines, will implement a three-tiered bell schedule, impacting the busing transportation. The new bell schedule will provide minimal disruption to the schools with Head Start programming.

MPS currently transports 3,923 K3 and K4 students safely, including Head Start students. The same quality service will continue to be provided for Head Start students in the upcoming school year. In order to implement this service, the Administration is requesting approval to submit the Transportation Waiver Request Data Collection Form, as provided under separate cover, which seeks waivers of the following Head Start Performance Standards:

- Child safety-restraint systems requirement (45CFR 1310.11(a)) — three- and four-year-old students; and
- Bus-monitor requirement (45CFR 1310.15 (c)(1)) — three- 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 the MPS 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% year-to-date. 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 will 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 73% of the 1,506 children in Head Start will use the transportation services. Providing this service would involve MPS's supporting 109 bus routes at a cost of $3,063,020. The District would cover these costs with local funds and not use Head Start funding to support this service.

Implementation and Assessment Plan

Upon approval by the Board, Milwaukee Public Schools will continue to maintain the highest standards in the transportation of students and its 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 provider services.

Administration's Recommendation

The Administration recommends that the Board approve the submission of the 2021-22 Head Start Transportation Waiver, as provided under separate cover.

Director Siemsen 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, and President Peterson — 8.
Noes — None.

* * * * *

(Item 13) Action on a Request to Approve Submission of the MPS Head Start Partial-match Waiver for the 2020-21 School Year

Background

The Milwaukee Public Schools Head Start program is seeking approval for a partial-match waiver for the 2020-21 school year. At the time the FY20 application was submitted, MPS was to meet the 20% required match by salaries and benefits, as well as pupil transportation.

Due to the COVID-19 pandemic, MPS pivoted to virtual learning in March 2020 until April 14, 2021, when school was approved to reopen to in-person learning. During this time, transportation was not used. The MPS Head Start program has 723 enrolled students; of which 431 students attended. Of that, approximately 53%, or 229, students used MPS bus transportation. The table below details the initial match support.

K4 Teachers	$592,952
K4 Teacher Assistants (0.75)	$189,468

MPS early childhood manager, school principals, school engineer, school social worker, school psychologist, parent coordinator, and school secretary	$129,044
Total Salaries	$911,464
Fringe Benefits	$485,810
Contractual (Pupil Transportation)	$1,241,203
Total Direct Charges	$2,638,477
Indirect Charges	$0
Total Matching Budget	$2,638,477

The average cost per three-year-old pupil is $2,517, per the MPS Department of Transportation. This is based on a $30,208 annual cost per bus route, servicing approximately 12 students per route. Head Start students were in- school learning for 42 days, April 14-June 11. Prorating the per-pupil cost by day ($13.98 per day), the District can commit to $134,460 of the costs associated with transportation for 229 students ($13.98/day × 42 days × 229 students). MPS, therefore, is requesting $1,106,743 in a cost-match waiver.

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.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will submit the waiver.

Administration's Recommendation

The Administration recommends that the Board approve submission of the MPS Head Start partial-waiver match for the the 2020-21 school year.

Director Siemsen 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, and President Peterson — 8.
Noes — None.

* * * * *

(Item 14) Action on a Request to Waive a Portion of Administrative Policy 9.12 and to Approve the Non-instrumentality Charter School Contract with M.C. Preparatory School of Wisconsin, Inc., for Milwaukee College Preparatory

Background

Milwaukee College Prep (MCP), was established as a Non-instrumentality charter school beginning in fall 2011. The schools are located at 1228 West Lloyd Street, 2623 North 38th Street, 2449 North 36th Street, and 1350 West North Avenue.

MCP's Mission is knowledge plus character pave the road to college and beyond. MCP has demonstrated the organizational leadership and expertise to operate and sustain high-quality schools.

On July 12, 2021, the Charter School Review Team convened for a full-day site visit at MCP. The Team examined the school's performance and met with the school's representatives to discuss the data relative to the academic, financial, and organizational performance.

On July 20, 2021, representatives from MCP, the MPS Office of Board Governance, 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 provided under separate cover. Contingent upon the

Board's approval, M.C. Preparatory School of Wisconsin, Inc., accepts the attached, Non-instrumentality charter contract as outlined.

Provided under separate cover are the performance data reviewed for renewal consideration, the Charter School Review Team's Recommendation, the proposed redline contract, and appendices outlined in the redline contract.

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

The funds for this charter school contract are included as part of the FY22 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2021-22 school year and ending with the 2025-26 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Administration's Recommendation

Administration recommends that the Board waive Administrative Policy 9.12, section 11(c), which states

> The Team shall notify the Board, the Superintendent, and the charter school of its recommendation for renewal by the end of February of the last school year of the term of the charter school contract.

The Administration further recommends that the Board approve the five-year, Non-instrumentality charter school contract with M.C. Preparatory School of Wisconsin, Inc, as provided under separate cover, for Milwaukee College Prep, to begin with the 2021-22 school year and to end on the last regularly scheduled day of the 2025-26 school year.

The Board was in recess from 9:45 p.m. to 9:54 p.m.

Director Carr moved to approve the contract with Milwaukee College Preparatory School of Wisconsin, Inc., for Milwaukee College Preparatory.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Herndon, Leonard, O'Halloran, Siemsen, and President Peterson — 6.
Abstain — Directors Garcia and Gokalgandhi — 2.
Noes — None.

* * * * *

(Item 15) Action on Request to Waive Board Rule 1.10 for Consideration of and Possible Action on Resolution 2122R-008 by Director Gokalgandhi on the Development of a District Strategic Plan

Background

Board Governance Policy 2.01(1)(b) states

> …the Board shall develop a Strategic Plan for a specified time period, to include a mission statement, goals, objectives, and accountability measures. The Board's Strategic Plan shall guide the process for implementing the District's overall improvement plan for the Twenty-first Century.

In July 2007, the Milwaukee Board of School Directors adopted the Working Together, Achieving More strategic plan, which included strategic areas and goals, measurable objectives, key outcome measures, and performance metrics with annual targets outlined through the 2011-12 school year.

In February 2014, the Milwaukee Board of School Directors adopted an update and reaffirmed the "Working Together, Achieving More" Strategic Plan.

In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas plan. The plan included goals, objectives, lines of effort, key outcome measures, and performance metrics with annual targets outlined through the 2019-20 school year.

Director Gokalgandhi is submitting the following Resolution 2122R-008 to the Board at this time:

WHEREAS, Board Governance Policy 2.01, General Governance Commitment, states "On behalf of the people of the City of Milwaukee, the Board will govern MPS with a strategic perspective that continually improves its process and capability to express values and vision"; and

WHEREAS, Board Governance Policy 2.01, also states "the Board shall develop a Strategic Plan for a specified time period, to include a mission statement, goals, objectives, and accountability measures. The Board's Strategic Plan shall guide the process for implementing the District's overall improvement plan for the Twenty-first Century"; and

WHEREAS, In July 2007, the Milwaukee Board of School Directors adopted the Working Together Achieving More strategic plan, which included strategic areas and goals, measurable objectives, key outcome measures, and performance metrics with annual targets outlined through the 2011-12 school year; and

WHEREAS, In February 2014, the Milwaukee Board of School Directors adopted an update and reaffirmation to the Working Together Achieving More strategic plan; and

WHEREAS, In September 2016, the Milwaukee Board of School Directors adopted the Eight Big Ideas plan, which included goals, objectives, lines of effort, key outcome measures, and performance metrics with annual targets outlined through the 2019-20 school year; and

WHEREAS, Both the Working Together Achieving More and Eight Big Ideas plans were collaboratively developed after significant public input and were designed to track and report district progress on key goals and objectives and hold district staff accountable for implementation; and

WHEREAS, A current strategic plan is critical to performance-based budgeting and the Board's ability to link available resources to support the attainment of goals;

WHEREAS, Board Governance Policy 2.05, Board Planning Cycle, details that:

- the Board shall develop and follow an annual plan, with a Board calendar with all work displayed on a timetable developed annually;
- administrative budgeting is to be based on accomplishing a one- to five-year segment of the Board's most recent long-range vision;
- in the first one or two months of the new cycle, the Board will develop its agenda for the ensuing one-year period;
- the strategic planning and budget calendar, with specific dates, shall be adopted biennially by the Board; and

WHEREAS, Board Governance Policy 2.07, Committee on Strategic Planning and Budget – Powers and Duties, states, "The Committee on Strategic Planning and Budget shall be responsible for the development of strategic planning processes and plans"; now, therefore, be it

RESOLVED, That the Board direct the Chair of the Board's Committee on Strategic Planning and Budget, in collaboration with the Administration, the Office of Board Governance, and the Office of Accountability and Efficiency, to immediately begin the development process of the next district strategic plan; and be it

FURTHER RESOLVED, That the process include a published timeline and significant public input from various stakeholder groups; and be it

FURTHER RESOLVED, That the resulting strategic plan:

- be for a specified time period;
- include a mission statement, goals, and objectives; and
- include accountability measures and annual performance targets for each year of the plan; and be it

FURTHER RESOLVED, That the plan be brought to the Board for approval no later than April 2022 for implementation beginning July 1, 2023 to allow for alignment between the new strategic plan and the FY23 district budget.

Board Rule 1.10, Communications, Petitions, Resolutions for Referral, states, in part,

> (1) Unless otherwise provided in these rules, all communications (except communications from city and county departments and communications from the Board's administrative officers), petitions, resolutions, and new business shall be referred without action to the appropriate committee for consideration and report to the Board. All reports and resolutions shall be in writing…

In order to consider and to take action on this resolution, therefore, the Board will have to waive Board Rule 1.10(1).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 2.01, General Governance Commitment
Board Rule 1.10, Communications, Petitions, Resolutions for Referral

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon approval, the Office of Board Governance will work with the chair of the Committee on Strategic Planning and Budget to schedule an item for the Committee's consideration relative to a district strategic plan.

Administration's Recommendation

The recommendation is that the Board waive Board Rule 1.10 in order to give immediate consideration to this item and that the Board determine how it wishes to proceed relative to the resolution itself.

Director O'Halloran moved to waive Board Rule 1.10 for consideration of the item.

Director O'Halloran asked to be listed as a co-sponsor.

President Peterson passed the gavel to Director Herndon at 10:16 p.m.

Director Peterson tmade a substitute motion to refer the item to committee.

The motion failed for lack of a second.

Director Herndon returned the gavel at 10:19 p.m.

The question being Director O'Halloran's motion to waive Board Rule 1.10 for immediate consideration of the item, the motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, and Siemsen — 7.
Noes — President Peterson — 1.

President Peterson passed the gavel to Director Herndon at 10:27 p.m.

Director Herndon returned the gavel to President Peterson at 10:29 p.m.

Director Siemsen moved approval of the Resolution, but with the process to begin in October 2021.

The motion passed, the vote being as follows:

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

* * * * *

(Item 16) Report with Possible Action on the Achievement Gap Reduction Program

Background

The Achievement Gap Reduction (AGR) program was authorized in 2015 after the State Legislature passed Wisconsin Acts 53 and 71. This program governs 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 licensed teachers 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

AGR Schools, Grades K5 to 3

- 10,931 students
- 64 schools
- 18.3% English-language learners

American Indian 0.4%
Asian.....5.4%
Black.....59.0%

- 22.0% students with disabilities
- 92.2% economically disadvantaged

Hawaiian/Pacific Isle 0.1%
Hispanic 28.7%
White..... 2.7%
Two or More 3.7%

Achievement Gap Reduction

MPS has 64 elementary schools that participate in the AGR program. The following strategies are implemented within the participating schools:

- instructional coaching for teachers provided by licensed teachers in grades K5 through 3; and
- maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small-group instruction.

AGR Trimester Data

	AGR Percentage of Proficient and Advanced Grades					
	ELA		Math		Reading	
	Tri 1	Tri 3	Tri 1	Tri 3	Tri 1	Tri 3
Grade K5	30.1%	40.5%	35.1%	41.3%	27.0%	35.9%
Grade 01	25.4%	31.6%	29.4%	33.4%	24.1%	31.5%
Grade 02	24.0%	31.2%	28.3%	35.7%	25.8%	34.3%
Grade 03	20.8%	26.7%	23.0%	26.1%	25.1%	30.0%

The percentage of students with proficient and advanced grades increased in all grades and subjects.

Summary of Accomplishments

AGR Mid-year Report, February 15-June 11, 2021

- Submitted 64 contract applications for five-year program term.
- Brainstormed strategies to increase coaching within AGR schools.
- Implemented the Lexia Core5 reading program within nine AGR schools.
- Served on the Bridges to School MKE Planning Committee, whose goal is to establish strong connections and partnerships between early-childhood education settings and MPS's Community Schools.

- Provided specific early-childhood professional development opportunities for all current support teachers and educators (collaborated with the Ambitious Instruction professional development team, provided PreK-1 professional development on integration of science in early childhood, and supported SST and school community with instructional resources).

AGR Direct Support Services

- Early-childhood presentation to SSTs as the District transitioned to face-to-face instruction.
- Provided teachers/SSTs with science/ELA-integrated learning opportunities via the Teacher Institute.
- Lexia Core5 implemented at ten (nine AGR) schools with positive results. 84% of participating students were completing grade level or above material.

Progress in Cores During 2020-21 for Meeting Usage Students (N=129)

	March 2021	June 2021
Above Student's Grade	16.3%	30.2%
Within Student's Grade	53.5%	53.5%
Below Grade level	30.2%	16.3%

Core5 supports the six areas of reading: phonological awareness, phonics, structural analysis, fluency, vocabulary, and comprehension.

Next Steps

- Solidify a plan to increase coaching and support within AGR schools for FY22;
- focus on improvements in foundational in Pre-K and K with implementation of the Lexia Core5 program in nine AGR schools;
- provide support in the rollout and implementation of the Bridges to School MKE Project; and
- continue to embed 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

Does not authorize expenditures.

* * * * *

UNFINISHED BUSINESS

REPORT OF THE COMMITTEE ON LEGISLATION, RULES AND POLICIES

At its meeting on June 22, the Committee on Legislation, Rules and Policies took action on the following item of business. Pursuant to Board Rule 1.11, Amendments to the Rules, which requires that proposed amendments to Board Rules be held one cycle before being acted upon, consideration of this item was carried over to the Board's regular July 2021 meeting.

(Item 2) Action on a Technical Amendment to Board Rule 1.02, Regular Board Meetings

Background

At its annual organizational meeting on April 27, 2021, the Board approved its 2021-22 board calendar, which included a start time of 5:30 for regular board meetings. A technical amendment is needed in order to ensure consistency with the Board's rules.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.02,Regular Board Meetings

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will publish the revised Board Rule.

Committee's Recommendation

Your Committee recommends that the Board approve the following technical amendment to Board Rule 1.02, Regular Meetings.

Board Rule 1.02
Regular Board Meetings

(1) Regular meetings of the Board, except the April meeting, shall be on the last Thursday of each month. When any regular meeting day falls on a legal holiday, the meeting shall be held on the next business day.

(a) If, under the provisions of this Rule, a regular meeting should take place during Spring Break, Winter Break, or the annual Teachers' Convention, that meeting shall be held on the preceding Thursday.

(b) Likewise, if the last Thursday in November is Thanksgiving Day, the regular November meeting of the Board shall be held on the preceding Thursday.

(c) No meetings of the Board or its Committees shall be scheduled on any election day, including days of primary elections.

(2) The Board shall hold its regular meeting in April on the Thursday prior to the fourth Tuesday of April.

(3) Meetings shall be called for ~~6:30 p.m.~~ 5:30 p.m., unless otherwise ordered by the Board or its President.

(4) All regular meetings of the Board shall be held at the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, and shall be open to the public.

Director Herndon moved approval of the technical amendment.

The motion passed, the vote being as follows:

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

* * * * *

COMMUNICATIONS (FOR REFERRAL TO COMMITTEE UNLESS OTHERWISE INDICATED)

(Item 1) Communication 2122C-002 from Olivia Averhart Regarding a Proposal to Allow Technical Support Technicians in the Technical Support Center to Work from Home

Background

The Office of Board Governance has received a communication (provided under separate cover) from Ms. Olivia Averhart regarding a proposal to allow MPS's Technical Support Technicians to work from home during the COVID-19 pandemic.

The communication is being introduced for appropriate referral.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.10, Communications, Petitions, Resolutions for Referral

Referred to the Superintendent in accordance with Board Rule 1.10(2).

* * * * *

RESOLUTIONS (FOR REFERRAL TO COMMITTEE UNLESS OTHERWISE INDICATED)

Resolution 2122R-009

By Director Peterson

WHEREAS, While the COVID-19 pandemic continues to upend life as we know it, the education of our children must not be interrupted; and

WHEREAS, There has been a strong preference for children to return to full in-person learning, a preference that was supported by the Board in its June 1, 2021, action directing five-day, in-person learning beginning with the start of the 2021-22 school year; and

WHEREAS, There is no approved vaccine for children under age 12 but students are consistently exposed to adults – those who work in the school environment, as well as visitors to the building; and

WHEREAS, Currently only 51.99% of the population in Wisconsin is fully vaccinated and, in Milwaukee County specifically, only 46.17% of the population is fully vaccinated; and

WHEREAS, The Delta variant is the fastest, most formidable version of the coronavirus that causes COVID-19 and, currently the Delta variant represents about 83% of new infections; and

WHEREAS, At the Federal level, the Department of Veterans Affairs will require 115,000 of its frontline health care workers to be vaccinated against the coronavirus in the next two months, making it the first federal agency to mandate that employees be inoculated; and

WHEREAS, Urban areas across the nation are starting to implement vaccination mandates, for example, in New York, where Mayor Bill de Blasio stated that all municipal workers would be required to be vaccinated against the coronavirus by the time schools reopen in September or face weekly testing, a decision backed by the United Federation of Teachers, the largest teachers' union in New York; and

WHEREAS, Hospitals and health care systems nationwide have compelled their employees to get vaccines, and recent court decisions have upheld employers' rights to require vaccinations; and

WHEREAS, The U.S. Equal Employment Opportunity Commission (EEOC) has determined that employers can require vaccines for employees to return to work, as long as the requirement does not violate federal discrimination laws and so long as reasonable accommodations are made for employees who are exempt from mandatory immunization based on the Americans with Disabilities Act, Title VII of the Civil Rights Act and other federal laws; now, therefore, be it

RESOLVED, That the Board hereby directs the Administration to explore the feasibility of implementing mandatory COVID vaccinations for all employees; and be it

FURTHER RESOLVED, That the exploration include information on

- The legality and enforceability of such a mandate;
- The means by which employees may request an accommodation or waiver pursuant to the requirements of the ADA, Title VII of the Civil Rights Act, and other federal and state laws that may require a waiver option;
- The means by which employees who are not vaccinated will be required to be tested weekly for COVID, in a manner that protects their privacy rights under the Health Insurance Portability and Accountability Act (HIPAA); and, be it

FURTHER RESOLVED, That the Administration report its findings to the Board no later than the September 2021 board cycle.

Referred to the Committee on Accountability, Finance, and Personnel.

* * * * *

The Board adjourned at 10:53 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 26, 2021

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 (6:13 p.m.), Taylor, and President Peterson — 9.
Absent and Excused — None.

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

- Gwendolyn Banks, a retired teacher from Hampton School;
- David Christiansen, a retired teacher from Marshall High School;
- Sandra Hardy, a retired safety assistant with the District;
- Emily Jones, a retired educational assistant from Madison High School;
- Gloria McGee, a retired secretary with the Department of Transportation;
- Arlene Skwierawaski, a retired teacher from North Division High School; and
- Eh-Kpru Soe, a student at Gwen T. Jackson School.

APPROVAL OF MINUTES

At the request of President Peterson, and with no objection from the body, the consideration of the minutes of the regular meeting of July 2021 was deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

The Superintendent's Report is designed to provide the Milwaukee Board of School Directors and the MPS community with an update on current activities underway to support the District's goals of academic achievement; student, family and community engagement; and effective and efficient operations as they are aligned to the District's strategic objectives and the Five Priorities for Success:

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

Superintendent's Report, August 2021

It was a busy summer with a great deal of preparation and events to prepare for the 2021-22 school year's re-opening. This included providing families with information on important resources such as the vaccine clinics that the District is sponsoring, transportation services, high-school athletics, and enrollment opportunities. The District collaborated with the Milwaukee Health Department to hold Back- to-School Health Fairs at Obama SCTE and the South Side Health Center. Community vaccine sites were open earlier in the summer at North Division, South Division, and Roosevelt Creative Arts Middle School.

In its seventh year, the Department of Student Services continued its canvassing efforts to facilitate outreach and communication to families throughout Milwaukee, with the objective of enrolling students in Milwaukee Public Schools. During summer 2021, canvassers participated in more than 20 community events. Applications were collected for new students, with more than 150 having been identified during this process.

There was also a great deal of preparation behind the scenes, including our New Educator Institute, which is designed to onboard and to welcome those teachers new to the district, and a number of staff recruitment events and initiatives. The Office of Human Resources worked diligently toward fully staffing our schools. This included a strong presence at more than 20 community events this summer as we seek a diverse staff looking to make a positive impact in every classroom, on every student, every day.

2021 Freshman Bridge

Freshman Bridge for summer 2021 had nearly 2,000 freshman participate in academic and social emotional learning activities to help them start high school on a positive note. The goal of the Freshman Bridge program is to get students excited about the school year and to begin developing a sense of community within their schools, relationships with staff and peers, and strategies that will contribute to their high-school success prior to the start of the 2021-22 school year. Freshman Bridge was held on August 5 and 6, 2021, at all of the schools that have ninth grade. In addition, nine schools invited sophomores to engage in a one-day bridge program to become acclimated to their new surroundings, as some had never been at their high schools due to the pandemic. Sophomores had the opportunity to meet their teachers, counselors, and classmates in preparation for the new school year.

MPS Schools Welcome Students Back for In-person Learning

MPS early-start schools across the city, including all high schools, middle schools, and connected elementary schools, were back in session on August 16. MPS is returning to full-time in-person learning for the 2021–22 school year.

MacDowell Montessori rolled out the red carpet on August 16 for students returning to in-person learning. Students and families were welcomed by Superintendent Dr. Keith P. Posley; Milwaukee Board of School Directors' President, Bob Peterson; Mayor Tom Barrett; County Executive David Crowley; Sheriff Earnell Lucas; MTEA's President, Amy Mizialko; district administrators; and other elected officials and partners. Children were excited to return to school, to see their teachers and friends, and to get ready for hands-on learning.

Principal Andrea Corona welcomed guests and families. Dr. Posley emphasized the importance of returning to classrooms for academic learning and mental wellness and also outlined strategies to keep students and staff safe and healthy as the pandemic continues. The District has expanded COVID-19-mitigation measures that began in spring, which include maximizing ventilation, electronic HEPA filtration units throughout buildings, hand sanitizing stations, frequent hand washing, physical distancing, and wearing of face masks by students and staff.

"I'm very excited to welcome students and staff back into our buildings," said Dr. Posley. "Our teams have worked very hard to ensure safety and to make sure students receive all the supports they need. This is an important school year and we are committed to helping all students achieve."

MacDowell Montessori, located at 6415 W. Mount Vernon Avenue, is one of seven Montessori schools in MPS and is the only K3-12th-grade public Montessori school in the nation. Montessori education, which is based in hands-on learning, allows children to work at their own pace. MacDowell Montessori is.

MPS schools on the traditional calendar (most elementary schools) will begin on Thursday, September 2. Families who have questions about start dates should contact their children's schools.

MPS's "Return to the Classroom Family Guide" will Help Families Get Ready for School

MPS has created a "Return to the Classroom Family Guide" with important information about returning to in-person learning this fall. Get information about health and safety procedures, COVID-19-mitigation strategies, ways to keep students safe, and other important updates in schools.

The District recommends that all families read the guide before the first day of school. This publication will answer many questions about school procedures and the preparations which the District has made to enhance the safety of students and staff.

The book is currently available on the MPS Roadmap to Readiness website in English under the Quick Links section. Translations in Arabic, Burmese, Hmong, Karen, Rohingya, Somali, and Spanish will be added soon.

Get ready for a successful school year — check out the Family Guide today!

Students Follow Pathways to Complete Credits and to Graduate from High School

Milwaukee Public Schools honored more than 100 students who completed graduation requirements over the summer and earned the right to wear caps and gowns. MPS summer sessions and alternative programs provided critical opportunities to ensure that students could graduate and move on to college and career. A summer graduation ceremony recognizing their accomplishments was held on July 31, 2021, at South Division High School. About 95 students attended. Students wore their school colors and accepted their diplomas from their own school principals at the large ceremony that included family and friends.

By offering both a June session and a July session this summer, MPS increased the opportunities for students to graduate. This summer, students could earn a total of two credits by enrolling in two classes in both sessions. Intensive outreach to students attracted those who could directly benefit from accelerated or recovery options. Offerings led to large enrollment and student success.

MPS is proud to send these students on their personal journeys ready for college and career.

Register for the 14th Annual MPS Run Back to School!

Celebrate the start of the 2021-22 school year with Milwaukee Recreation at the 14th annual MPS Run Back to School! Join us for this 5K run/1.5-mile walk through Washington Park. Proceeds support MPS wellness and youth recreation programs.

Event Information

- Date: Saturday, August 28, 2021
- Start Time: 9:00 a.m.
- Start & Finish Line: Wick Playfield (park in the lot next door, behind the MPS Central Services building: 5225 W. Vliet St.)
- Cost: $5 for youth/$15 for adults ($20 for adults after Aug. 12)
- Mobile Vaccine Clinic will be onsite

Fee includes an event t-shirt and race bag.

Following the success of the 2020 Virtual Challenge, this year's event will feature several virtual elements in the lead-up to the in-person race! Registrants can join Milwaukee Recreation's Wellness Community Facebook Group to participate in the challenges, to post photos, and to join the conversation with fellow participants!

Schools Can Receive up to $1,000 in Grants by Forming an RBTS Team! Make sure you rally your team for the MPS Run Back to School race and apply for a grant for your school! Not only will you help kick off the 2021-22 school year with hundreds of local MPS supporters, school communities with at least 25 registered participants are eligible for a $500 grant to support a sport or wellness need in their school! The school with the most registered participants is eligible for a $1,000 grant to support a sport or wellness need in their school! Anyone from the community can join a school team. After the race, school teams who met the minimum participant requirement will need to fill out a form that states how the funds will be used in order to receive the grant.

In the past, schools have used the grant funds for:

- new gym and sports equipment
- new uniforms
- sports registration fees
- rental of the Wacky Wheels Skate Van for its students

Nominate a team captain for your school and start your team today!

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

(Item 1) Action on a Technical Amendment to Correct Contract Items Previously Approved

Background

On July 29, 2021, the Board approved the Award of Professional Services Contracts for the Partnership for Arts & Humanities (PAH). This included awards to 50 community-based organizations.

Organization	Vendor Number	Allocation
53212 Presents	V031453	$1,600.00
ACLU of Wisconsin Foundation	V006042	$45,000.00
All Hands Boatworks	V025010	$22,804.00
America SCORES Milwaukee	V021619	$47,971.00
Art Start	V029298	$39,000.00
Artists Working in Education	V0771864	$85,000.00
Arts At Large, Inc	V011621	$70,550.00
ArtWorks for Milwaukee	V014001	$27,173.00
Bay View Community Center	V0807117	$4,966.00
Bembé Drum and Dance	V029982	$50,700.00
Black Arts MKE	V027386	$49,887.00
Boys & Girls Clubs of Greater Milwaukee	V0285730	$53,982.00
Capita Productions Inc.	V0812552	$25,552.00
Casa Romero	V023063	$28,303.00
COA Youth & Family Centers	V0843067	$61,255.00
Ex Fabula	V029797	$29,050.00
First Stage	V0456896	$85,000.00
Girl Scouts of Wisconsin Southeast	V0610615	$16,200.00
Hmong American Friendship Assn Inc.	V0401269	$43,965.00
Keep Greater Milwaukee Beautiful	V0340170	$20,339.00
Lead2Change, Inc.	V026163	$37,536.00
LocoMotion Dance Company	TBD	$21,159.00
Marcus Performing Arts Center	V016054	$25,140.00
Milwaukee Art Museum	V0132780	$21,331.00
Milwaukee Ballet Company	V0196517	$25,433.00
Milwaukee Christian Center	V004238	$35,000.00
Milwaukee Institute of Art & Design	V0664537	$21,765.00
Milwaukee Repertory Theater	V0254746	$47,979.00
Milwaukee Youth Symphony Orchestra, Inc	V000563	$70,550.00
Neighborhood House of Milwaukee	V0351318	$14,497.00
Neu-Life Community Development	V011666	$8,000.00
Quasimondo Physical Theatre	V031401	$6,000.00
Radio Milwaukee	V016580	$31,832.00
Running Rebels Community Organization	V0649031	$85,000.00
SHARP Literacy	V0854166	$4,278.00
Sixteenth Street Community Health Centers	V022669	$29,000.00
Sojourner Foundation	V030554	$41,194.00
TBEY Arts Center, Inc.	V025005	$17,152.00
Teens Grow Greens	V027978	$42,048.00
TransCenter for Youth, Inc.	V025930	$27,132.00
TRUE Skool	V023829	$70,550.00
Unity in Motion	V030973	$41,500.00
UW-Milwaukee/ArtsECO	V004186	$22,710.00
UW-Milwaukee/Electa Quinney Institute	V004186	$17,654.00
Victory Garden Initiative	V024590	$44,376.00
Walker's Point Center for the Arts	V0436038	$27,200.00
Wild Space Dance Company	V0597163	$10,370.00
Wisconsin Conservatory of Music	V0319716	$23,680.00
Woodland Pattern Book Center	V0352373	$66,261.00
Xalaat Africa Drum and Dance for Life Inc.	V023264	$6,000.00
Contract Awards Total:		$1,750,624.00

This item was presented with a term of September 1, 2020, through August 31, 2021. The item should have stated that the contracts' term is September 1, 2021, through September 30, 2022. The contract template provided under separate cover reflects the correct term and conditions for the 50 contracts approved with this item.

On June 24, 2021, the Board approved the award of professional services contracts related to nutrition. This included a contract to Bongards Creameries. This item was correctly presented as Bongards Creameries; however, in the documentation, the vendor is incorrectly listed as Bongard's or Bongards'. A technical

amendment is requested to correctly reflect the correct vendor name of Bongards Creameries in the Second Extension Modification.

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

N/A

Implementation and Assessment Plan

Upon the Board's approval, the contracts and extension will be prepared for appropriate signature and execution.

Recommendation

The Office of Board Governance, in consultation with the Administration, recommends approval of the technical amendments to the documents as provided under separate cover.

Director O'Halloran moved to approve the technical amendments.

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

Background

At the state level, Wisconsin continues to maintain an unallocated balance that exceeds $1 billion. Those funds are outside of the budget-stabilization fund and could be used to fund programs.

Senate Bill 411, related to instruction and training related to anti-racism and anti-sexism, received a joint hearing in front of the Senate and Assembly Education committees. At a minimum, the bill lacks clear definition and is commonly seen as a piece of legislation that would limit or eliminate discussion of issues that include racism and sexism. MPS and other education groups are opposed to the bill.

At the federal level, a significant infrastructure bill has passed the U.S. Senate; however, the bill does not include significant school infrastructure funding that was originally proposed by President Biden. Both the infrastructure bill and the work on the federal budget, which could include significant support for schools, will move forward over the coming months.

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 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 July through mid-August.

Report to the Milwaukee Board of School Directors, August 2021

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 completed the analysis of FY21 activities, outputs, and outcomes.

Accountability and Efficiency Services

Between July 18, 2021, and August 16, 2021, Accountability and Efficiency Services fulfilled nine requests for information/research, three constituent inquiries, four requests for data analysis/visualization, and one special project. Requests included, but were not limited to, analysis of sending and receiving data, enrollment data, and facilities data.

Accountability and Efficiency Services also continued to advance the OAE's strategic plan, which during FY22 will focus on the Office's data-analysis program. During the reporting period, opportunities for automation of repeat requests for analysis were identified, and approaches to automation were explored.

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

Contract Compliance Services

On August 13, 2021, Contract Compliance Services (CCS) participated in the Opportunity Youth Re-engagement Program Citywide Steering Committee's meeting. The purpose of the session was to provide attendees with an overview and history of the collective-impact model and to develop strategies centered around education, youth civic engagement, health and wellness, case management, and coaching.

CCS shared ideas on leveraging its Communities in Need (COIN) and student-engagement program initiatives to support and to unite youth re-engagement efforts. Additionally, attendees discussed how to ensure Elementary and Secondary School Emergency Relief (ESSER) funding decisions produce maximum educational and economic benefits for neighborhoods and communities where the recovery and redevelopment needs are greatest.

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

A final report on work completed as part of the OAE's FY21 Work Plan has been provided under separate cover.

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

The following items were set aside from the Report of the Committee on Accountability, Finance, and Personnel:

- Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-term Employment (LTE) Contracts Exceeding 60 Days, which was set aside at the request of the Administration;
- Item 4, Action on Resolution 2122R-009 by Director Peterson Regarding COID-19 Vaccinations, which was set aside at the request of President Peterson;
- Item 7, Action on the Award of Exception-to-bid Contracts, which was set aside at the request of President Peterson; and
- Item 9, Action on a Request to Approve the Lease Agreement with Milwaukee Excellence Charter School for the Douglas School Located at 3620 North 18th Street, which was set aside at the request of Director Herndon.

The following item was set aside from the Report of the Committee on Student Achievement and School Innovation:

- Item 2, Action on Resolution 2122R-001 by Director O'Halloran on Charter School Program and Process, which had been forwarded to the Board without 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.

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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				
5	Steven Hochschild	Auto Mechanic	$52,860.00	07/01/2021
2	Rita Cunningham	Building Service Helper I	$15.18/hr.	07/12/2021
2	Tyionn Gunn	Building Service Helper I	$15.18/hr.	07/19/2021
5	Aurelia Islas	Building Service Helper I	$15.18/hr.	06/28/2021
2	Shallie Johnson	Building Service Helper I	$15.18/hr.	07/12/2021
2	Kayla Moore	Building Service Helper I	$15.18/hr.	07/12/2021
2	Timothy Moore	Building Service Helper I	$15.18/hr.	06/28/2021
2	Angel Quinn	Building Service Helper I	$15.18/hr.	07/12/2021
2	Adrian Rucker	Building Service Helper I	$15.18/hr.	06/28/2021
2	Mariah Shareef	Building Service Helper I	$15.18/hr.	06/28/2021
2	Anthony Stewart	Building Service Helper I	$15.18/hr.	07/12/2021
2	Antonio Watson	Building Service Helper I	$15.18/hr.	07/19/2021
5	David Michelberger	Electrician	$42.84/hr.	06/28/2021
5	James Yets	Electrician	$42.84/hr.	07/06/2021
4	David Garcia	Painter	$15.18/hr.	06/21/2021
Promotions				
2	Tony Bowen	Building Service Helper II	$36,679.60	07/12/2021
2	Kevin Elliott	Building Service Helper II	$35,152.00	06/28/2021
2	Christopher Gandy	Building Service Helper II	$35,854.00	07/15/2021
2	Rajshaun Hawkins	Building Service Helper II	$37,774.00	07/23/2021
2	Romell Jackson	Building Service Helper II	$35,152.00	06/28/2021
7	Jazmine Jones	Building Service Helper II	$35,152.00	06/28/2021
2	John Northern	Building Service Helper II	$35,152.00	06/28/2021
2	Mario Davis	Boiler Attendant Trainee	$40,563.00	07/12/2021
2	Alicia Cosey	Human Resources Assistant	$36,151.00	07/06/2021
5	Brooke Kais	Human Resources Assistant	$33,785.00	07/07/2021
2	A McDonald	IT Service Technician II	$62,254.00	07/01/2021
5	Beau Rick	IT Service Technician II	$54,015.00	07/01/2021
2	Michael Hill	School Engineer I	$47,963.15	06/28/2021
2	Alicia Moore	School Engineer I	$50,224.24	06/28/2021
2	Carolyn Watson	School Engineer I	$50,224.24	06/28/2021
2	Reginald Cooksey	School Engineer II	$54,997.00	07/12/2021
2	Gwendolyn Anderson Starks	Secretary II	$43,534.00	07/26/2021
2	Kimberly Grant	Secretary II	$46,377.00	07/19/2021
Rehires				
2	Johnny Brelove	Building Service Helper I	$15.18/hr.	06/21/2021
2	Laquita Moody Howled	Building Service Helper I	$15.18/hr.	07/19/2021

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	Salary	Date
Teachers				
4, nr	Alvarez Valine, Lorna	Gen'l Elem and K5 — All Grades	$63,009.00	8/26/2021

Codes	Name	Appointment	Salary	Date
5, r	Anstead, Allison M	AMP Music	$44,870.00	8/26/2021
5, r	Berger, Tyler M	AMP Music	$44,870.00	8/26/2021
5, nr	Blanco, Laura R	Music	$59,851.00	8/26/2021
5, nr	Borck, Abbey L	Gen'l Elem and K5 — All Grades	$44,870.00	8/26/2021
2, r	Bragg, Kay A	Mult-cat. Comp. SEN	$53,373.00	8/28/2017
5, nr	Cochrane, Jordan	ESL	$44,870.00	8/26/2021
5, r	DAgostino, Isabella Marie	General Operations	$44,325.00	8/26/2021
5, r	Donkersgoed, Carissa A	SAGE	$51,466.00	8/26/2021
5, nr	English, Margaret	Gen'l Elem and K5 — All Grades	$49,212.00	8/26/2021
5, r	Grajkowski, Kara Lynn	Gen'l Elem and K5 — All Grades	$44,325.00	8/26/2021
5, r	Hansen, Karissa A	Reg (five-year-old) Kindergarten	$49,817.00	8/26/2021
5, r	Hegreberg, Rachel C	Gen'l Elem and K5 — All Grades	$44,870.00	8/26/2021
5, nr	Heldman, Molly A	Gen'l Elem and K5 — All Grades	$44,325.00	8/26/2021
5, r	Hogue, Madeline N	General Operations	$44,325.00	8/26/2021
5, nr	Hyland, Aimee L	Grant, Transitional	$66,978.00	8/26/2021
3, r	Kaiser, Kaitlyn	Title I, School-wide	$44,870.00	8/26/2021
5, r	Kolehmainen, Alyssa J	Mult-cat. Comp. SEN	$44,325.00	8/26/2021
5, nr	Kravat, Jennifer	Spec Ed Multi-cat	$67,802.00	8/26/2021
5, nr	Krysan, Sarah A	AMP Music	$44,325.00	8/26/2021
5, nr	Lindner, Jennifer E	Gen'l Elem and K5 — All Grades	$44,870.00	8/26/2021
5, nr	Machajewski, Amanda L	Gen'l Elem and K5 — All Grades	$44,870.00	8/26/2021
5, nr	Maki, Jordyn	Gen'l Elem and K5 — All Grades	$44,325.00	8/26/2021
5, nr	Mauck, Julia L	Spec Ed Multi-cat	$44,870.00	8/26/2021
1, r	Meyers, Lora Ann	Gen'l Elem and K5 — All Grades	$44,870.00	8/26/2021
5, nr	Nelson, Madeleine	Reg (five-year-old) Kindergarten	$44,870.00	8/26/2021
5, nr	Sawyer, Alissa Jean	ESL	$63,009.00	8/26/2021
5, nr	Springman, Gregory R	Local Grants	$55,728.00	8/26/2021
5, r	Stanislawski, Audra	SAGE	$49,817.00	8/26/2021
2, r	Stewart, Linnibrent M	Mult-cat. Comp. SEN	$44,870.00	8/26/2021
5, r	Stueckroth, Emma K	ESL	$54,764.00	8/26/2021
5, r	Yang, Nhia	Kindergarten (four-year-old)	$67,802.00	8/26/2021

Speech Pathologist

5, r	Toth, Bailey E	Speech Pathology	$49,887.00	8/26/2021
5, r	White, Hailey	Speech Pathology	$49,887.00	8/26/2021

School Social Worker

5, r	Fischer, Madeline Rae	School Social Work	$56,324.00	8/18/2021
2, r	Griffin, Shawneice C	School Social Work	$56,324.00	8/18/2021

School Social Worker, Early Start

4, nr	Jones, Lauren	IDEA — Diagnostic	$56,324.00	8/2/2021
5, r	Koenemann, Amber L	School Social Work	$58,127.00	8/2/2021
4, r	Moreno, Nadia S	School Social Work	$56,324.00	8/2/2021
4, r	Rivera, Ronnie	School Social Work	$65,341.00	8/2/2021

Occupational Therapist

2, r	Humphrey, Adrianna	Therapist — Occupational	$61,770.00	8/26/2021

Teachers, Early Start

5, nr	Alioto, Shannon M	General Operations	$44,870.00	8/9/2021
5, nr	Burdick, Timothy Scott	Multi-cat EEN	$44,325.00	8/9/2021
5, nr	Carlson, Katie Anne Elizabeth	Music	$47,962.00	8/9/2021
5, nr	Chung, Chynna M	Music	$44,870.00	8/9/2021
5, r	Cox, Jessica	AMP Art	$44,870.00	8/9/2021
4, r	Cranley, Emma	Gen'l Elem and K5 — All Grades	$44,325.00	8/9/2021
5, r	DuPage, Tamara R	ESL	$64,194.00	8/9/2021
5, nr	Follett, Brett A	Science	$44,870.00	8/9/2021
5, r	Friedrich, Wesley	Art	$47,962.00	8/9/2021
5, nr	Ginster, Madelin J	Kindergarten (four-year-old)	$44,325.00	8/9/2021

Codes	Name	Appointment	Salary	Date
5, nr	Jasiak, Kimberly J	Mathematics	$44,870.00	8/9/2021
2, r	Johnson, Alicia R	Foreign Language	$53,373.00	8/9/2021
5, nr	Kitchen, Nicole	Mult-cat. Comp. SEN	$67,802.00	8/9/2021
5, nr	Klemish, Damian J	Health & Phy Ed	$44,325.00	8/9/2021
5, nr	Klemm, Louis D	Social Studies	$44,870.00	8/9/2021
5, nr	Koch, Angela M	AMP Art	$52,470.00	8/9/2021
5, nr	Kraft, Tyler E	AMP Music	$45,954.00	8/9/2021
5, r	Milaeger, Rebecca Anne	K8 Schools	$51,466.00	8/9/2021
5, r	Milbrath, Ryan M	Spec Ed Multi-cat	$66,978.00	8/9/2021
5, nr	Nass, Sydni M	Gen'l Elem and K5 — All Grades	$44,325.00	8/9/2021
5, r	Neureuther, Ashley S	Middle-school — General	$44,325.00	8/9/2021
5, r	Osborn, Abbey	ENGLISH	$46,519.00	8/9/2021
5, nr	Overland, William	Social Studies	$44,870.00	8/9/2021
5, r	Polzin, Sierra R	Foreign Language	$44,870.00	8/9/2021
5, r	Regan, Lily	Middle-school — General	$44,870.00	8/9/2021
5, r	Rocha, Meghan M	Mult-cat. Comp. SEN	$44,870.00	8/9/2021
5, r	Sprague, Nicholas I	Social Studies	$61,360.00	8/9/2021
3, r	Thao, Shannon Kimberly	English	$44,325.00	8/9/2021
5, nr	Wagner, Julia L	Gen'l Elem and K5 — All Grades	$44,870.00	8/9/2021
5, r	Weber, Vanessa J	Mult-cat. Comp. SEN	$60,587.00	8/9/2021
5, r	Wrensch, Christopher	Social Studies	$44,870.00	8/9/2021
5, r	Y elk, Kamryn	Gen'l Elem and K5 — All Grades	$44,870.00	8/9/2021

Library Media Specialist, Early Start

2, r	Madlock Gatison, Annette	AMP LIB	$46,985.00	8/2/2021

School Counselor, Early Start

5, nr	Rathmann, Joel A	Guidance	$47,962.00	8/9/2021
5, nr	Volkert, Patrick	Guidance	$47,962.00	8/9/2021

Speech Pathologist, Early Start

3, nr	Her, Aleshea	Speech Pathology	$50,501.00	8/9/2021
5, nr	Mecham, Olivia	Speech Pathology	$49,887.00	8/9/2021
5, r	Stallons, Alyssa M	Speech Pathology	$50,501.00	8/9/2021
5, nr	Tomberlin, Mary O	Speech Pathology	$50,501.00	8/9/2021

Science Teaching Specialist

5, r	Nowak Gimenez, Rebecca A	Science	$88,670.00	8/26/2021

School Psychologists

4, r	Amoruso, Juliana A	CS — Psychological Services	$57,844.00	8/18/2021
5, r	Caine, Sierra L	CS — Psychological Services	$57,844.00	8/18/2021
5, nr	Frankenthal, Patrick A	CS — Psychological Services	$57,844.00	8/18/2021
5, nr	Lombardi, Jonathon	CS — Psychological Services	$57,844.00	8/18/2021
5, r	Maederer, Jennifer L	CS — Psychological Services	$72,272.00	8/18/2021
5, r	Messman, Grant M	CS — Psychological Services	$57,844.00	8/18/2021
5, nr	Molenda, Edward	CS — Psychological Services	$57,844.00	8/18/2021
5, r	Orszula, Lauren E	CS — Psychological Services	$57,844.00	8/18/2021
2, r	Perry, Whitni D	CS — Psychological Services	$61,892.00	8/18/2021
4, r	Sandoval, Jacqueline	CS — Psychological Services	$57,844.00	8/18/2021

Permit Teachers

2, r	Johnson, CaSandra A	Spec Ed Multi-cat	$20,028.00	8/26/2021
5, r	Kassens, Annie	Art	$44,073.00	8/26/2021
5, nr	Vieaux, Kelly A	Mult-cat. Comp. SEN	$44,073.00	8/26/2021

Permit Teachers, Early Start

2, r	Green.Justin	AMPHPE	$44,073.00	8/9/2021
5, nr	Pierce, Olyvia L	English	$44,073.00	8/9/2021

Codes	Name	Appointment	Salary	Date
5, r	Sundeen.Grace E	Science	$44,073.00	8/9/2021
2, nr	Webb, Kimberly A	Mult-cat. Comp. SEN	$44,073.00	8/9/2021

Codes		Counts Teachers	SSW	Psych	Other	Total
1	Native American	1	0	0	0	1
2	African American	6	1	1	2	10
3	Asian/Oriental/Pacific Islander	2	0	0	1	3
4	Hispanic	2	3	2	4	11
5	White	60	2	7	4	73
6	Other	0	0	0	0	0
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	15	1	4	2	22
	Female	56	5	6	9	76
nr	Non-resident					
r	Resident					

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, November 2019		
Thomas Breitrick	Out of Assignment	11/05/19
Illness Leave, April 2021		
Vanja Suvajac	Hamilton High School	4/12/21
Fawn Wosika	Out of Assignments	4/27/21
Illness Leave, September 2021		
Deborah Kuether	Washington High School of Info Tech.	9/16/21
Personal Leave, August 2021		
Elizabeth Poehlman	Allen-Field School	8/26/21
Rachel Warnacut	Alliance High School	8/30/21
Personal Leave, September 2021		
Christopher Barnes	King High School	9/13/21

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Other Work	16.0	5	Melissa Arndt	Teacher	German Imm	07/19/2021
Personal	20.4	5	Rebekah Arthurs	Teacher	Central Svcs	08/02/2021
Other Dist	5.9	2	Jennifer Berry	Teacher	Marshall	06/21/2021
Other Dist	5.0	4	Maxwell Campos	Teacher	Rufus King HS	07/19/2021
Other Dist	2.0	2	Sapphire Canser	Teacher	Green Tree Prep	07/07/2021
Other Dist	28.1	2	Janice Carter	Principal	Pratt	06/30/2021
Personal	36.7	4	Sonia Cordova Taber	Teacher	Forest Home	09/18/2021
Personal	19.9	2	Ryann Counce Barnes	Teacher	Central Svcs	07/14/2021
Other Dist	4.0	7	Amber Danyus	Teacher	Green Tree Prep	06/14/2021
Other Dist	3.0	5	Janine Derrick	Teacher	Starms	07/13/2021
Personal	7.8	4	Joanne Diaz Colome	Teacher	Kagel	07/19/2021
Other Dist	4.2	7	Nicole Dower	Teacher	Whitman	06/15/2021
Other Dist	6.0	5	Philip Fitzgerald	Teacher	ALBA	06/30/2021
Personal	3.9	5	Elizabeth Fons	Teacher	Riverside	05/29/2021
Personal	1.0	4	Jennifer Funk Collins	Teacher	Sherman	08/13/2021
Other Dist	6.0	5	Lindsey Gerszewski	Teacher	Riverside	07/14/2021
Personal	5.1	5	John Hagedorn	Teacher	Obama SCTE	06/19/2021
Retire	39.0	2	Robert Hamilton	Teacher	Vincent	07/15/2021
Personal	6.0	7	Danielle Harris	Teacher	Pulaski	07/13/2021
Other Dist	1.0	2	Kyle Jackson Robinson	Teacher	HS of the Arts	06/30/2021

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	26.0	2	Latricia Johnson	Coord II	Lancaster	07/30/2021
Personal	8.9	2	Patrick Johnson	Counselor	Franklin	06/29/2021
Other Dist	0.9	5	Hanan Kaloti	Teacher	Craig	07/08/2021
Other Dist	1.0	2	Shelby Kimbrough	Teacher	Lancaster	07/15/2021
Other Dist	4.7	1	Linda Langen	Counselor	Victory	06/25/2021
Personal	2.9	2	Kyla Lee	Teacher	Carver Academy	06/15/2021
Other Dist	1.9	5	Jessica Luxner	Teacher	Hayes	08/15/2021
Personal	4.6	4	Jordan Macak	Teacher	French Immersion	06/15/2021
Retire	33.0	5	Cynthia McMahon	Coord III	Central Svcs	07/07/2021
Retire	9.5	5	Michelle Mittelstadt	Teacher	53rd Street	07/15/2021
Other Dist	3.0	5	Madelyn Murphy	SLP	Neeskara	07/19/2021
Retire	36.7	5	Lynn O Dell	Coord III	Central Svcs	08/08/2021
Personal	15.9	5	Nick Patenaude	Teacher	Story	06/28/2021
Personal	26.6	2	Carmen Patterson	Teacher	Dr. King Elem	07/16/2021
Personal	4.6	5	Rebekah Perdue Morin	Teacher	Hopkins Lloyd	06/11/2021
Other Dist	5.9	5	Dena Pulos	Teacher	Burbank	06/29/2021
Personal	0.9	5	Casey Riesch	Teacher	Thurston Woods	06/16/2021
Other Dist	9.5	5	Mary Rogers	Teacher	Garland	07/14/2021
Personal	0.9	5	Anna Romportl	SLP	Riley	06/16/2021
Other Work	1.9	5	Mark Schefus	Teacher	Carson Academy	06/15/2021
Other Work	4.9	5	Marni Seigle	Teacher	Carver Academy	06/11/2021
Personal	2.9	4	Makaila Silva	Teacher	Engleburg	06/16/2021
Retire	7.5	5	Donna Sobel	Teacher	Pulaski	08/06/2021
Other Dist	8.0	5	Siegfried Spelter	Teacher	Hayes	06/30/2021
Other Work	1.0	5	Joseph Steiner	Teacher	Bradley Tech	07/04/2021
Retire	26.9	5	Cynthia Stott	Teacher	Emerson	07/20/2021
Retire	30.8	2	Debra Thomas	Teacher	Starms	05/28/2021
Other Work	1.9	2	Jordan Thornton	Rec Assoc II	Central Svcs	05/26/2021
Other Work	2.0	5	Korissa Trevorrow	Teacher	Keefe	06/30/2021
Other Work	15.2	2	Jamal Turrentine	Teacher	Washington HS	06/04/2021
Personal	11.6	5	Kristy Tweedy	SSW	Central Svcs	06/29/2021
Other Dist	1.0	5	Lauren Ullmann	Teacher	Lloyd Barbee	07/01/2021
Personal	21.0	2	Jamilah Underwood	Teacher	Bruce	07/19/2021
Retire	20.0	2	Brenda Ward	SSW	North Division	08/16/2021
Personal	5.4	2	Tonya White	Teacher	South Division	06/16/2021
Personal	4.8	2	Latoya Wilson	Teacher	Mitchell	06/16/2021

Classified Retirements

Retire	29.6	2	Alice Baxter Staples	Para	JMAC	07/22/2021
Retire	23.7	5	Nancy Capelle	Secretary I	French Imm	06/25/2021
Retire	18.7	4	Carlos DeArteaga	Auditor II	Central Svcs	07/06/2021
Retire	30.4	2	Renee Gregory	Secretary I	Keefe	06/25/2021
Retire	33.0	5	Susan Musil	Secretary I	Riverside	07/01/2021
Retire	28.7	2	Victoria Spinks	Secretary I	MACL	06/25/2021
Retire	22.9	2	Gerald Turner	BSH II	Alliance	07/01/2021
Retire	34.8	4	Silvia Valle	Secretary I	Longfellow	06/25/2021

Codes:

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

Affirmative Action Monthly Personnel Transaction Report

The Affirmative Action monthly personnel transaction report for July 2021 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, 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	Assignment	Sched	Range	Amount
2, r	Yashica Spears	EEOC Compliance Specialist I	Office of the Chief of Human Resources	03	08A	$75,504
2, r	Eulalia Mueller	Financial Planning & Budget Coordinator III	Office of the Chief of Finance	03	08A	$73,239
4, nr	Leslie Wroblewski	Dietitian Specialist	Office of the Chief of Finance	03	08A	$70,465
1, nr	Lesley Pierson	Assistant Principal — Metcalfe	Office of the Chief of School Administration	03	10C	$69,014
2, r	Tiffany Moody	Administrative Assistant III	Office of the Chief of Academics	03	03A	$61,957
5, nr	Theodore Wegner	Risk Management Analyst I	Office of the Chief of Finance	03	05A	$57,197
4, r	Jessica Najera	Planning Assistant III	Office of the Chief of Academics	03	03A	$47,665

Recommended LTE Contracts Exceeding 60 Days (to be effective upon the Board's approval)

Your Committee 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	Lorraine Applewhite	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	07/12/21-12/31/21
5, r	Susan Apps	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/21-12/31/21
6, r	Ali Hatab	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/21-12/31/21
5, r	Joseph Hartlaub	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/21-12/31/21
4, r	Yvette Martel	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/21-12/31/21
5, r	Virginia McFadden	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/21-12/31/21
2, r	Winifred Tidmore	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	07/01/21-12/31/21
5, r	Joseph Conti	Math Support Teacher	Office of the Chief of School Administration	$30.00	09/01/2021-03/01/2022
5, nr	Colleen Munch	Transformative Reading Instruction TRI Coach	Office of the Chief of School Administration	$30.00	09/07/21-03/07/22

Codes	Name	Position	Assignment	Hourly Wage	Dates
4, r	Maria Navarro	Human Resources Assistant	Office of the Chief of Human Resources	$25.00	07/01/2021-01/01/2022

The Administration requested that, under the recommended appointments, the salary range for Jessica Najera, Planning Assistant III in the Office of the Chief of Academics, be amended from 03A to 02a.

Director Garcia moved to approve the Committee's recommendation, with the appointments to be amended as requested by the Administration.

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 a Request for Approval of Job Description for Chef (Kitchen Associate II)

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth for approval the job description of Chef (Kitchen Associate II). This position will:

1. provide culinary expertise in writing recipes and menus for the District;
2. provide culinary training to front-line nutrition services staff as well as assist with the catering program and *a la carte* meals;
3. develop, evaluate, and implement new recipes for the students; and
4. work closely with nutrition-production staff, schools, parents, and the community through events and demonstrations.

The essential functions of the position will be:

- to provide leadership and to collaborate with the staff to write recipes and menus that adhere to all federal, state, and local nutrition and sanitation guidelines;
- to develop, to test, and to revise recipes, with a focus on efficient use of USDA-commodity foods;
- to use locally-sourced ingredients and farm-fresh fruits and vegetables when practicable;
- to develop and to monitor innovative recipes and menus to reflect the culinary trends for a diverse population of students' taste preferences;
- to provide culinary training to Nutrition Services' staff to ensure the highest-quality food safety, food production, presentation, and employee safety;
- to develop materials and procedures relevant to the preparation and service of new recipes;
- to provide technical guidance to school nutrition staff to ensure compliance to and consistency of food-preparation standards and recipe standardization;
- to represent the Department to staff, to schools, and to the community to increase students' participation and to promote school nutrition programs;
- to assist with District's catering orders;
- to work with departmental personnel to execute special student and district activities and events, to include catering, cooking demonstrations, and media events;
- to attend conferences and other professional development as required by the Department;
- to actively support the MPS Strategic Plan; and
- to complete other duties as assigned.

This position, which will be under the Department of Nutrition Services in the Office of Finance, will report to Manager II, Operations. The pay grade will be 04A, with a salary range of $53,246-$76,471.

A detailed description of this position is provided in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures. The position has been approved in the FY22 budget.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Human Resources will post the position and begin the recruitment process.

Committee's Recommendation

Your Committee recommends that the Board approve the job description, as attached to the minutes of your Committee's meeting, for the position of Chef (Kitchen Associate II).

* * * * *

(Item 4) Action on Resolution 2122R-009 by Director Peterson Regarding COVID-19 Vaccinations

Background

At its July 29, 2021 meeting, the Board referred Resolution 2122R-009 by Director Peterson to the Committee on Accountability, Finance, and Personnel.

WHEREAS, While the COVID-19 pandemic continues to upend life as we know it, the education of our children must not be interrupted; and

WHEREAS, There has been a strong preference for children to return to full in-person learning, a preference that was supported by the Board in its June 1, 2021, action directing five-day, in-person learning beginning with the start of the 2021-22 school year; and

WHEREAS, There is no approved vaccine for children under age 12 but students are consistently exposed to adults – those who work in the school environment, as well as visitors to the building; and

WHEREAS, Currently only 51.99% of the population in Wisconsin is fully vaccinated and, in Milwaukee County specifically, only 46.17% of the population is fully vaccinated; and

WHEREAS, The Delta variant is the fastest, most formidable version of the coronavirus that causes COVID-19 and, currently the Delta variant represents about 83% of new infections; and

WHEREAS, At the Federal level, the Department of Veterans Affairs will require 115,000 of its frontline health care workers to be vaccinated against the coronavirus in the next two months, making it the first federal agency to mandate that employees be inoculated; and

WHEREAS, Urban areas across the nation are starting to implement vaccination mandates, for example, in New York, where Mayor Bill de Blasio stated that all municipal workers would be required to be vaccinated against the coronavirus by the time schools reopen in September or face weekly testing, a decision backed by the United Federation of Teachers, the largest teachers' union in New York; and

WHEREAS, Hospitals and health care systems nationwide have compelled their employees to get vaccines, and recent court decisions have upheld employers' rights to require vaccinations; and

WHEREAS, The U.S. Equal Employment Opportunity Commission (EEOC) has determined that employers can require vaccines for employees to return to work, as long as the requirement does not violate federal discrimination laws and so long as reasonable accommodations are made for employees who are exempt from mandatory immunization based on the Americans with Disabilities Act, Title VII of the Civil Rights Act and other federal laws; now, therefore, be it

RESOLVED, That the Board hereby directs the Administration to explore the feasibility of implementing mandatory COVID vaccinations for all employees; and be it

FURTHER RESOLVED, That the exploration include information on

- The legality and enforceability of such a mandate;
- The means by which employees may request an accommodation or waiver pursuant to the requirements of the ADA, Title VII of the Civil Rights Act, and other federal and state laws that may require a waiver option;
- The means by which employees who are not vaccinated will be required to be tested weekly for COVID, in a manner that protects their privacy rights under the Health Insurance Portability and Accountability Act (HIPAA); and, be it

FURTHER RESOLVED, That the Administration report its findings to the Board no later than the September 2021 Board cycle.

The resolution directs the Administration to explore the feasibility of implementing mandatory COVID-19 vaccinations for all employees.

The Administration is recommending adoption of the resolution, with an amendment to the timeline for the Administration to report its findings from the September 2021 board cycle to the October 2021 board cycle. This will allow the Administration the necessary time to complete a thorough exploration, to include consultation with the Office of the City Attorney.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will begin exploring the feasibility of implementing mandatory COVID-19 vaccinations for all employees.

Committee's Recommendation

Your Committee recommends that the Board adopt Resolution 2122R-009 by Director Peterson with a report to come back to the Board in October 2021.

The gavel was passed to Vice President Taylor at 7:08 p.m.

Director Peterson moved to adopt the resolution with the following changes:

RESOLVED, That the Board hereby directs the Administration to explore the feasibility of implementing mandatory COVID vaccinations for all employees; and be it

FURTHER RESOLVED, That the exploration include information on

- the legality and enforceability of such a mandate;
- the means by which employees may request an accommodation or waiver pursuant to the requirements of the ADA, Title VII of the Civil Rights Act, and other federal and state laws that may require a waiver option; and
- the means by which employees who are not vaccinated will be required to be tested weekly for COVID, in a manner that protects their privacy rights under the Health Insurance Portability and Accountability Act (HIPAA);

and, be it

FURTHER RESOLVED, That the plan include a component to offer an incentive to eligible students and staff who have been or will be vaccinated; and be it

FURTHER RESOLVED, That, based on the investigation in these matters, the Administration include any recommendations and any adjustments to protocols that may be necessary to lessen the likelihood of staff and students contracting COVID 19; and be it

FURTHER RESOLVED, That the Administration report its findings and recommendations ~~to the Board no later than the September 2021 Board cycle~~ at a special meeting of the Board to be called by the Board's President during the week of September 6, 2021.

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.

* * * * *

The gavel was returned to President Peterson at 7:19 p.m.

(Item 5) Action on Monthly Finance Matters: Authorization to Make Purchases; Change Orders in Excess of $25,000; Report on COVID-19 Expenditures; Report on Administrative and 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 Eight Ford Vehicles from Ewald's Hartford Ford, LLC (State Contract)

The Administration is requesting authorization to use a state contract to purchase eight Ford vehicles from Ewald's Hartford Ford, LLC, 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 eight vehicles to be purchased are:

- one 2022 Ford Transit Connect Van XL SWB w/Rear Lift Gate (state contract bid item number F30) at $24,030;
- four 2022 Ford T-250 Low Roof Transit Cargo Vans (state contract bid item number F104) at $29,976 each, for a total of $119,904;
- one 2022 Ford F350 4X4 Truck at $32,488 (state contract bid item number F61) and;
- two 2022 Ford F-350 FWD Supercab Trucks (state contract bid item number F63) at 34,673 each, for a total of $69,346

This will be a one-time purchase, and funds expended will not exceed $245,768.

Budget Code: MTN-0-0-VRP-11-ERVH (Vehicle Replacement — Construction Fund) $245,768

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

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting a change order to an existing contract whose collective net value exceeds $25,000. This is an informational item, and no action is required.

Contract C029697 Chenhalls Nissen

On September 30, 2020, the Administration entered into a contract with Chenhalls Nissen to provide counsel and legal advice to MPS concerning its Labor Condition Application (LCA) with the U.S. Department of

Labor, as well as to complete, to file, and to maintain petitions seeking approval of H1-B classification and extension status from U.S. Citizenship and Immigration Services (USCIS) for MPS employees.

The original contract was in the amount of $49,999.000. We are increasing this contract by $24,999, as we have more employees that need these services.

Original Contract Amount $49,999.00
Increase..... $24,999.00
Adjusted Contract Amount $74,998.00

COVID-19 Preliminary Expenditures through June 30, 2021

Total Amount by Year

Fiscal Year	Estimated Amount
FY20	8,086,986
FY21	42,035,584
Total	50,122,570

Total Amount by Expenditure Type and Fiscal Year

	Estimated Amounts					
		FY21, Quarterly				
Summary Expenditure Type	FY20	1st	2nd	3r	4th	Total Costs
Educational supplies and materials	$492,539	$66,674	$221,661	$17,323	$43,475	$841,672
Technology upgrades , platforms/software/licenses, Chromebooks, hotspots and power adapters	$49,129	$11,562,332	$6,841,809	$4,918,377	$1,268,664	$24,640,311
Personal protective supplies and sanitation	$538,284	$888,478	$1,894,010	$2,062,565	$2,948,210	$8,331,547
Recreation		$10,032	$12,044	$1,467	$13,667	$37,211
Stop, Grab & Go distribution sites	$2,311,645	$844,360	$1,308,053	$904,329	$2,493,823	$7,862,210
Technology/Virtual Learning Staff Development		$82,581	$63,068	$87,764	$5,314	$238,727
Transportation	$4,679,989	$3,475,503				$8,155,492
Translation and interpretation services	$15,400					$15,400
Total	$8,086,986	$16,929,961	$10,340,646	$7,991,825	$6,773,153	$50,122,570

Routine Monthly Reports

The report on change orders in excess of $25,000; the report on administrative and 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			
Audubon High School	Children's Wisconsin	1,000.00	Healthy Schools Challenge
Brown Street School	American Transmission Company	300.00	Trees for Threes
Doerfler School	Donors Choose	500.00	McDonald's gift cards
Parkside School	Maxwell Family	150.00	Field trip
Rufus King High School	MPS Foundation	15,000.00	Reduce Class 2021's Senior Fees
	Total Monetary Donations	*$16,950.00*	

Location	Donor	Amount	Gift or Purpose
Non-monetary Donations			
Bradley Trade & Tech	Donors Choose	443.62	Book study
Doerfler School	Pick N Save	17.45	Five cases of 32-pack water
Doerfler School	Donors Choose	360.15	Math manipulatives
Doerfler School	Donors Choose	500.88	Classroom carpet and blocks
Doerfler School	Donors Choose	588.03	Math manipulatives
Emerson School	The Salvation Army	1,794.00	Socks
Emerson School	Donors Choose	191.21	Creative preschoolers
Emerson School	Milwaukee Urban League	250.00	Munch Lunch learn bags
Fernwood School	Donors Choose	461.45	DC — Crafting with Classmates
Forest Home Avenue School	Donors Choose	483.67	Books for students
Forest Home Avenue School	Donors Choose	556.18	Brain Quest books for students
Fratney Street School	Philippine Cultural Civic Center	5,600.00	Student supplies clothing
Goodrich School	Donors Choose	260.84	Social Skills Are Fun
Goodrich School	Donors Choose	436.00	Teachers Pay teachers' gift cards
Goodrich School	Donors Choose	457.94	Mighty bulldogs
Goodrich School	Donors Choose	618.71	Recess supplies
Goodrich School	Donors Choose	449.18	Mastering reading and writing
Goodrich School	Donors Choose	263.56	Engaging in Emotions
Goodrich School	Donors Choose	821.67	Activity workbooks
Kilbourn School	Donors Choose	516.29	Classroom supplies
King Elem School	Donors Choose	746.00	DC-Supply A Sensational Setup
Kluge School	Donors Choose	151.80	Subscription to NEARPOD online learning tool
Kluge School	Donors Choose	376.60	Classroom supplies
Kluge School	Donors Choose	330.53	Magazine subscription and gift card
Kluge School	Donors Choose	247.41	Document camera
Kluge School	Donors Choose	393.84	Books
Kluge School	Donors Choose	467.40	Stem kits
Manitoba School	Donors Choose	131.50	Math Manipulatives/graph paper
Manitoba School	Donors Choose	534.56	Classroom set of novels
Manitoba School	Donors Choose	233.00	Online learning materials
Ninety-Fifth Street School	Donors Choose	239.38	Literature/math manipulative
Ninety-Fifth Street School	Donors Choose	275.02	Kargol misc.
Ninety-Fifth Street School	Donors Choose	149.70	Kargol loose parts
Ninety-Fifth Street School	Donors Choose	248.32	Corcoran books
Trowbridge School	Donors Choose	151.60	We Need Earbuds
Walt Whitman School	Donors Choose	220.81	Adjustable desk chairs
Walt Whitman School	Donors Choose	182.66	Books
	Total Non-monetary Donations	*$20,150.96*	
Total Value for July 2021		$37,100.96	
Donations from MPS Alumni		*$0.00*	

Committee's Recommendation

Your Committee 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.

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 998 Authorization to Extend a Contract with Wheaton Franciscan Healthcare-Southeast Wisconsin, Inc., and Columbia St. Mary's, Inc., for Licensed Athletic Trainers and Skinfold-testing services

The Administration is requesting authorization to extend the contract with Wheaton Franciscan Healthcare-Southeast Wisconsin, Inc., and Columbia St. Mary's for licensed athletic trainers (LATs) and skinfold-testing services. LATs will provide the following services for an estimated 20 locations for all MPS high-school home games for boys' and girls' soccer and boys' and girls' varsity basketball, wrestling, football, and track conference meets, as well as for MPS's specialty events (e.g., tournaments), as needed.

- evaluation and treatment of injuries sustained by student athletes during schools' athletic events and practices, application of first aid (with MPS's supplies), and recommendations for exercise or physical measures for minor injuries;
- coordination among injured athletes, coaching staff, and team or family physician;
- maintenance of accurate records of all athletic injuries reported by student athletes as occurring during schools' athletic events and of all rehabilitation procedures administered by LATs;
- at the request of the Commissioner of Athletics and Academics, or the school, reviewing the safety of the athletic facilities and making suggestions for the improvement of its athletic healthcare-delivery system, the athletic facilities and equipment, and athletic training program;
- compliance with MPS's rules for student athletic participation, including, but not limited to, concussion testing, hydration, heat-advisory requirements, as provided or communicated to the LATs prior;
- compliance with best practices for the athletic-training industry and adherence to the guidelines set forth by the National Athletic Trainers Association (NATA) or Wisconsin laws and regulations for athletic-trainer services; and
- two dedicated LATs to MPS to assist with recruitment, assignment, and supervision of assigned athletic trainers.

Skinfold testing is a commonly-used method to determine a subject's body-fat percentage.

The contractor was chosen pursuant to RFP 998. The original contract provided for two one-year options to extend if certain performance metrics were met. Wheaton Franciscan Healthcare-Southeast Wisconsin, Inc., and Columbia St. Mary's have met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract, which will run from September 1, 2021, through August 31, 2022. The total cost of the contract in this second extension year will not exceed $69,550.

Budget Code: ATH-0-0-IAT-DW-ECTS (Athletics — Contract Services)..... $69,550.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
42	14	13	No	0	0	NA	NA	200	10

RFP 1022 Authorization to Extend Blanket Contracts with Three Food Manufacturers to Provide Breakfast Kits

The Administration is requesting authorization to extend the blanket contracts with three separate food manufacturers — MinMor Industries, LLC, d/b/a Notables; East Side Entrees, Inc., d/b/a ES Foods, Inc.; and Preferred Meal Systems, Inc. — for provision of breakfast kits ("kits"). Kits will comprise a combination of products that meet USDA's Meal Platter Requirements for Grade Groups of children K3-K4 and K5-12th grade in the school yeas in which they will be served to MPS students. MPS continues to make key efforts to improve the overall quality, nutritional value, and local integrity of food products procured. This has been accomplished by using diverse products, including shelf-stable, refrigerated, and frozen food items, and by decreasing the kits' sugar content, eliminating the Harmful 7 ingredients, and increasing protein. The District has implemented the initiative of reducing the Harmful 7 ingredients found in many food items — trans fats and hydrogenated oils, high-fructose corn syrup, hormones and antibiotics, processed and artificial sweeteners, artificial colors and flavors, artificial preservatives, and bleached flour — and will give

preference to those kits that meet the criteria. The ultimate goal is to address the nutritional needs of the students while improving students' satisfaction.

The kits will be distributed to the District's students Monday through Friday during the school year. The delivery of the kits will be made by the awarded respondents directly to the MPS prime vendor, currently Sysco of Eastern Wisconsin, LLC.

These manufacturers were chosen pursuant to RFP 1022, which closed on August 20, 2019. Each contract ran from October 1, 2019, through September 30, 2020, (the "Initial Term") with the option to extend up to four additional one-year terms if certain performance metrics incorporated into the blanket contract were met. Based on the achievement of these performance metrics, MPS is exercising the second extension ("Year 3"), which will run from October 1, 2021, through September 30, 2022.

Estimated total amounts are not offered for each contract. All payments to these manufacturers are made through the prime vendor, Sysco, and reflected in the amount of that contract.

Budget Code: MinMor Industries, LLC, d/b/a Notables..... $150,000
East Side Entrees, Inc., d/b/a ES Foods, Inc. $600,000
Preferred Meal Systems, Inc. $2,250,000
BKF-0-0-BKF-XX-EFOD..... $3,000,000

RFP 1047 Authorization to Enter into a Contract with Proximity Learning, Inc., for Online Interactive Learning Course System for World Languages, Grades K-12

The Administration is requesting authorization to enter into a blanket contract with Proximity Learning, Inc., ("Proximity") for a vendor-hosted virtual online interactive learning course system for world languages for grades K-12. Proximity will be 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 2021-2022 school year.

For the purposes of direct-to-student online courses with provision of layered levels of support for each course — such as teacher-to-student, student-to-teacher, student-to-student, teacher-to-teacher, and teacher-to-paraprofessional interactions — MPS requires a qualified and developed self-learning vendor-hosted online interactive learning course system for world languages for grade bands K-12. All courses will be administered by a licensed content certified instructor. MPS seeks online interactive world language courses due to changes in graduation requirements, which now include two years of a world language for all high-school students.

Proximity was chosen pursuant to RFP 1047, which closed on July 5, 2022. The contract will run from October 1, 2021, through September 30, 2022, (the "Initial Term") with two additional one-year options to extend if certain performance metrics are met. The total cost of the contract in this year will not exceed $1,000,000.

Budget Code: GEN-0-0INV-DW-ECTS $1,000,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
500	100	425	No	0	0	NA	NA	400	10

RFP 1052 Authorization to Enter into a Contract with Arts at Large, Inc., and Tbey Arts Center, Inc., for Visual Art Expansion-support Services

The Administration is requesting authorization to enter into a contract with Arts at Large, Inc., and Tbey Arts Center, Inc., for visual art expansion-support services. These contractors will be used to provide art classes to students when short- and long-term staff vacancies exist.

The contractors were chosen pursuant to RFP 1052, which closed on June 22, 2021. The contracts will run from September 1, 2021, through August 31, 2022, (the "Initial Term"), with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met.

The contracts will not exceed $700,000.00

Vendor Award

Budget Code: Arts at Large Inc $400,000
Tbey Arts Center Inc $300,000
GN6-0-0-AME-CI-ECTS (Curriculum and Instruction — Contract Services) $700,000

Arts at Large Inc

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
14	71%	7	No	NA	NA	NA	NA	400	10

Tbey Arts Center Inc

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
7	6	4	No	NA	NA	NA	NA	400	10

RFP 1053 Authorization to Enter into a Contract with Korinthian Violins, LLC; Family Music Center; and Music and Arts for the Repair and Maintenance of Musical Instruments

The Administration is requesting authorization to enter into a contract with Korinthian Violins ,LLC; Family Music Center; and Music and Arts for the repair and maintenance of musical instruments throughout the district.

The contractors were chosen pursuant to RFP 1053, which closed on June 22, 2021. The contracts will run from September 1, 2021, through August 31, 2022, (the "Initial Term") with two additional one-year options to extend if certain performance metrics incorporated into the contracts are met.

The contracts will not exceed $105,000

Budget Code: Music and Arts $50,000
Family Music Center $40,000
Korinthian Violins LLC $15,000
GN6-0-0-AME-CI-ECTS (Curriculum and Instruction — Contract Services) $105,000

Korinthian Violins, LLC; Family Music Center; and Music and Arts

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

- Wheaton Franciscan Healthcare-Southeast Wisconsin, Inc; Columbia St. Mary's Inc., for Licensed Athletic Trainers; ATH001ATDW-ECTS $69,550.00
- MinMor Industries, LLC, d/b/a Notables, for Meal Kits; BKF-0-0-BKF-XX-EFOD $0
- East Side Entrees, Inc., d/b/a ES Foods, Inc., for Meal Kits; BKF-0-0-BKF-XX-EFPD.....$0
- Preferred Meal Systems, Inc., for Meal Kits; BKF-0-0-BKF-XX-EFOD $0
- Proximity Learning, Inc., for Online Interactive Learning Course System for World Languages; GEN-0-0-INV-DW-ECTS $1,000,000
- Arts at Large Inc., for Visual Art Expansion Support; GN6-0-0-AME-CI-ECTS..... $400,000
- Tbey Arts Center, Inc., for Visual Art Expansion Support; GN6-0-0-AME-CI-ECTS..... $300,000
- Music and Arts, for Repair and Maintenance of Musical Instruments; IMS-0-0-IMC-DW-EMTC..... $50,000
- Family Music Center, for Repair and Maintenance of Musical Instruments IMS-0-0-IMC-DW-EMTC..... $40,000
- Korinthian Violins, LLC, for Repair and Maintenance of Musical Instruments; IMS-0-0-IMC-DW-EMTC..... $15,000

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 balance of the Committees' reports.

* * * * *

(Item 7) Action on the Award of Exception-to-bid Contracts

——— Authorization to Issue a Purchase Order to The DBQ Company, d/b/a The DBQ Project, for Online Educational Materials

The Administration is requesting authorization to extend a purchase order to The DBQ Company, d/b/a The DBQ Project, for online educational materials. DBQ Project is a reading-and-writing platform that supports cross-curricular integration. Students at all levels practice answering engaging historical questions while using reading and writing strategies.

The paper version of DBQ Projects have been widely used in MPS high schools for more than 10 years and support college board strategies. The content, which has been updated and scaffolded to include 2nd-12th grade, has moved to an interactive digital platform. Students are now taught at an early age how to formulate an argument in writing and to support it with evidence. This process will accelerate students' learning and is for all learning. Our high schools will receive the platform for three years, and our elementary and middle schools will participate in a paid pilot the first year, with renewal based on school usage.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of one-of-a-kind service (Administrative Policy 3.09 (7)(e)(1)(b)(ii)).

The purchase order will run from September 1, 2021, through August 31, 2024, for high schools, and September 1, 2021, through August 31, 2022, for elementary and middle schools.

The total cost of this order will not exceed $164,362.50

Budget Code: GSP-0-S-7G2-CI-ECTSCOVD..... $164,362.50

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	NA	NA	NA	0	0

——— Authorization to Extend a Contract with GPS Education Partners, Inc., to provide Alternative Education Programming

The Administration is requesting authorization to extend the contract with GPS Education Partners, Inc., ("GPS") to provide alternative education programming. The contractor will provide enrollment of up to 30 MPS eleventh- and twelfth-grade students in the contractor's fully immersive, work-based educational GPSED Program, a comprehensive educational and career-training program that uses the contractor's partnerships with manufacturing businesses, as well as businesses from other high-demand sectors, to execute the program.

Students who complete the program will earn full high-school diplomas from MPS while being prepared for potential career pathways in manufacturing, other sectors, and continued education. Through the program, some students will gain paid work experience at manufacturing companies and will earn portable industry credentials through the Manufacturing Skills Standards Council. The remainder of students will gain paid work experience in other sectors and will earn related industry-recognized credentials, where possible.

As many students as possible (up to 30 students) will be enrolled in the program and will be part of the GPS Youth Apprenticeship Program, including all students who work for manufacturing companies. GPS and MPS will work together to identify, to recruit, and to select students from MPS high schools for the program.

Due to circumstances involving the COVID 19 pandemic, the Education Center that had been at STRATTEC Security, 3333 Good Hope Rd., Milwaukee, will not be in use this year. In response to that building's loss, James Madison Academic Campus ("JMAC") will be used as a substitute Education Center for the 2020-21 school year. As many as 20 students may be enrolled as GPS students who attend the JMAC Education Center. Students in the GPS cohort at the JMAC Education Center may come from JMAC, but may also come from any other high school in the Milwaukee Public Schools. The maximum of 20 students could all attend morning or afternoon classroom sessions, or they could be split up between morning and afternoon, whichever is determined to be the best fit for the students' schedules. Students will be placed at either the Lakeside Education Center or the JMAC Education Center, whichever is determined to be the best fit for the student, depending on home address, transportation, worksite, or other criteria.

With regard to the JMAC Education Center, the following has been agreed upon:

- MPS intends to provide designated, furnished classroom space sufficient to support the education and training of up to 20 student learners during the term of the Contract, which shall be accepted and used by GPS,
- Additionally, MPS will provide tabletops or desks and chairss for students, meeting tables, whiteboards or screens, projectors, storage or storage access, and Internet access.

Additional elements may also include printers or access to printers, access to private work/meeting spaces access for instructors and staff, and project-based workspace access. Access to larger meeting spaces for use by GPS to promote the GPS Program has also been requested by GPS and will be provided when possible. Meetings would include potential students from both JMAC and other MPS high schools, parents, and potential business partners.

Throughout the term of the contract, the space will be referenced as the JMAC Education Center. GPS will recognize MPS as an Education Center host in its marketing materials and website.

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)).

This contract extension will run from September 1, 2021, through August 31, 2022, ("Year 2") with one additional one-year option to extend. The total cost of the contract in Year 2 will not exceed $120,000.

Budget Code: GOE-0-I-1T2-EO-ECTV (General School-Contract Services)..... $120,000

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 Blanket Contract with Nature's Classroom Institute of Wisconsin, Inc., for the Provision of Montessori Camp Services

The Administration requests authorization to enter into a blanket contract with Nature's Classroom Institute of Wisconsin, Inc., ("Nature's Classroom") for the provision of Montessori sleep-away camp services to Montessori schools throughout the district. In 2016 and 2018, the Administration brought a blanket contract to the Board due to the regular usage of Nature's Classroom by MPS Montessori schools as an augmentation to their curricula. Continued usage has driven the need for another district-wide contract.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis 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 September 1, 2021, through August 31, 2024. The total cost of the contract will not exceed $300,000.

Budget Code: Varies by location using services $300,000.00

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

- The DBQ Company, d/b/a The DBQ Project, for Online Educational Materials;
  GSP-0-S-7G2-C1-ECTSCOVD $164,362.50
- GPS Education Partners, Inc., to provide Alternative Education Programming;
  GOE-0-I-1T2-EO-ECTV $120,000

- Nature's Classroom Institute Environmental Education, Inc.,
  for Montessori Sleep-away Camp Services;
  000-0-0-000-BL-ECTS $300,000

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.

Committee's Recommendation

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

The gavel was passed to Vice President Taylor at 7:20 p.m.

Director Peterson moved that:

1. the Administration's recommendations on the exception-to-bid contracts be approved; and
2. the Administration be directed to identify an additional $300,000, possibly from vacancy pay, to be used to fund nature-related field trips for non-Montessori schools.

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.

* * * * *

The gavel was returned to President Peterson at 7:28 p.m.

(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction Contract and Professional Services Contracts; Report With Possible Action Regarding Air Quality

Construction Contracts

Stage and Auditorium Lighting Project

Riverside University High School

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

Low Bidder, Base Bid of $318,068.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
146	16	4	Yes	10%	67%	$212,268.00	0	300	10

Funds are available for the Stage and Auditorium Lighting project from account code SCS 00 UTL DW ECTS (Project No. 6547). The project's start date is scheduled for August 27, 2021, and completion date is November 24, 2021.

Total construction contract dollars awarded..... $318,068.00
Total dollars HUB participation $212,268.00
% of HUB participation 67%
% Minority employees within company 11%
% Women employees within company.....2.7%

Professional Services Contracts

RFP #7276 New Chilled-water Plant — Golda Meir Upper Years

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a design firm for a new chilled-water plant at the Gold Meir Upper Years Campus. The selected firm is Henneman Engineering, Inc.

Contract Period: August 27, 2021-August 5, 2022

Budget Code: SCS 00 UTL ME ECTS..... $90,000.00

RFP #21-027 Owner's Representative for ESSER II Relief Fund Projects — Design and Construction

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide an owner's representative for ESSER II Relief Fund Projects — design & construction. The selected firm is The Concord Consulting Group of Illinois, Inc.

Contract Period: August 27, 2021-December 31, 2023

Budget Code: Various, blanket authority not to exceed $3,000,000.00

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.

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 to ensure good air quality in MPS's buildings and will report its efforts to the Board monthly.

After the Integrated Project Delivery (IPD) contracts were awarded at the Board's July meeting, DFMS met with the contractors to discuss upcoming scopes related to air quality. DFMS separately contracted with other contractors to provide engineering data sheets needed to onboard the IPD contractors. The following list of projects will be used in an ongoing effort to use ESSER II funds and to improve air quality.

Air-quality Contract Information

Contract	Contractor	Location	Amount	Date Due
Development of Engineering Data Documentation for Existing Mechanical Ventilation Systems				
A1003649	OTIE	Bradley Tech	$26,000.00	7/20/2021
A1003650	K. Singh	Harnack	$14,400.00	10/8/2021
A1003651	K. Singh	Browning @ SSC	$18,390.00	7/20/2021
A1003652	K. Singh	Rogers Street	$15,200.00	7/20/2021
A1003653	K. Singh	Transition	$15,350.00	7/20/2021
A1003654	Thunderbird	Bethune	$14,300.00	7/20/2021
A1003655	Thunderbird	Metcalfe	$13,200.00	7/20/2021
A1003656	Thunderbird	Starms	$12,400.00	7/20/2021
A1003657	Thunderbird	SSC	$13,300.00	7/20/2021
Update Existing Engineering Data Documentation for Existing Mechanical Ventilation Systems				
A1003664	Smith Rosenfeld	Clemens	$9,452.00	6/24/2021
A1003665	Smith Rosenfeld	Starms	$10,490.00	6/24/2021
A1003666	Smith Rosenfeld	Hawthorne	$9,325.00	6/24/2021

Contract	Contractor	Location	Amount	Date Due
A1003667	Smith Rosenfeld	Kilbourn	$11,380.00	6/24/2021
A1003668	Smith Rosenfeld	Stuart	$8,387.00	6/24/2021
A1003669	Smith Rosenfeld	Alcott	$8,190.00	6/24/2021
A1003670	Smith Rosenfeld	Ideal	$8,150.00	6/24/2021
A1003671	Thunderbird	Emerson	$3,800.00	6/24/2021
A1003672	Thunderbird	Lowell	$3,800.00	6/24/2021
A1003673	Thunderbird	Honey Creek	$13,100.00	6/24/2021
A1003674	Thunderbird	Whitman	$4,900.00	6/24/2021
A1003675	Thunderbird	Whittier	$3,800.00	6/24/2021
A1003676	OTIE	Pratt	$13,100.00	6/24/2021
A1003677	OTIE	Spanish Immersion-LC	$13,100.00	6/24/2021
A1003705	Thunderbird	Bryant	$5,200.00	9/3/2021
A1003706	Thunderbird	Cooper	$6,200.00	9/3/2021
A1003707	Thunderbird	Hampton Avenue	$6,200.00	9/3/2021
A1003708	Thunderbird	Kagel	$5,800.00	9/3/2021
A1003709	Thunderbird	Maple Tree	$5,800.00	9/3/2021
A1003710	Smith Rosenfeld	Metropolitan (Alliance)	$7,100.00	6/24/2021
A1003711	Smith Rosenfeld	81st Street	$6,900.00	9/3/2021
A1003712	Smith Rosenfeld	Thurston Woods	$5,700.00	10/8/2021
A1003713	Smith Rosenfeld	Golda	$5,700.00	9/3/2021
A1003714	Smith Rosenfeld	Hawley Road	$5,700.00	9/3/2021
A1003715	Smith Rosenfeld	Maryland Avenue	$5,700.00	10/8/2021
A1003716	Smith Rosenfeld	AAL	$5,700.00	9/3/2021
A1003717	Smith Rosenfeld	Bay View Montessori-LC	$5,700.00	9/3/2021
A1003718	Smith Rosenfeld	Trowbridge	$5,700.00	9/3/2021
A1003719	Smith Rosenfeld	Italian Immersion	$5,700.00	9/3/2021

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

Construction Contract

- ALLCON, LLC, for stage and auditorium lighting at Riverside University High School;
  Code: SCS 00 UTL DW ECTS $318,068.00

Total Construction Contract Requested $318,068.00

Professional Services Contracts

- Henneman Engineering, Inc., for new chilled-water plant at Golda Meir Upper Years;
  Code: SCS 00 UTL ME ECTS $90,000.00
- The Concord Consulting Group of Illinois, Inc., for ESSER II relief fund projects at various MPS sites;
  Code: Various, not to exceed..... $3,000,000.00

Total Professional Services Contracts Requested, not to exceed..... $3,090,000.00

Implementation and Assessment Plan

Upon the approval of the Board, 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 9) Action on a Request to Approve the Lease Agreement with Milwaukee Excellence Charter School for the Douglas School Located at 3620 North 18th Street

Background

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

On December 17, 2015, the Milwaukee Board of School Directors approved a non-instrumentality charter contract with Milwaukee Excellence to begin with the 2016-17 school year at the McNair School facility. The Milwaukee Board of School Directors approved another five-year charter contract on June 27, 2021. Milwaukee Excellence has requested to lease an additional facility and to expand its enrollment at Douglas School.

The Administration is requesting approval of the proposed lease agreement with Milwaukee Excellence that will extend the lease term from September 1, 2021, through June 30, 2022, which falls within the charter contract's term.

From September 1, 2021, through June 30, 2022, the revenue from the lease will be $388,914.

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's term will be $388,914.

Implementation and Assessment Plan

Upon the approval of the Board, the Lease Agreement with Milwaukee Excellence Charter School, as attached to the minutes of your Committee's meeting, for the Douglas School, located at 3620 North 18th Street. will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Lease Agreement with Milwaukee Excellence Charter School for the Douglas School, located at 3620 North 18th Street.

Director Herndon moved that the Board:

1. approve the Administration's recommendation; and
2. direct the Administration to provide the Board with an update on the progress of long-term facility planning for Milwaukee Excellence, with no co-location, by the February 2022 board cycle.

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 10) Action on a Request to Approve the Second Amendment to the Chilled-water Agreement with SP Milwaukee Propco1, LLC, at Golda Meir Upper Campus, Located at 235 West Galena Street

Background

On May 1, 1992, the Milwaukee Board of School Directors entered into an agreement with Schlitz Park Associates II, LP, to purchase chilled water for the air-conditioning system at the Milwaukee Education Center, located at 235 West Galena Street. Schlitz Park Associates II, LP, has since changed its name to SP Milwaukee Propco1, LLC, and the Milwaukee Education Center is now known as Golda Meir Upper Campus.

In 2015, the agreement renewed for an additional period of five years, through August 31, 2020. The Milwaukee Board of School Directors approved the first amendment to the chilled-water agreement that extended the term from September 1, 2020, through March 31, 2021. The Administration is requesting approval of the proposed second amendment to the chilled-water agreement with SP Milwaukee Propco1, LLC, that will extend the term from April 1, 2021, through March 31, 2024.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon the approval of the Board, the second amendment to the Chilled-water Agreement with SP Milwaukee Propco1, LLC, at Golda Meir Upper Campus, located at 235 West Galena Street, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Request to Approve the Second Amendment to the Chilled-water Agreement with SP Milwaukee Propco1, LLC, at Golda Meir Upper Campus, located at 235 West Galena Street.

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

* * * * *

(Item 11) Action on a Request for Authorization to Submit a Waiver of the Wisconsin Department of Public Instruction's Parental-consent Process Relative to Intra-district Transportation Services

Background

Milwaukee Public Schools is requesting authorization to submit a waiver for the parental-consent process specified under WI State Statutes, §§121.85 and 121.58, which require MPS to obtain valid, signed parental-consent forms for at least 95% of the intra-district students transported to schools outside of their school-attendance areas.

Due to challenges associated with the pandemic, the District was unable to administer the process for the 2020-21 school year. The inability to perform this task reflects challenges in distributing and obtaining the consent forms and in collecting parents' signatures and the parental-consent forms due to restrictions in face-to-face interactions in FY20. In addition, for the 2020-21 school year, students were not transported at all for the school year through April 13, 2021.

In order for MPS to have this requirement waived for the 2020-21 school year, the Milwaukee Board of School Directors must submit a waiver request in writing as specified under Wis. Stat., §118.38. Before requesting the waiver, the Board must hold a public hearing pertaining to the request.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit the waiver to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends authorization to submit a waiver of the Wisconsin Department of Public Instruction's parental-consent process relative to intra-district transportation services.

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

* * * * *

(Item 12) Report with Possible Action on Limited-Term Employees, January-June 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

Per Administrative Policy 6.37, the Administration on a semi-annual basis, in August and February, must 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 2021.

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 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 Transportation Services for the 2021-22 School Year

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

Background

Planning for the 2021-22 school year has included extensive focus on protocols related to transportation services. These protocols include prioritizing the health and safety of all students, staff, and families while using student transportation services offered by the District. The following information pertains to COVID-19 and the District's incorporation of best practices to mitigate risks associated with the pandemic:

- all buses and vehicles used to transport students will be thoroughly cleaned, disinfected, and inspected prior to use as informed by public health guidance;
- the District monitors and diligently works to minimize load counts on school buses and has re-tiered its bell schedule to reduce bus capacities and ride times; and
- students and drivers will wear face coverings when on the school bus and in vehicles.

In addition to ensuring these protocols are adhered to, the following is important information for families using transportation services for the 2021-22 school year:

For both regular education and students with Individualized Education Programs (IEPs) receiving yellow bus service, postcards that include pertinent bus route information are mailed to the primary household's address one week prior to the first day of school.

High-school students eligible for transportation services living more than seven miles from their schools of attendance are provided transportation through the Milwaukee County Transit System. A mailing with pertinent information is sent to the primary household's address in mid-July. Students are issued an MCard (bus pass) prior to the start of school at their schools' orientations.

Families who have recently moved should make certain to contact their children's schools to update their primary household's address.

Families needing transportation from an alternate address, such as a daycare, should report that to their children's schools. To receive transportation from an alternate address, the family must have their primary household's address within the transportation-eligibility region, and the alternate address location must be in the transportation region as well. Families cannot receive transportation at separate addresses on separate days of the week.

In the event that eligible students choose not to use transportation services, the families should contact their children's schools to discontinue the transportation services that have been established.

For any service-related issues or general concerns, parents should contact their children's respective bus companies, their children's schools, or the MPS Department of Transportation Services at (414) 475-8922.

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

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(Item 2) Report with Possible Action Regarding the MPS Equity Guidebook

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 the Equity Guidebook (see attachments to the minutes of your Committee's meeting) is to support all MPS employees in building, nurturing, engaging in, and sustaining equitable practices that address disparities and marginalization impacting students, staff, and families. Diverse resources are provided to foster and to develop awareness, knowledge, and skills across a range of equity-related topics, including but not limited to race, ethnicity, racism, culture, language, gender, social justice, academic achievement, and social emotional learning.

Because the Equity Guidebook is a living document, the inclusion of a matrix allows the District and its schools to examine yearly progress as it relates to the following goals:

- Equity in Academics
- Equity in Cultural and Linguistic Awareness and Responsiveness
- Equity in Human Resources
- Equity in Finance
- Equity for Students, Families, Educators, and Community Stakeholders.

MPS Equity Guidebook

Administrative Policy 1.06, Equity in MPS

Equity is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.

Administrative Procedure 1.06, Efforts to Achieve Equity

Equity Lens is defined as a point of view used to acknowledge the disparities that impact historically marginalized groups and to identify priorities based on areas of greatest needs. These needs will drive the District's priorities for the most equitable distribution of resources, supports, and opportunities.

Culturally Responsive Practices are defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.

Equity Goals

- Academics
- Cultural and Linguistic Awareness and Responsiveness
- Human Resources
- Finance
- Students, Families, Educators, and Community Stakeholders

Goals are aligned to:

- Five Priorities for Success
- Administrative Policy 1.06
- Administrative Procedure 1.06

Evidence of Progress Toward the Goal

Goal 1: Equity in Academics

- Aligned Ambitious Instruction 3.0 and the School Improvement Plan
- Engaged in walk-throughs to strengthen instructional practice

- Expanded professional development offerings
- Increased enrollment in Advanced Placement for Black/African American students, Hispanic female and male students, students with disabilities, and English-learners

Overall Progress: Developing

Goal 2: Equity in Cultural and Linguistic Awareness and Responsiveness

- Offered professional development and workshops in Restorative Practices, Positive Behavioral Interventions and Supports (PBIS), Social-Emotional Learning, and Equity in Action
- Facilitated professional development in Courageous Conversations about Race
- Expanded number of schools offering the Seal of Biliteracy
- Increased ethnic studies offerings at high schools

Overall Progress: Developing

Goal 3: Equity in Human Resources

- Held job fairs to fill staffing vacancies in the Central and Northwest Regions
- Increase in participation in recruitment fairs helped to fill vacancies in bilingual education and world language
- Engaged in recruitment, MPSU's offerings, and other partnerships that increased the number of teachers of color hired
- Expanded online and print recruitment advertisements to include local, national, and international recruitment sites

Overall Progress: Developing

Goal 4: Equity in Finance

- Facilitated budget conversations around Ambitious Instruction
- Held Regional Resolution Room
- Allocated referendum's budget funds equitably
- Allocated ESSER I: CARES Act funds equitably

Overall Progress: Emerging

Goal 5: Equity for Students, Families, Educators, and Community Stakeholders

- Held meetings of the District Advisory Council, work groups, committees, Parent Institutes, etc., and offered workshops and presentations
- Held Superintendent's Student Advisory Councils (SSAC) and offered a variety of workshops and presentations based on student voice
- Held Student Leadership Summits and offered sessions based on student voice
- Conducted family-interest surveys in multiple languages

Overall Progress: Emerging

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 3) Report with Possible Action Regarding Data and Progress Associated with the Office for Civil Rights (OCR) 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

During the June 2021 board cycle, the Administration presented its last report for the 2020-21 school year. Some of the progress of note for the 2020-21 school year includes the following:

- We ended the 2020-21 school year with 869 total behavioral events, down from 45,074 in the prior year.
- End-of year-disproportionality was 67% of referrals written for Black students, down from 80% for the prior year.
- There were a total of 2,054 Tier 2 and Tier 3 interventions provided to students throughout the 2020-21 school year.
- There were a total of 17 sessions of Courageous Conversations about Race Exploration for all middle- and high-school staff throughout the 2020-21 school year.
- Participants at the July Principals' Leadership Institute (PLI) attended a session discussing opportunities of integration of the Courageous Conversations about Race protocols within their schools' culture and practices.
- The ten Courageous Conversations about Race practitioners began their cohorts and modules with Pacific Education Group.
- The Culture & Climate Toolkit was updated across a variety of departments.

The Administration will continue its efforts relative to disproportionality for the upcoming 2021-22 school year and resume monthly reporting to this Committee in September 2021.

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 4) Report with Possible Action on Family- and Community-engagement Activities

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 activities conducted by the family and community engagement team related to alumni, volunteer, and partnership activities that occurred during the 2020-21 school year. It will also provide a preview of key areas of focus for the 2021-22 school year.

Family and Community Engagement

Family Engagement

- Home visits
- Virtual engagement
- Digital communication

Community Engagement

- Volunteers
- Experiential Activities
- Donations

Alumni Engagement

- Alumni Hub
- Spotlights
- Alumni Connections

On the Horizon

- Increase families' participation
- Expand alumni network
- Strengthen community partnerships

Literacy Services of Wisconsin

- Provides adult educational services
- Learning labs located at North Division and South Division High schools /
- 258 graduates in 2021
- Enrollment increased with virtual offerings

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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 Resolution 2122R-007 by Director Leonard on a Charter School Evaluation

Background

At its regular meeting on June 24, 2021, the Board referred Resolution 2122R-007 regarding a charter school evaluation to the Committee on Student Achievement and School Innovation:

WHEREAS, The Wisconsin charter school program was created in 1993 to provide educational alternatives; and

WHEREAS, Milwaukee Public Schools authorized its first charter school in 1996 and has consistently authorized charter schools ever since, and

WHEREAS, Historically, Milwaukee Public Schools' contracts with both instrumentality and non-instrumentality charter schools have had mutually understood benefits, and

WHEREAS, In 2007, the Board adopted Resolution 0708R-005, which directed that the Milwaukee Public Schools system perform a comprehensive evaluation of the effectiveness of its charter schools and directed the Administration to conduct a third-party evaluation of the overall effectiveness of charter schools within MPS as an improvement strategy; and

WHEREAS, In 2010, the Wisconsin Center for Education Research presented an independent evaluation of the District's charter schools in response to Resolution 0708R-005; and

WHEREAS, This independent evaluation of the District's charter schools examined some, but not all, of the mutually understood benefits of charter school contracts; and

WHEREAS, In order to ensure these contractual agreements remain mutually beneficial, it is necessary to re-examine the effectiveness of charter schools and the impact of charter schools on the Milwaukee Public Schools; and

WHEREAS, The public should know how charter schools have helped and/or hurt the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency, perform a comprehensive evaluation of the effectiveness of each of its charter schools and the impact of charter schools on the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the evaluation include an analysis of the impact of charter schools on the District's academic, financial, and organizational performance; and be it

FURTHER RESOLVED, That the evaluation include an analysis of the impact of the number of charter school seats on District solvency, which may include recommendations as to the optimal number of charter school seats and/or a limit to the number of charter school seats that should be designated in Milwaukee Public Schools to ensure academic, financial, and organizational performance; and be it

FURTHER RESOLVED, That the evaluation be completed and provided to the Board, through the appropriate committee, no later than the September 2021 Board cycle.

Due to the comprehensive nature of the requested report, the Administration is recommending adoption of the resolution with one adjustment related to the timeline for providing the requested evaluation to the Board in December 2021 rather than in September 2021.

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

The Administration will implement the resolution in accordance with the Board's action.

Committee's Recommendation

Your Committee recommends adoption of the resolution, but with the evaluation to be brought back to the Board in December 2021.

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

* * * * *

(Item 2) Action on Resolution 2122R-001 by Director O'Halloran on Charter School Program and Process

Background

At its regular meeting on May 27, 2021, the Board referred Resolution 2122R-001 regarding charter schools to the Committee on Student Achievement and School Innovation:

WHEREAS, Section 118.40 of the Wisconsin Statute allows a school board to establish a charter school by entering into a contract with the person submitting a petition or proposal for a charter school or, on its own initiative, to contract with a person to operate a school as a charter school; and

WHEREAS, In July 1995, MPS published its process and guidelines for submitting proposals for innovative options for operating schools; and

WHEREAS, Since charters were established in the district, the needs of the district relative to its chartering program and practices have changed, making it necessary to make changes to certain procedures and a create more uniform method of contracting with charter schools; now, therefore, be it

RESOLVED, That when a recommendation to renew a contract with a charter school is brought to the Board, the recommendation shall include

- a report of the academic, financial, and operational standing of the school;
- a description of the student demographics, including the percent of children with special needs;
- a breakdown of the schools teaching staff, including the percent who are licensed and the status of plans for licensure for staff who are not licensed; and be it

FURTHER RESOLVED, That the Charter Review Team serve public notice of its meetings along with publication of the review criteria; and be it

FURTHER RESOLVED, That a report of the performance data of each charter school be brought to the Board for consideration annually; and be it

FURTHER RESOLVED, That the charter school authorizer report required under Wisconsin Statute 118.40(3m)(f) be presented to the Board for its consideration; and be it

FURTHER RESOLVED, That the lease terms for schools who use MPS facilities shall be limited to the term of the charter school contract; and be it

FURTHER RESOLVED, That an Administrative Procedure be developed that codifies the steps that will be taken when a charter school closes, which shall include a description of how both district and student/family interests will be protected and the steps that will be taken to ensure that students will be able to be enrolled elsewhere within the district; and be it

FURTHER RESOLVED, That the model contract shall be revised to include the following provisions:

- that the school agrees to pay its employees a minimum wage of $15/hour (which may be phased in over several years to ensure proper budget planning);
- that the discipline procedure of the school shall align with that of MPS and shall include a mechanism for disputes about discipline to be resolved;
- hat the school (if it is a non-instrumentality charter) agrees to provide an annual report that describes its relationships, financial agreements, and any other partnership agreements with any management company, in order to ensure the school's operational and financial transparency; and be it

FURTHER RESOLVED, That all applicable Administrative Policies and Procedures and guidebooks be updated to reflect the above changes.

The Administration is recommending adoption of the resolution with the following modifications to avoid duplication and to allow the Administration to consult with the Office of the City Attorney on several items in the second-to-last Further Resolved:

RESOLVED, That when a recommendation to renew a contract with a charter school is brought to the Board, the recommendation shall include

- ~~a report of the academic, financial, and operational standing of the school;~~
- ~~a description of the student demographics, including the percent of children with special needs;~~
- a breakdown of the schools teaching staff, including the percent who are licensed and the status of plans for licensure for staff who are not licensed; and be it

~~FURTHER RESOLVED, That the Charter Review Team serve public notice of its meetings along with publication of the review criteria; and be it~~

~~FURTHER RESOLVED, That a report of the performance data of each charter school be brought to the Board for consideration annually; and be it~~

FURTHER RESOLVED, That the charter school authorizer report required under Wisconsin Statute 118.40(3m)(f) be presented to the Board for its consideration; and be it

~~FURTHER RESOLVED, That the lease terms for schools who use MPS facilities shall be limited to the term of the charter school contract; and be it~~

FURTHER RESOLVED, That ~~an Administrative Procedure be developed~~ language be added to Administrative Procedure 9.12, Charter School Petitions and Proposals, that codifies the steps that will be taken when a charter school closes, which shall include a description of how both district and student/family interests will be protected and the steps that will be taken to ensure that students will be able to be enrolled elsewhere within the district; and be it

FURTHER RESOLVED, That the ~~model contract shall be revised to include~~ Administration confer with the Office of the City Attorney regarding the legality of adding the following provisions to the model contract:

- that the school agrees to pay its employees a minimum wage of $15/hour (which may be phased in over several years to ensure proper budget planning), pending approval by the Office of the City Attorney;

- that the discipline procedure of the school shall align with that of MPS and shall include a mechanism for disputes about discipline to be resolved, pending approval by the Office of the City Attorney;
- hat the school (if it is a non-instrumentality charter) agrees to provide an annual report that describes its relationships, financial agreements, and any other partnership agreements with any management company, in order to ensure the school's operational and financial transparency, pending approval by the Office of the City Attorney; and be it

FURTHER RESOLVED, That all applicable Administrative Policies and Procedures and guidebooks be updated to reflect the above changes.

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The Administration will implement the resolution in accordance with the Board's action.

Committee's Recommendation

Your Committee is advancing this item to the Board without recommendation. It was requested that additional information on an annual report be provided to the Board prior to the Board's regular August meeting.

Director O'Halloran moved to adopt the resolution as follows:

RESOLVED, That when a recommendation to renew a contract with a charter school is brought to the Board, the recommendation shall include

- A report of the academic, financial, and operational standing of the school
- A description of the student demographics, including the percent of children with special needs
- A breakdown of the schools teaching staff, including the percent who are licensed and the status of plans for licensure for staff who are not licensed; and, be it

FURTHER RESOLVED, That the Charter Review Team serve public notice of its meetings along with publication of the review criteria; and, be it

FURTHER RESOLVED, That a report of the performance data of each charter school be brought to the Board for consideration annually; and, be it

FURTHER RESOLVED, That the charter school authorizer report required under Wisconsin Statute 118.40(3m)(f) be presented to the Board for its consideration; and, be it

FURTHER RESOLVED, That the lease terms for schools who use MPS facilities shall be limited to the term of the charter school contract; and, be it

FURTHER RESOLVED, That an Administrative Procedure be developed that codifies the steps that will be taken when a charter school closes, which shall include a description of how both District and student/family interests will be protected and the steps that will be taken to ensure that students will be able to be enrolled elsewhere within the District; and, be it

FURTHER RESOLVED, That the model contract shall be revised to include the following provisions;

- ~~that the school agrees to pay its employees a minimum wage of $15/hour (which may be phased in over several years to ensure proper budget planning);~~
- that the discipline procedure of the school shall align with that of MPS and shall include a mechanism for disputes about discipline to be resolved; and

- that the school (if it is a non-instrumentality charter) agrees to provide an annual report that describes its relationships, financial agreements, and any other partnership agreements with any charter-management ~~company~~ organization, in order to ensure the school's operational and financial transparency

and, be it

FURTHER RESOLVED, That all applicable Administrative Policies and Procedures and guidebooks be updated to reflect the above changes.

Director Carr moved a substitute, to send the item back to Committee for additional consideration.

President Peterson passed the gavel to Vice President Taylor at 7:55 p.m., and it was passed back at 7:56 p.m.

Director Carr withdrew her substitute motion.

President Peterson passed the gavel to Vice President Taylor at 8:00 p.m., and it was passed back at 8:14 p.m.

The question being on the motion by Director O'Halloran, 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) 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's art educators, the MTEA, Board members, and the Offices of Academics, of Accountability and Efficiency, and of Finance and School Administration and the Office of Board Governance. 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-arts Update

Expanded Visual-arts Programs in 2021-22

- 22 schools
  - — Five schools in the Northwest Region;
  - — Three schools in the Central region;
  - — Six schools in the East Region;
  - — Five schools in the Southwest Region; and
  - — Three schools in the High School Region
- 14 new full-time visual-art positions. Was 19.6 FTEs — an increase of 10.9 FTEs, for a total of 22 .4 FTEs for FY22

New Teachers, Expansion Years One and Two

	FY20	FY21
New Teachers	20	16
Certified	13	11
In a Certification Program	7	5

Year-2 Visual-arts Expansion

Single Schools

			FY21		FY22 FTEs	
School	Region	Grades	Enrollment	FTEs	Increase	Total
AAL	Southwest	K4-5	586	0.6	0.4	1.0
Audubon MS	High School	6-8	526	0.2	0.8	1.0
Bradley Tech	High School	9-12	1,007	2.0	1.0	3.0
Carson	Northwest	K3-8	485	0.2	0.8	1.0
Clement	East	K4-8	402	0.2	0.8	1.0
Franklin	Central	K3-8	362	0.4	0.6	1.0
Goodrich	Northwest	K4-8	327	0.4	0.6	1.0
Lincoln Ave	Southwest	K3-5	421	0.6	0.4	1.0
Maryland Montessori	East	K3-8	495	0.6	0.4	1.0
Morgandale	Southwest	K4-8	537	0.6	0.4	1.0
Obama	High School	K3-12	639	1.0	0.5	1.5
River Trail	Northwest	K4-8	352	0.2	0.8	1.0
Siefert	East	K3-5	278	0.8	0.2	1.0
Victory	East	K4-8	521	0.6	0.4	1.0
Starms EC	Central	K3-K	255	0.2	0.2	0.4
Whitman	Southwest	K4-8	360	0.6	0.4	1.0
Zablocki	Southwest	K4-5	289	0.2	0.3	0.5

Paired Schools

			FY21		FY22 FTEs	
School	Region	Grades	Enrollment	FTEs	Increase	Total
Browning	Northwest	K4-5	272	0.2	0.3	0.5
Bryant	Northwest	K4-5	208	0.2	0.3	0.5
Cass	East	K4-8	321	0.4	0.2	0.6
Hi-Mount	Central	K4-8	171	0.4	0	0.4
Emerson	Northwest	K4-5	341	0.6	0	0.6
Neeskara	Central	K4-5	220	0.2	0.2	0.4
Kagel	Southwest	K3-5	199	0.4	0	0.4
Riley	Southwest	K4-5	396	0.2	0.4	0.6

Impact of Funding

- PRO Learning purchased from the Art of Education as a professional development online resource for K-12 visual-arts educators
- FLEX Learning purchased from the Art of Education as a curricular resource for K-12 visual-arts educators
- Monthly paid professional development and collaborative work time
- Visual-arts teachers provided access to district-purchased art supplies for students' home use during virtual learning
- Smartboards and laptops purchased
- One additional visual-arts support teacher (one was already in place)

Curriculum

- K-8 standards-aligned visual-arts curriculum created
    - — Scope and sequence
    - — Pacing guide
    - — Unit-plan template and examples
    - — Lesson-plan template and examples

— Focus on culturally-responsive teaching
— Opportunities to infuse social emotional learning
— Curriculum guides supported by FLEX Learning from the Art of Education

Work Underway

- Supply and support new visual-arts teachers who will be in their classrooms for the first time
- Create a database of visual-arts equipment across the district to ensure equity and access
- Create common syllabi for high-school courses to increase equity of content and instruction across the district

Next Steps

- Year-3 visual-arts expansion schools under consideration to increase visual-arts FTEs by approximately 12 FTEs
- Year-4 arts expansion to add additional fine arts (dance, theater) to schools with an arts designation
- Purchase of additional items such as kilns, printing equipment, and technology
- Survey teachers for supply needs — increase in funds to $10 per student

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

* * * * *

(Item 4) 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 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

New Music Programs in 2021-22

- 25 schools
- 20 new full-time music educators. Had been 7.8 FTEs — an increase of 15.2, for a total of 23.0 for FY22
- 12,456 students will now have music teachers
- General music for all students grades K-5

- — Sound Trap in grade 3
- — recorders in grade 4
- — ukuleles in grade 5

- Ensembles for students in grades 6-8
  - — band, orchestra, choir
  - — modern band, percussion
  - — ukulele, guitar

New High-school Programs

- Bradley Tech: Music Technology and Drum Line
- Obama: General/vocal Music and Drum Line
- Washington: Orchestra, Band, and Drum Line
- Milwaukee School of Languages: Vocal Music and Music Technology
- MacDowell Montessori: Orchestra, Modern Band, and Drum Line

New Teachers – Expansion, Years One and Two

	FY20	FY21
New Teachers	20	20
Certified	14	20
In a Certification Program	6	0

Year-2 Music Education Expansion

Single Schools

			FY21		FY22 FTEs	
School	Region	Grades	Enrollment	FTEs	Increase	Total
Bradley Tech	High School	9-12	1,007	0.20	0.80	1.00
Burbank	Central	K4-8	582	0.20	0.80	1.00
Carson	Northwest	K4-8	406	0.20	0.80	1.00
Cooper	East	K4-8	467	0.20	0.80	1.00
Elm	East	K4-5	253	1.00	1.00	2.00
Forest Home	Southwest	K4-5	637	0.40	0.60	1.00
MacDowell Montessori	High School	K3-12	883	1.00	1.00	2.00
MACL	East	K4-8	456	0.20	0.80	1.00
Madison HS	High School	9-12	704	0.20	0.80	1.00
MSOL	High School	6-12	1,102	1.00	1.00	2.00
Mitchell	Southwest	K4-8	643	0.20	0.80	1.00
Obama	Northwest	K3-12	639	0.20	0.80	1.00
Story	Central	K4-8	386	0.20	0.80	1.00
Thoreau	Northwest	K4-8	420	0.20	0.80	1.00
Washington HS	High School	9-12	634	0.20	0.80	1.00

Paired Schools

			FY21		FY22 FTEs	
School	Region	Grades	Enrollment	FTEs	Increase	Total
Browning	East	K4-5	272	0.20	0.30	0.50
Engleburg	Northwest	K4-5	301	0.20	0.30	0.50
Bryant	Northwest	K4-5	208	0.20	0.20	0.40
Goodrich	Northwest	K4-5	327	0.40	0.20	0.60
Clement	East	K4-8	364	0.20	0.30	0.50
Parkview	Northwest	K4-5	383	0.20	0.30	0.50
Franklin	Central	K-8	362	0.20	0.30	0.50
Westside	Central	K4-5	184	0.20	0.30	0.50
Douglas	Citywide	6-8	584	0.20	0.30	0.50
Green Tree	Citywide	6-12	252	0.20	0.30	0.50

Impact of Referendum Funding

- Seven general music programs received Orff Instruments

- Nine general music programs received hand drums
- Nine general music programs received other general music supplies
- Seven schools received band instruments
- Four schools received string instruments
- Three schools received modern band instruments
- Four schools received keyboard labs
- Three schools received music technology suites
- One school received new instrument lockers
- Eight schools received new drumline equipment
- Eight schools received choral risers
- Eight schools received new conductors' podiums

Curricular Work Completed

- Created pacing guide for K-5 general music
- Created pacing guide for grades 6-8 band, orchestra, and modern band
- Created music technology and production course and curriculum written for grades 6-9
- Became an AVID/Pro Tools Learning Partner, and seven teachers received professional development to begin music technology and production at the high-school level

Work Underway

- Planning underway for the 49th Biennial Music Festival to be held on May 4 and 5, 2022, at the UWM Panther Area
- Research is ongoing to develop procedures regarding length-of-service and responsible disposal/recycling of instruments
- Research is ongoing regarding a district inventory system
- Preliminary research underway regarding curricula for high-school band, orchestra, and vocal music
- Year-three music-expansion schools under consideration
- Networking with state and national music and fine-arts specialists

For the Fall

- New Educators' Institute
- Ambitious Instruction through music
- Professional development in the District's music platforms
    - Quaver
    - Sound Trap
    - Smart Music
    - Music First
- Onboard and support 40+ new teachers who will be in their classrooms for the first time
- Support 16 traveling music teachers working in about 75 schools

Next Steps

- Collaborate to systematize music programming in K-8 Schools
- Expand Saturday lesson sites
- Expand the traveling music teacher program
- Upgrade our performances spaces to the 21st Century
- Build a network of college music-education faculties
- Explore culturally-relevant music opportunities such as Mariachi
- Expand our choral and string programs
- Work to offer at least two music options in high school
- 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

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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 Milwaukee Public Library Board of Trustees.

(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 during the month of August 2021 included the following:

Academic Achievement

- Met with Director Leonard and Mr. Nelsen, a teacher from Golda Meier School
- Spoke at the New Teachers' Institute at North Division
- Attended a meeting of a work group on standardized testing

Effective and Efficient Operations

- Met with Director Garcia, Dr. Posley, and others regarding increasing the participation of MPS's employees in MPSU's programs to get bilingual certification

Student, Family, and Community Engagement

- Attended MPS's Day One at MacDowell Montessori School and toured MacDowell Montessori
- Met with Jennifer O'Hear from Common Ground
- Was interviewed by Channel 58 regarding vaccinations and mask mandates
- Attended the Milwaukee Community Schools Partnership's Leadership Council's Meeting
- Attended Bridges Collaborative /New Century Foundation's meeting.

* * * * *

RESOLUTIONS

Resolution 2122R-011

By Director Siemsen

WHEREAS, Board Governance Policy 4.05 states, "the Superintendent shall prepare an annual operating budget that…identifies annual Board priorities and measurement of program effectiveness on an annual and cumulative-year basis"; and

WHEREAS, Board Governance Policy 3.01 states, "[t]he Administration shall consider budget preparation a year-round process and shall establish a budget calendar which shall present a plan of action for estimating and completing preparation of the annual budget in a fixed period"; and

WHEREAS, This budget preparation process has, as a matter of practice, included the Board adopting budget parameters to be used in the planning and development of the budget; and

WHEREAS, While these budget parameters adequately define the minimum expectations of the Board in the planning and development of the budget, they do not serve as an effective means for the Board to communicate explicit budget priorities in explicit order of prioritization; now, therefore, be it

RESOLVED, That the Administration, in consultation with the Office of Accountability and Efficiency, perform a comprehensive evaluation of the budget planning process; and be it

FURTHER RESOLVED, That this evaluation include, but not be limited to, a review of best practices, District policies and procedures, and alignment to the District's strategic plan; and be it

FURTHER RESOLVED, That the evaluation include an analysis of the methods by which the Board may monitor how budget allocations compare to actual expenditures and measures of program effectiveness; and be it

FURTHER RESOLVED, That the evaluation, inclusive of recommendations, be completed and provided to the Board, through its Committee on Strategic Planning and Budget, no later than the November 2021 Board cycle.

Referred to the Committee on Strategic Planning and Budget.

Resolution 2122R-012

by Director Carr

WHEREAS, Milwaukee's poverty rate is nearly double that of the national rate; and

WHEREAS, Economic standing determines key factors in our lives, including food security, housing quality, access to schools and jobs; and

WHEREAS, Poverty is included in the city's agenda for improving the health and well-being of Milwaukee residents, known as MKE Elevate, which aims to address economic security, fairness and inclusivity in society, and mental health.; and

WHEREAS, The taxpayers in Milwaukee, through a referendum has invested in the safety and well- being of students by allowing for a tax increase that is aimed to assist students in their education; and

WHEREAS, In addition to referenda dollars, MPS has also received ESSER funding to assist students and families during the hard economic times caused by the COVID-19 Pandemic; and

WHEREAS, The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender, sexual orientation, disability, or initial proficiencies; and

WHEREAS, Success in school and a well-rounded education is not predicated only on classroom instruction and homework, but also on extracurricular activities such as athletics, art, clubs, etc.; and

WHEREAS, MPS already offers universal free breakfast and lunch to all students, because we recognize both the importance of these programs and the financial adversity which our students and their families face; now, therefore, be it

RESOLVED, That, beginning in the 2021-22 school year, the Board shall waive all fees charged to students, including those for student activities (towels, swimsuits, school newspaper, assembly programs, locks for gym lockers, etc.), supplementary subject-area materials, club activities, graduation ceremonies, (cap and gowns) and athletic participation, instrument rental or music lessons, driver education, and work permits; and be it

FURTHER RESOLVED, That the Administration be directed to explore partnerships with community-based organizations, residents of Milwaukee, MPS alumni, and governmental entities to the greatest extent possible to help contribute to these costs; and be it

FURTHER RESOLVED, That for any outstanding costs that cannot be covered through outside funding sources, schools shall be reimbursed from carryovers of School Operations funds in each fiscal year in which this waiver is in effect; and be it

FURTHER RESOLVED, That the Administration report back on the implementation of this resolution no later than the October 2021 Board cycle.

Referred to the Committee on Accountability, Finance, and Personnel.

Resolution 2122R-013

By Director Carr

WHEREAS, Due to the COVID-19 pandemic, school closures were mandated beginning on March 16, 2020; and

WHEREAS, MPS food service workers and school safety personnel that physically interacted with the public by working the District's Stop, Grab & Go sites from March 18, 2020 through May 22, 2020 were given additional pay for time worked onsite during this period; and

WHEREAS, During the same period of time secretaries were physically in the building collecting, bagging, labeling and distributing to students and parents, the personal belongings left in lockers when the schools shut down; and

WHEREAS, Secretaries, were also involved in the asset tracking and distribution of Chromebooks; answering the doors for PPE material deliveries, FedEx, and parents picking up students' material and books, etc., and

WHEREAS, Depending on their classification, school-based secretaries were not scheduled to begin remote work until either April 6, 2020, for 12-month staff or April 16, 2020, for 10-month staff; and

WHEREAS, School engineers were provided extra pay for reporting to the building between March 18, 2020 and May 22, 2020; and

WHEREAS, While food service workers, school safety personnel, and engineers received this additional pay while secretaries who were required to work on-site to keep District operations functioning during this time, did not receive hazard pay; now, therefore, be it

RESOLVED, That school secretaries receive hazard pay retroactively in the same manner that it was allocated to the other school-based employees who received it.

Referred to the Committee on Accountability, Finance, and Personnel.

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ITEMS DEFERRED

APPROVAL OF MINUTES

The Board returned to the consideration of the minutes of its regular July 2021 meeting.

By consensus, the minutes were adopted, with the provision that the minutes of the Board's regular July 2021 meeting be revised to reflect the technical amendment approved earlier in this agenda, under Item One of the Reports and Communications from the Board Clerk, relative to the July 2021 Report of the Committee on Accountability, Finance and Personnel, Item 10, Action on the Award of Professional Services Contracts.

* * * * *

The Board adjourned at 8:19 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 9, 2021

Special meeting of the Board of School Directors called to order by President Peterson at 5:53 p.m.

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

The Board Clerk read the following call of the meeting:

September 2, 2021

SPECIAL BOARD MEETING
5:30 p.m., Thursday, September 9, 2021
(or immediately following the meeting of the Committee on Parent and Community Engagement scheduled to begin at 4:30 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 5:30 P.M. on Thursday, September 9, 2021 to consider the following item of business:

1. Follow-up Report with Possible Action on Resolution 2122R-009 Regarding COVID-19 Vaccinations

The Board may retire to closed session, pursuant to Wis. Stat., §19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

JACQUELINE M. MANN, Ph.D.
Board Clerk

(Item 1) Report with Possible Action on Resolution 2122R-009 Regarding COVID-19 Vaccinations

Background

At its regular meeting on July 29, 2021, the Board referred Resolution 2122R-009 by Director Peterson to the Committee on Accountability, Finance, and Personnel. The resolution directed the Administration to explore the feasibility of implementing mandatory COVID-19 vaccinations for all employees.

At its regular meeting on August 26, 2021, the Board adopted Resolution 2122R-009, as amended, with the understanding that the Administration would bring a plan to a special board meeting the week of September 6, 2021.

The plan outlined below includes details of the findings and feasibility for consideration. The plan outlines employee vaccinations, incentives for eligible students and staff, and health and safety factors.

Report Related to Resolution 2122R-009

Why is a Vaccine Mandate Being Considered?

MPS has a duty to provide and to maintain healthy and safe learning and work environments for students and staff. Vaccination is the most effective method of reducing the spread of COVID-19. A significant portion of our student population (under the age of 12) is vulnerable to contracting COVID-19, as they are unable to receive the vaccine.

The U.S. Food and Drug Administration has fully approved the Pfizer BioNTech vaccine for people aged 16 and older.

Vaccine Mandate: Factors to Consider

COVID-19 Vaccines for Wisconsin residents

Updated: 9/3/2021

Percent of Wisconsin residents who have received at least one dose = 55.1% (3,205,962)

Age

12-15 .....43.0%
16-17 .....49.1%
18-24..... 49.2%
25-34..... 53.4%
35-44 .....61.1%
45-54 .....62.8%
55-64..... 72.1%
65+..... 84.9%

Sex

Female.....58.1%
Male 51.4%
0.5% of records were reported without sex.

Race

American Indian.....39.0%
Asian 54.9%
Black 32.0%
White.....50.4,%
5.5% of records reported a race of "Other," while 5.5% of records reported an unknown race.

Ethnicity

Hispanic.....44.0%
Non-Hispanic 52.9%
5,1% of records were reported without ethnicity.

Vaccine Doses for Wisconsin Residents by Week

Week	Doses
12/13/20	11,174
12/20/20	29,533
12/27/20	44,045
1/3/21	75,841
1/10/21	88,353
1/17/21	109,097
1/24/21	201,822
1/31/21	223,463
2/7/21	209,896
2/14/21	206,986
2/21/21	247,765
2/28/21	299,782

Week	Doses
3/7/21	304,521
3/14/21	324,734
3/21/21	369,508
3/28/21	390,418
4/4/21	432,783
4/11/21	356,605
4/18/21	318,948
4/25/21	269,996
5/2/21	218,136
5/9/21	182,408
5/16/21	170,148
5/23/21	107,922

Week	Doses
5/30/21	88,711
6/6/21	103,234
6/13/21	75,596
6/20/21	55,670
6/27/21	44,865
7/4/21	37,582
7/11/21	38,799
7/18/21	42,596
7/25/21	46,119
8/1/21	55,870
8/8/21	54,524
8/15/21	57,273

Week	Doses
8/22/21	69,702
8/29/21	71,733
9/5/21	51,860
9/12/21	61,372
9/19/21	49,014
9/26/21	38,895
10/3/21	36,008
10/10/21	10,536
Total	6,283,843

From: https://www.dhs.wisconsin.gov/covid- 19/vaccine-data.htm#map

July 1	July 8	July 15	July 22	July 29	August 5	August 12	August 19	August 26	September 2
Rate of COVID-19 Cases per 100,000 over Seven Days *This metric determines current disease burden. Increased burden increases rates of transmission.*									
Moderate			Substantial		Extreme				
13.2	16.9	25.9	50.7	95.4	218.4	232.5	224.5	227.2	247.4
Percentage Test Positivity over Seven Days *This metric determines percent positivity. Percent positivity indicates test availability and transmission trends*									
Low			Moderate		High		Substantial		
1.3%	2.0%	3.1%	5.0%	7.5%	10.9%	10.4%	9.7%	9.2%	9.4%
City's Adult Vaccination Rate *Vaccination rate is calculated based on the City of Milwaukee's adult population (individuals 16 or older)*									
47.7%	48.9%	49.5%	50.0%	50.5%	51.0%	51.5%	52.0%	52.7%	53.4%

Data Source: Wisconsin Immunization Registry (WJR) and Wisconsin Electronic Disease Surveillance System (WEDSS)

The metrics used to determine re-opening phases were updated on 3/18/2021, based on CDC's guidance {https:ljwww.cdc.gov/coronavirus/2019-ncovfcommunity/schools-childcare/indicators.html) and best practices for Milwaukee.

Who will be covered by the mandate?

All Staff?

- Certificated staff, classified staff, part-time/seasonal staff, L TEs, Milwaukee Board of School Directors, Office of Board Governance's staff, Office of Accountability & Efficiency's staff, etc., and all interns, student teachers, and volunteers.
- Newly-hired staff.

Outside Contractors?

- Which contractors would the mandate apply to?
- Do our service contracts allow for this?
- Do we have to renegotiate our service contracts?

Consider Implementation Deadlines for All Doses

- Timeline regarding additional doses.
- Will time off for vaccination be provided or be compensable? How will it be coded and tracked?
- How will proof of vaccination be provided, verified, and stored?

Establish a Process for Medical or Religious Accommodations

Pursuant to applicable employment laws, employees would be able to request medical or religious accommodations. COVID-19 testing will be required for individuals who have reasonable accommodations. Any request for accommodation will likely need to be supported by appropriate documentation.

What Will Be the Consequences of Failing to Comply with a Vaccine Mandate?

Options include unpaid leave, misconduct proceedings, or termination.

What Will Be the Options for Getting a Vaccination?

- MPS school-based clinics
- Community clinics
- Other healthcare providers

Note: There would potentially be fewer legal barriers to providing incentives if vaccinations are provided off-site by third parties.

Will There Be Testing Options? If Yes, What Will They Be?

Will mandatory weekly testing be a substitute for being vaccinated?

Caution must be exercised, as the test is considered a medical exam, and differentiating between vaccinated and unvaccinated could lead to exposure.

Additional Staff and Financial Resources Needed

- Staff to set up and manage the process, such as technological and human resources.
- Staff to verify compliance and to engage in enforcement and Monitoring of testing
- Staff to process and to manage accommodation requests.
- Staff to respond to requests for information.
- Technological resources to handle the uploading and storage of the compliance data.

Implementation Considerations

Mandate

- Employees to upload photos of vaccination cards
  - — How will employees upload the information? Not all employees have the technology or technical ability. Options:
    - > PeopleSoft has a self-service option for document upload.
    - > Frontline has a health module that could be purchased which would allow for employees to upload medical records and for secure storage/limited access.

— Confidentiality —only select employees should have access.

- Verification — who will verify the documentation?

— Each card would need to be manually verified.

> No capacity in Employment Relations or MPS nursing to verify.
> There would need to be follow-up with employees.
> Would likely require hiring additional staff or temporary staff.

Timeline — How Long Will Staff Have to Implement?

- Vaccines' side effects: time off (not deducted from sick leave) if employee experiences side effects.
- Potential booster — Might need to be mandated as well.
- Customer Service — Would likely need an email and/or a phone number to field staff's questions.
- Part-time employees — They change quarterly or seasonally. Could be difficult to monitor and to mandate.

Testing

The District currently participates in the Department of Health Services' K-12 school testing program. This program may be used for individuals with accommodations who will be tested.

The Administration of weekly COVID-19 testing is to occur offsite — two or three weekly tests

Communication of results

Employees will continue to work while awaiting test results.

Verification of results?

Vaccine Mandate for Contractors/Vendors

There is no standard language in MPS's professional service contracts requiring contractors to comply with MPS's administrative policies and procedures. Some contracts (ex. with Goodwill TalentBridge) might include language in scope of services requiring contractors to abide by all terms and conditions of MPS's Employee Handbook, which includes adherence to MPS's policies and procedures.

To potentially require compliance with a vaccine mandate would require modifications/amendments to existing contracts.

A vaccine mandate may result in reduction of services received from contractors.

Existing Administrative Policies and Authority to Implement

- Wisconsin Statutes, Sections 120.13(1), 120.13(35)(a)
- Administrative Policy 6.07, Employee Rules of Conduct
- Administrative Policy 6.08, Health and Safety Staff
- Administrative Policy 6.14, Personnel Records

What are Other Districts Doing?

Washington State School Districts

- Any worker for an operator of an educational institution must be vaccinated by 10/18/2021 (applies to all public and charter schools).
- Policy covers volunteers and on-site contractors. Individuals, such as delivery drivers, who have brief or fleeting contact are exempt.
- Exemptions for disability or sincerely-held religious belief.

Philadelphia School District

- All school district employees are required to be fully vaccinated against COVID-19 and to submit appropriate proof of full vaccination status.
- Exemptions for medical reasons and sincerely-held religious beliefs.
- Mandate to apply to contractors.

Loudoun County Virginia (D.C. Area)

- Mandatory vaccination or submission to weekly testing for all employees.
- After Oct. 1, 2021, employees who have not demonstrated full or partial vaccination status will have to begin weekly testing for COVID-19.
- All staff required to be vaccinated by November 1, 2021.

Other Units of Government

Dane County

- All employees are required to present proof of being fully vaccinated against COVID-19 by August 20, 2021.
- If an employee does not provide proof of his/her fully vaccinated status, he/she must provide proof of a COVID-19 PCR test by August 23, 2021. Thereafter, weekly results are required.
- Failure to follow the vaccination policy may result in disciplinary action, up to and including termination.

Milwaukee County

- All employees (except for Public Safety) are required to submit proof of vaccination by October 1, 2021.
- Medical and religious accommodations will be made.
- Contractors working in high-risk or group-living facilities will be required to be fully vaccinated by October 11, 2021.

City of Milwaukee

- Employees must submit proof of vaccination or receive the vaccination by October 29, 2021.
- Medical and religious accommodations are granted.
- Employees who do not comply with the mandate by the deadline will be placed on unpaid leave for up to 30 days. Further failure to comply with the policy will result in separation from employment.
- The Milwaukee Health Department will host vaccination clinics for city employees during the week of September 5, 2021.

Incentives

State of Wisconsin

COVID-19: $100 Vaccine Reward Program

Wisconsin residents ages 12 and up who get their first dose of any COVID-19 vaccine from a vaccine provider located in Wisconsin, Michigan, or Minnesota between August 20 and September 19 are eligible for the incentive.

Employee-incentive Guidance

The Laws

- Americans with Disabilities Act
- Genetic Information Non-discrimination Act

EEOC's Guidance

- Employers can offer vaccine incentives
- Only requesting proof of employee's vaccination — no limits provided
- Restrictions apply if the employer is administering the vaccine
- Incentives (or penalties} are permissible so long as they are "not so substantial as to be coercive."

Implementation Considerations

Incentives

Options:

- Monetary — ranging from $100 to $500
- Paid time off (could be at high cost to District)
- MPS merchandise, gift cards, potential raffle, etc.
- For students: school merchandise, waiver of student fees, etc.

Employees

Districts Offering Incentive to Employees

- Henry County, Georgia: $1,000
- Detroit, Michigan: $500
- Porterville, California: $500
- Anderson County, South Carolina: $500
- Marlboro County, South Carolina: $500
- Manteca, California: $350
- Little Rock, Arkansas: $300
- Joplin, Missouri: $250 and a chance to win one of four $2,500 cash prizes
- San Marcos, Texas: $250
- Searcy, Arkansas: $200
- Orange County, Florida: $200
- Anderson, Indiana: $150

Sample Staff Incentives

Raffle

Prize	Number	Total Cost
$500 donation*	50	$25,000
$1,000 donation*	25	$25,000
Total	75	$50,000

**Prizes will be donated to MPS schools or classes of winners' choice.*

Students

Districts Offering Incentive to Students

- Anderson County, South Carolina: $100 for any HS student who voluntarily provides vaccination proof and has guardian consent.
- D.C. Public Schools: Students 12-17 who are vaccinated at upcoming school events receive a $51 gift card and AirPods (< $100 value).

Sample Student Incentives

Raffle

Prize	Number	Total Cost
$50 Visa gift cards	125	$6,250
Apple iPads (~$350)	25	$8,750
$1,000 scholarships	10	$10,000
$5,000 scholarships	5	$25,000
Total	165	$50,000

Sample Incentive Costing

		Estimated Cost by Amount of Incentive				
		$100	$150	$200	$250	$300
Estimated Eligible Students 12 Years Old or Older	31,205	$3,120,500	$4,680,750	$6,241,000	$7,801,250	$9,361,500
Estimated Eligible Staff	11,404	$1,140,400	$1,710,600	$2,280,800	$2,851,000	$3,421,200
Total	42,609	$4,260,900	$6,391,350	$8,521,800	$10,652,250	$12,782,700

Use of ESSER Funds for Incentives

Yes, to the extent that it does not violate any other state or federal laws.

Incentives must be "reasonable" under 2 CFR 200.

A school "might give each vaccinated student a nominal gift card or any other allowable incentive that is reasonable in size and scope and likely to lead to an increase in the rate of vaccinations."

Ethical Considerations

Larger incentives are more likely to induce students and staff to make medical decisions which they would not normally choose.

Vaccine hesitancy among certain segments of our community.

Quarantines

Who Needs to Quarantine

Individuals who were within six feet of someone with COVID-19 for a total of 15 minutes or more over the course of a day (24 hours). Excludes students who are properly masked within three to six feet of a student with COVID-19.

Individuals who live in the same household as someone with COVID-19.

How Long to Quarantine

A 14-day quarantine period is recommended for individuals exposed to COVID-19.

Individuals who are fully vaccinated and not experiencing symptoms are not required to quarantine.

Whether or not fully vaccinated, individuals exposed to COVID-19 should watch for symptoms such as fever, cough, shortness of breath, chills, headache, muscle pain, sore throat, or loss of taste or smell for 14 days.

Options that may be considered to shorten quarantine when the individual remains without symptoms:

- Ten-day quarantine without testing.
- Seven-day quarantine with a negative PCR test. Test must occur on fifth day after exposure or later.

Contact Tracing

The District identifies and reports positive cases, symptomatic cases, and close contact cases for students and staff.

Staff and families are notified in writing in the event of exposure to COVID-19 in schools.

MPS continues to collaborate with the Milwaukee Health Department in relation to MPS's students.

Case monitoring is conducted during the regular school day as well as evening and weekend hours to ensure timely notification.

Drinking Water in Schools

All MPS schools have clean drinking water available for students and staff throughout the day.

All drinking fountains have filters to abate lead, particles, etc.

Some drinking fountains have been turned off, but all schools have adequate water-bottle filling stations or fountains available for students and staff.

Criteria for Possible Flexible Scheduling

Schools

MPS may convert a school to flexible scheduling in the event 3% or more of the total school population tests positive for COVID-19 within a 14-day period.

Classes

MPS may convert a class to flexible scheduling for 10 days if there are five confirmed positive COVID-19cases within a 14-dayperiod.

Other Considerations for Possible Flexible Scheduling

- Size of class or school
- Substantial school spread
- Staffing capacity

- Impact of shared student materials
- School events

Plexiglass Barriers

Plexiglass barriers are available in all schools. Plexiglass barriers are optional where all children are facing forward, but are required where children are facing each other in the classroom. Plexiglass barriers are collected and cleaned, and additional plexiglass barriers may be purchased as needed.

Testing Strategy

MPS is offering lab-based PCR tests to students and staff who exhibit COVID-19 symptoms. Testing is voluntary and will only be conducted with written consent.

MPS will conduct voluntary testing of asymptomatic students and staff in randomly selected schools. A new consent form for any new testing strategy must be distributed and returned.

Recommendations

Vaccine

The Administration recommends that all Milwaukee Public Schools' employees be required to be fully vaccinated against COVID-19 as a condition of employment or be approved for a medical or religious accommodation. The vaccine mandate will apply to all district employees, including, but not limited to, certificated staff, classified staff, part-time/seasonal staff, limited-term employees (LTEs), the Milwaukee Board of School Directors, staff of the Office of Board Governance and of the Office of Accountability & Efficiency, etc. "Employees" shall also include all interns, student teachers, and volunteers.

All current MPS employees are required to submit proof of being fully vaccinated no later than November 1, 2021, unless a reasonable religious or medical accommodation is approved. All individuals who receive approved accommodations will be required to test for COVID-19 two times a week. Employees not in compliance will be placed on unpaid leave. Continued noncompliance may result in termination.

All newly-hired employees required to submit proof of being fully vaccinated upon hire, unless a reasonable religious or medical accommodation is approved.

Incentives

The Administration recommends incentivizing all eligible staff and students to be fully vaccinated by November 1, 2021, to protect the health and wellness of all MPS communities.

Health and Safety

The Administration recommends implementation of the health and safety measures as outlined in this presentation, along with the health and safety measures currently being implemented as outlined in the Roadmap to Readiness plan.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.08, Health and Safety

Fiscal Impact Statement

N/A

Director Peterson moved to consider the resolution in four components as follows:

1. Implementing mandatory COVID vaccinations for all employees.
2. Offering incentives for those students who have been vaccinated.
3. Offering incentives for staff who have been vaccinated.

4. Consideration of COVID protocols in MPS.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, O'Halloran, Taylor, and President Peterson — 7.
Noes – None.

The question being on component #1, implementing mandatory COVID vaccinations for all employees Director Peterson moved approval of the recommendation of the Administration, specifically:

- that all Milwaukee Public Schools employees be required to be fully vaccinated against COVID-19 as a condition of employment or be approved for a medical or religious accommodation;
- the vaccine mandate will apply to all district employees, including, but not limited to, certificated staff, classified staff, part-time/seasonal staff, limited-term employees (LTEs), the Milwaukee Board of School Directors, the staffs of the Office of Board Governance and of the Office of Accountability & Efficiency staff, etc. "Employees" shall also include all interns, student teachers, and volunteers;
- all current MPS employees are required to submit proof of being fully vaccinated no later than November 1, 2021, unless a reasonable religious or medical accommodation has been approved;
- all individuals who receive an approved accommodation will be required to test for COVID-19 two times a week;
- employees not in compliance will be placed on unpaid leave. Continued noncompliance may result in termination; and
- all newly hired employees will be required to submit proof of being fully vaccinated upon hire, unless a reasonable religious or medical accommodation is approved.

The gavel was passed to Vice President Taylor at 7:18 p.m. and returned to President Peterson at 7:23 p.m.

The gavel was passed to Vice President Taylor at 7:38 p.m. and returned to President Peterson at 7:42 p.m.

The gavel was passed to Vice President Taylor at 7:52 p.m. and returned to President Peterson at 7:54 p.m.

The motion passed, the vote being as follows:

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

The question being on component #2, offering incentives for those students who have been vaccinated, Director Herndon moved approval of a $100 vaccination incentive for students 12 years of age and older who can provide proof of vaccination by November 1, 2021.

The motion passed, the vote being as follows:

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

The gavel was passed to Vice President Taylor at 8:35 p.m. and returned to President Peterson at 8:36 p.m.

The gavel was passed to Vice President Taylor at 9:47 p.m. and returned to President Peterson at 9:49 p.m.

Consideration was given to components #3 and #4 — offering incentives for staff who have been vaccinated, and COVID protocols in MPS, respectively — but no action was taken on either component.

The Board adjourned at 9:54 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 21, 2021

Special meeting of the Board of School Directors called to order by President Peterson at 5:18 p.m.

Present — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor (5:35 p.m.), and President Peterson — 7.
Absent and Excused — Directors Carr and Siemsen — 2.

The Board Clerk read the following call of the meeting:

September 17, 2021

SPECIAL BOARD MEETING
5:15 p.m., Tuesday, September 21, 2021

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 5:15 P.M. on Tuesday, September 21, 2021 for the consideration of the following item of business:

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

Executive Session Notice

With respect to Item 1, above, the Board may retire to executive session, pursuant to Wisconsin Statutes, Section 19.85(1)(f), for the purpose of considering disciplinary data of specific persons, and may reconvene in open session to take action on matters considered in executive session and/or to continue with the remainder of the agenda.

This meeting will be broadcast via livestream.

JACQUELINE M. MANN, Ph.D.
Board Clerk

Wisconsin Statutes, §120.13(1)(e)3, and MPS's Administrative Policy 8.32, Student Expulsion, paragraph (8), a report of the Independent Hearing Officer shall be presented to the Board for approval at the Board's regular monthly meeting and no later than 30 days after the date of an IHO's expulsion order. As more than 30 days would have passed between the regular August and the regular September meetings of the Milwaukee Board of School Directors, the two reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from August 27, 2021, at 9:00 a.m. and 10:30 a.m. were forwarded to the Board for its consideration.

Director Herndon moved to accept the reports of the Independent Hearing Officers from August 27, 2021, at 9:00 a.m. and 10:30 a.m.

The motion passed, the vote being as follows:

Ayes —Directors Garcia, Herndon, Leonard, and President Peterson — 4.
Noes — Directors Gokalgandhi and Taylor — 2.
Abstention — Director O'Halloran — 1.

The Board adjourned at 5:37 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 30, 2021

Regular meeting of the Board of School Directors called to order by President Peterson at 5:34 p.m.

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

- Rydell Ards-King, a student at Marshall High School;
- Carole Bailey, a former MPS teacher;
- Nadine Barthuli, a retired teacher from Hayes Bilingual and Riley Montessori;
- Lois Clementi, a former MPS employee;
- Jeanne Crawford, a retired teacher at Doerfler School;
- Brenda Giles, an education assistant at Auer Avenue School;
- Master Anthony Ellis, a student at Bradley Tech
- Sharon Grant, a former manager of the Department of Student Services;
- Olga Jaquez, a retired teacher at Milwaukee Spanish Immersion School;
- Lunell Hughes, a retired teacher from Hopkins-Lloyd School;
- Jose Hurtado, a student at Pulaski High School;
- Peter Leshin, a teacher at Marshall High School;
- Leilani Niese, a former MPS teacher;
- William Quinn, a retired teacher and coach from Madison High School;
- Mimi Soto, a former assistant principal at Hayes Bilingual School; and
- Margetrie Watts, a retired teacher from Carson Academy

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of August 2021 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 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 2021

Community Kicks Off School Year at Run Back to School Race

Excitement was truly in the air as Superintendent of Schools, Dr. Keith Posley, kicked off the festivities at Wick Playfield for the 14th annual Run Back to School race. On Saturday, August 28, hundreds of runners, volunteers, community leaders, staffers, and students safely gathered for the 5K run/1.5-mile walk through Washington Park to celebrate the start of the 2021-22 school year, which began on August 16 for those schools on the early-start calendar and on September 2 for those schools on the traditional calendar.

After shifting to a series of virtual challenges in 2020, the Run Back to School returned in person this summer to its traditional spot on the final Saturday of August. MPS alumni, teachers, administrators, parents, students, and southeastern Wisconsinites all attended the run to support MPS' growth within the city. The positive energy was palpable throughout the entire morning, as the greater MPS community joined together in the spirit of school unity. Proceeds from the event are used to support youth recreation, wellness, and sports programs throughout the district.

Schools with at least 25 registrants received $500 mini-grants for their wellness programs. This year, eight schools — MacDowell Montessori, Milwaukee German Immersion, Fernwood Montessori, South Division High School, Hamilton High School, Milwaukee School of Excellence, Zablocki School, and IDEAL School — hit the 25-person mark. The school social workers' group and the MPS Office of Human Resources also turned out for the Run Back to School with more than 25 participants.

MacDowell Montessori, which had put together the largest school-based team, received a $1,000 grant for youth recreation and wellness programs. In the past, schools have used the grant money to purchase new youth sports uniforms and gym and sports equipment to cover sports registration fees and the rental of the Wacky Wheels Skate Van, and more.

Several prominent community leaders joined the District's families and staff at the race this year, including Mayor Tom Barrett and Lt. Governor Mandela Barnes, who is a proud graduate of Marshall High School.

The Run Back to School also included music, awards for the top finishers in each age group, and carnival games for kids. MPS also provided a COVID-19 vaccine clinic on site for all age-eligible community members.

MPS's Elementary Schools Welcome Students Back

The neighborhood around Rogers Street Academy was filled with excitement on September 2 as families and buses dropped off children for the first day of the new school year. Red carpets were ready, and students on the traditional calendar walked into school surrounded by cheering MPS staff, dignitaries, school partners, and more.

Children were excited to return to school, to see their teachers and friends, and to get ready for hands-on learning. Students, who arrived wearing masks and carrying supplies, were looking forward to getting back into classrooms as MPS returns to full-time in-person learning for the 2021-22 school year.

The morning's celebration included welcome messages from Principal Ramon Cruz; Governor Tony Evers; Lieutenant Governor Mandela Barnes; State Superintendent, Dr. Jill Underly; County Executive, David Crowley; Mayor Tom Barrett; Sheriff Earnell Lucas; Milwaukee Police Chief, Jeffrey Norman; Milwaukee Board of School Directors' President, Bob Peterson; Superintendent, Dr. Keith P. Posley; and MTEA's President, Amy Mizialko. District speakers emphasized the importance of returning to classrooms for academic learning and mental wellness, and also outlined strategies to keep students and staff safe and healthy as the pandemic continues. The District has expanded COVID-19 mitigation measures that began in spring, which include maximizing ventilation, electronic HEPA filtration units throughout buildings, hand-sanitizing stations, frequent handwashing, physical distancing, and wearing of masks by students and staff.

Our teams have worked very hard to ensure safety and to make sure students receive all the supports they need. We recognize how important this school year is, and we are committed to ensuring all students have a chance to achieve.

Rogers Academy is one of 21 bilingual schools in MPS that teach students in both English and Spanish as part of the curriculum. MPS also offers four language-immersion schools (French, German, Italian, and Spanish) and world language courses in a number of languages across the district. To learn more about bilingual education in MPS, visit mpsmke.com/bilingual.

MPS's early-start schools across the city, including all high schools, middle schools, and connected elementary schools, were back in session on August 16.

MPS Rolls out Vaccine Mandate for Staff and a $100 Incentive for Students

At its special meeting on Thursday, September 9, 2021, the Milwaukee Board of School Directors approved a COVID-19 vaccination requirement for all staff. Employees are required to become fully vaccinated by November 1, 2021. New employees will be required to submit proof of full vaccination upon hire or be approved for a religious or medical accommodation. Religious and medical accommodations will be allowed, but exempt individuals will be required to take part in COVID-19 testing twice per week.

To encourage students to become vaccinated, the Board also unanimously approved a $100 incentive for MPS students age 12 and older. Those students who can provide proof of being fully vaccinated by November 1, 2021, are eligible for the incentive. The COVID-19 vaccine is one of the most effective strategies to mitigate the spread of the virus.

Superintendent Posley and district administrators have been working to provide the safest possible environment in schools for staff and students. Measures include electronic HEPA filtration units throughout buildings, face-mask requirements, COVID-19 testing, physical distancing, increased handwashing, and more. We owe it to our students, teachers, staff, and community to take all possible steps to ensure safe schools.

Employees and families will receive more details from the District in the coming days, including how to request an accommodation, how to submit proof of vaccination, COVID-19 testing, noncompliance conditions, and more.

Milwaukee Recreation Recognized for Its Commitment to the Highest Level of Service to the Community

Milwaukee Recreation recently joined the ranks of elite park and recreation agencies across the country by earning accreditation through the Commission for Accreditation of Park and Recreation Agencies (CAPRA) and the National Recreation and Park Association (NRPA). This distinguished accomplishment was awarded on September 23, 2021, during the NRPA's Annual Conference. Only 1.9 percent of park and recreation agencies in the country are accredited. Milwaukee Recreation is one of just three accredited agencies in the state of Wisconsin and is the nation's only school-district-run agency to have received CAPRA's accreditation to date.

CAPRA's accreditation, the only national accreditation for park and recreation agencies, is a measure of an agency's overall quality of operation, of management, and of service to the community. This mark of distinction indicates that an agency has met rigorous standards related to the management and administration of lands, facilities, resources, programs, safety, and services. Milwaukee Recreation's entire team has remained committed to this effort from the beginning and has worked very hard to gather data, to provide information, and to implement new strategies that ultimately allowed it to meet all the CAPRA's standards necessary for accreditation. This work has established a roadmap for the Department and will ensure that its operations and services continue to meet a high level of quality for the Milwaukee community.

The process for accreditation involves a formal application, self-assessments, a site visit by a team of trained individuals (independent of Milwaukee Recreation) that results in a written report, and a hearing before the Commission to grant accreditation. Due to the COVID-19 pandemic, this year's visitations were held virtually. After a highly-scrutinized review of Milwaukee Recreation's operations and programming, CAPRA's accreditation was granted, as the Department demonstrated compliance with all 154 recognized standards. Once accredited, agencies must submit annual reports and undergo a re-accreditation process in five years.

The Commission comprises representatives from NRPA, the American Academy for Park and Recreation Administration, the National Association of County Park and Recreation Officials, the International City/County Management Association, the Academy for Leisure Sciences, the Armed Forces Recreation Network, and the Council of State Executive Directors.

Update on Transportation Services and Vaccinations

As part of this month's report, the Administration will provide an update at the September 30, 2021, meeting of the Milwaukee Board of School Directors on transportation services for the 2021-22 school year and details regarding vaccinations.

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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The gavel was passed to Vice President at 6:20 p.m. and returned to President Peterson at 6:23 p.m.

(Item 2) 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 current contract is for up to a maximum of 720 FTE pupils in grades 6 through 11. 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 to educate 6th- through 12th-grade students through rigorous academics and character education essential for success to excel within and graduate from four-year colleges and to pursue the professions of their choice.

On August 26, 2021, the Board approved a lease agreement with Milwaukee Excellence Charter School for the Douglas School located at 3620 N. 18th Street.

On September 9, 2021, Administration received notification of a change in leadership at Milwaukee Excellence from Mr. Maurice Thomas, a founder, president, and chief executive officer of the school, to Mr. Rodney Lynk, vice president and chief academic officer. Provided under separate cover is a copy of the correspondence Bill Mahler, President of the board of Milwaukee Excellence, along with the agreed upon contract amendments to reflect the change in leadership and updated location for the students in high school.

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 approval, the amended charter school contract and appendices will be sent to the Department of Public Instruction. Also, the contact/school leader's name will be revised in the lease agreement with Milwaukee Excellence Charter School for the Douglas School located at 3620 N. 18th Street.

Administration's Recommendation

The Administration recommends that the Board approve the amendment to the non-instrumentality charter school contract with Milwaukee Excellence, Inc., for Milwaukee Excellence Charter School as well as the revised lease agreement.

Director Carr moved to approve the Administration's recommendation relative to the contract and the lease.

The motion passed, the vote being as follows:

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

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

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

Background

At the state level, between the State's budget-stabilization fund and unallocated and immediately available funds, Wisconsin continues to maintain an unspent balance of roughly $3 billion. Updated figures confirming the total will be available in the middle of October.

A number of bills continue to move forward in the Assembly, with the State Superintendent, Dr. Jill Underly, making public comment, as provided under separate cover, about both the content and unusual hearing process related to a number of pieces of legislation. Despite available revenues, legislation has not been introduced to support school districts with basic per-pupil increases and other needs.

At the federal level, work continues on a number of hugely significant pieces of legislation, including President Biden's Build Back Better proposal, which includes substantial policy and funding support for K-12 education.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule 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 August through mid-September.

Report to the Milwaukee Board Of School Directors, September 2021

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 thefiscal stewardship of Milwaukee Public Schools.

During the reporting period, the Office of Accountability and Efficiency continued to implement its FY22 Work Plan. Additionally, the OAE presented the final report on work completed as part of the FY21 Work Plan to the Board during this period.

Accountability and Efficiency Services

Between August 16, 2021, and September 20, 2021, Accountability and Efficiency Services responded to 12 requests for information/research, two constituents' inquiries, and three requests for data analysis/visualization and completed one special project.

Accountability and Efficiency Services also collaborated with the Department of Research, Assessment and Data on exploration of geospatial reporting options for district research requests and on improved messaging on the previously-transitioned Principal's Landing Page to direct users to the new Data Dashboard.

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, 43 students successfully completed paid summer work-based and project-based learning activities. The placement sites included arts, construction, faith-based, healthcare, hospitality, real-estate, and workforce development. Five students also received state-accredited certificates for completing certified nurse assistant and construction building trades programs.

Staff attended the American Contract Compliance Association's National Training Institute, which provides ongoing comprehensive professional training to individuals working within the following disciplines: affirmative action, contract compliance, labor compliance, minority/women/ disadvantaged/small/emerging business enterprises, economic business development, and equal employment opportunity. Two staff members received their Executive Certified Master Compliance Administrator certifications, which required completion of 104 continuing education units.

An inter-governmental Mission Aligned Partner (MAP) requested assistance to develop strategies to increase pre-apprenticeship opportunities throughout Milwaukee County. The efforts continue to focus on early awareness and exposure activities related to Communities In Need (COIN) for students.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy 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 Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)

The 19 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times were presented for the Board's consideration and action:

- August 27, 2021, at 9:00 a.m.,10:30 a.m.
- August 31, 2021, at 10:00 a.m., 11:00 a.m.
- September 7, 2021, at 12:00 p.m., 1:30 p.m.
- September 14, 2021, at 3:00 p.m.
- September 16, 2021, at 1:30 p.m.
- September 17, 2021, at 9:00 a.m., 10:00 a.m., and 1:30p.m.
- September 21, 2021, at 9:00 a.m., 10:30 a.m., 11:30 a.m., 1:30 p.m., and 2:30 p.m.
- September 22, 2021, at 8:00 a.m., 9:00 a.m., and 10:00 a.m.
- September 23, 2021, at 9:00 a.m., 10:00 a.m.

Also provided under separate cover were the monthly expulsion summaries.

Director Carr moved to accept the reports of the Independent Hearing Officers of August 27 and 31, and of September 7, 14, 16, 17, 21, 22, 23, 2021.

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

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

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following item:

- 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, as it had been 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, 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	Trinity Barnes	Building Service Helper I	$15.18/hr.	08/16/2021
2	Toriyana Buford	Building Service Helper I	$15.18/hr.	08/16/2021
2	Andre Carter	Building Service Helper I	$15.18/hr.	08/02/2021
2	Daniel Davis	Building Service Helper I	$15.18/hr.	07/26/2021
7	Keshaw Davis	Building Service Helper I	$15.18/hr.	08/02/2021
2	Angel Dorsey	Building Service Helper I	$15.18/hr.	08/09/2021
2	Tifany Gatson	Building Service Helper I	$15.18/hr.	08/16/2021
2	Latrice Hardy	Building Service Helper I	$15.18/hr.	07/26/2021
2	April Johnson	Building Service Helper I	$15.18/hr.	08/02/2021
2	Daiquan Parks Jackson	Building Service Helper I	$15.18/hr.	08/09/2021
6	Lahlasha Phillips	Building Service Helper I	$15.18/hr.	08/09/2021
2	Youlonda Robinson	Building Service Helper I	$15.18/hr.	08/09/2021
2	Derrick Smith Brown	Building Service Helper I	$15.18/hr.	08/16/2021
5	Johnathan Ailant	Boiler Attendant Trainee	$37,102.00	08/23/2021
2	Darien Jackson	Boiler Attendant Trainee	$37,102.00	08/23/2021
4	Alex Ojeda	Boiler Attendant Trainee	$37,102.00	08/23/2021
2	Priscilla Brooks	Children's Health Assistant	$21,645.00	08/26/2021
2	Veronica Davis	Children's Health Assistant	$21,645.00	08/09/2021
2	Helen Duncan	Children's Health Assistant	$18,139.00	08/26/2021
2	Keesha Gibson	Children's Health Assistant	$21,645.00	08/26/2021
2	Breanna Smith	Children's Health Assistant	$19,307.00	08/26/2021
5	Kathryn Vaggalis	Children's Health Assistant	$18,723.00	08/26/2021
2	Sandra Villarreal	Children's Health Assistant	$18,139.00	08/26/2021
2	Lashonda Wilson	Children's Health Assistant	$18,139.00	08/09/2021
2	Zilpha Jackson	Food Service Assistant	$19.74/hr.	08/17/2021
2	Fredrick Jackson	IT Service Technician	$51,312.00	08/23/2021
2	Monique Abernathy	Para Ed Assistant	$18,872.00	08/09/2021
2	Stephanie Bach	Para Ed Assistant	$18,872.00	08/26/2021
2	Deitra Banks	Para Ed Assistant	$19,334.00	08/26/2021
2	Sharon Bell	Para Ed Assistant	$19,334.00	08/09/2021
5	Emily Bodilly	Para Ed Assistant	$19,334.00	08/26/2021
4	Cariermy Boquett	Para Ed Assistant	$18,872.00	08/09/2021
2	Andrea Branch	Para Ed Assistant	$18,872.00	08/26/2021
4	Behlen Casillas	Para Ed Assistant	$18,872.00	08/09/2021
4	Nicole Ceja	Para Ed Assistant	$20,028.00	08/26/2021
2	Tanaia Clark	Para Ed Assistant	$18,872.00	08/26/2021
2	Jouta Cross	Para Ed Assistant	$18,872.00	08/09/2021
5	Jo Gassner	Para Ed Assistant	$18,872.00	08/12/2021
2	Claudia Hill	Para Ed Assistant	$23,366.00	08/19/2021
4	Angelita Jalan	Para Ed Assistant	$20,722.00	08/26/2021
2	Raquel Jones	Para Ed Assistant	$19,334.00	08/26/2021
2	Avionna King	Para Ed Assistant	$21,416.00	08/16/2021
4	Nina King	Para Ed Assistant	$18,872.00	08/26/2021
5	Carmen Kriewaldt	Para Ed Assistant	$18,872.00	08/26/2021
5	Grace Lammeman	Para Ed Assistant	$20,028.00	08/26/2021
5	Thomas LaMothe	Para Ed Assistant	$20,722.00	08/09/2021
2	Kenneth Luckette	Para Ed Assistant	$18,872.00	08/09/2021
5	Angie Mader Deen	Para Ed Assistant	$18,872.00	08/26/2021

Code	Name	Position	Salary	Date
5	Catherine Mazaba	Para Ed Assistant	$18,872.00	08/09/2021
2	Kierra McDonald	Para Ed Assistant	$18,872.00	08/09/2021
5	Gail Mosser	Para Ed Assistant	$18,872.00	08/09/2021
4	Jessica Nieves	Para Ed Assistant	$18,872.00	08/26/2021
4	Saraiza Perez	Para Ed Assistant	$20,028.00	08/27/2021
5	Haley Plucheck	Para Ed Assistant	$20,028.00	08/09/2021
5	Cynthia Powers	Para Ed Assistant	$20,028.00	08/26/2021
5	Michaela Prall	Para Ed Assistant	$19,334.00	08/09/2021
2	Jabari Robinson	Para Ed Assistant	$18,872.00	08/26/2021
5	Patrick Santi	Para Ed Assistant	$18,872.00	08/09/2021
5	Anne Schmidt	Para Ed Assistant	$20,028.00	08/26/2021
5	Ryan Schmitz	Para Ed Assistant	$18,872.00	08/09/2021
5	Kurt Schneider	Para Ed Assistant	$22,803.00	08/26/2021
4	Mayra Solis	Para Ed Assistant	$20,028.00	08/26/2021
2	Mariona Suggs	Para Ed Assistant	$20,028.00	08/26/2021
4	Maria Villarreal	Para Ed Assistant	$20,722.00	08/09/2021
4	Diana Vizcaya Kroger	Para Ed Assistant	$18,872.00	08/26/2021
2	Stacy Watson	Para Ed Assistant	$18,872.00	08/26/2021
2	LaDonna Williams	Para Ed Assistant	$18,872.00	08/24/2021
5	Kyle Witty	Para Ed Assistant	$22,803.00	08/09/2021
4	Juan Yepez Alastre	Para Ed Assistant	$22,017.00	08/26/2021
4	April LaBoy	Para Ed Assistant — Hourly	$16.82/hr.	08/23/2021
5	Denise Long	Para Ed Assistant — Parent Involvement	$27,629.00	08/26/2021
2	Douglas Jackson	Plasterer	$36.72/hr.	08/16/2021
4	Christopher Trejo	Print Production Designer	$39,270.00	08/02/2021
2	Stephanie Adekanbi	School Bookkeeper	$38,554.00	08/23/2021
5	Annette Durfee	School Bookkeeper	$38,554.00	08/23/2021
7	Michael Botelho	School Safety Assistant	$23,513.00	08/09/2021
2	Jeffrey Brown	School Safety Assistant	$25,887.00	08/09/2021
2	Sarina Gidarisingh	School Safety Assistant	$23,513.00	08/09/2021
2	Chasity Jackson	School Safety Assistant	$23,513.00	08/09/2021
2	Ciera Leonard	School Safety Assistant	$23,513.00	08/13/2021
2	Latusha Malone	School Safety Assistant	$23,513.00	08/09/2021
6	Valerie Manuel	School Safety Assistant	$28,570.00	08/09/2021
2	Tremell McBride	School Safety Assistant	$24,993.00	08/09/2021
2	Chas Sledge	School Safety Assistant	$23,513.00	08/09/2021
2	Shanice Stewart	School Safety Assistant	$23,513.00	08/13/2021
2	Dominique Williams	School Safety Assistant	$23,513.00	08/09/2021
2	Dekendria Edwards	School Secretary I — 10-month	$27,060.00	08/23/2021
5	Asia Mealey	School Secretary I — 10-month	$29,929.00	08/23/2021
2	Aquanta Odekunle	School Secretary I — 11-month	$29,766.00	08/23/2021
2	Barbara Rutledge	School Secretary I — 11-month	$31,870.00	08/16/2021
2	Lynnyetta Tiggs	School Secretary I — 12-month	$33,570.00	08/09/2021
5	Taylor Flom	School Kitchen Manager Trainee	$15.54/hr.	08/17/2021
2	Savana Gregory	Social Work Aide II	$17,394.00	08/09/2021
2	Patricia Hilliard	Social Work Aide II	$20,432.00	08/09/2021

Promotions

2	Treasz King	Children's Health Assistant	$21,382.00	08/26/2021
2	Ivan Taylor	Children's Health Assistant	$21,645.00	08/09/2021
2	Monica Claypool	Para Ed Assistant	$21,416.00	08/26/2021
2	Kendra Pearson	Para Ed Assistant	$21,416.00	08/20/2021
3	Seng Vang	Para Ed Assistant	$19,334.00	08/26/2021
2	Tracy Swan	Para Ed Assistant — Parent Involvement	$29,479.00	08/09/2021
2	Chesa Sykes Cleveland Coleman	Para Ed Assistant — Parent Involvement	$20,722.00	08/26/2021
5	Kylee Marema	School Bookkeeper	$33,409.00	08/09/2021
4	Norma Gonzalez	School Kitchen Manager Trainee	$17.36/hr.	08/26/2021

Rehires

2	Rhonda Cooper	Building Service Helper I	$15.18/hr.	07/26/2021
2	Stacey Willis	Boiler Attendant Trainee	$41,717.00	08/23/2021

Code	Name	Position	Salary	Date
2	Dianca Ducksworth	Children's Health Assistant	$21,645.00	08/09/2021
4	Maria Rodriguez	Children's Health Assistant	$19,892.00	08/26/2021
4	Allan Cazco	Human Resources Assistant	$40,885.00	08/23/2021
5	Jamie Brady	Para Ed Assistant	$20,722.00	08/26/2021
5	Emily Ernest	Para Ed Assistant	$19,334.00	08/26/2021
2	Monique Hill	Para Ed Assistant	$22,526.00	08/09/2021
2	Candace Knaebe	Para Ed Assistant	$22,110.00	08/26/2021
2	Stephanie McAllum	Para Ed Assistant	$19,334.00	08/26/2021
5	Linda Mucha	Para Ed Assistant	$18,872.00	08/26/2021
5	Kelly Radermacher Butts	Para Ed Assistant	$22,803.00	08/26/2021
2	Paris Reel	Para Ed Assistant	$20,028.00	08/26/2021
2	Jonathan Spruill	Para Ed Assistant	$20,722.00	08/26/2021
2	Victor Toliver	Para Ed Assistant	$19,334.00	08/09/2021
2	India Blunt	Para Ed Assistant — Parent Involvement	$25,162.00	08/16/2021
2	Rasia Gilchrist	School Safety Assistant	$23,513.00	08/09/2021
2	Maurice Hampton	School Safety Assistant	$24,099.00	08/13/2021
2	Chasity West	School Safety Assistant	$27,676.00	08/09/2021
2	Charlezetta Scott-Whitehead	School Secretary I — 10-month	$27,060.00	08/23/2021
2	Danielle Walters	School Secretary I — 10-month	$28,973.00	08/23/2021
2	Angela Ellis	School Secretary I — 12-month	$38,544.00	08/02/2021

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	Assignment	Div.*	Salary	Date
School Support Teachers					
5, r	Bruno, Deborah S		01/MA	$67,802.00	8/26/2021
5, r	Klopp, Stefanie Lynn		01/MA	$71,409.00	8/26/2021
Teachers					
5, nr	Anguil, Caitlin D	AMP Art	01/BA	$48,168.00	8/26/2021
5, nr	Argenzio, Melissa	AMP HPE	01/MA	$53,373.00	8/26/2021
5, r	Asplin, Tracy	Multi-categorical Comp SEN	01/BA	$49,817.00	8/26/2021
5, nr	Bott, Kathy	Gen'l Elem & K8 — All Grades	01/BA	$54,764.00	8/26/2021
5, r	Brown, Mariah K	Health & Phy Ed	01/BA	$46,519.00	8/26/2021
5, r	Casalino, Kaila R	Specialty Program Implementor	01/BA	$44,870.00	8/26/2021
2, r	Doyle, Tianna T	Kindergarten (four-year-old)	01/BA	$44,870.00	8/26/2021
5, r	Fitzgerald, Shannon	SAGE	01/BA	$54,764.00	8/26/2021
6, r	GIlbert, Sara Ann	Gen'l Elem & K8 — All Grades	01/BA	$49,817.00	8/26/2021
5, r	Gahnz, Sydney	SAGE	01/MA	$53,373.00	8/26/2021
5, nr	Hayes, Katie A	Learning Coordinator; Implementor	01/BA	$63,009.00	8/26/2021
5, r	Johns, Christopher M	Multi-categorical Comp SEN	01/BA	$63,009.00	8/26/2021
5, nr	Kasik, Kelsey	Spec Ed Multi-categorical	01/BA	$53,115.00	8/26/2021
5, r	Keiner, Emily C	AMP Music	01/BA	$44,870.00	8/26/2021
5, r	Lade, Jennifer J	Spec Ed Multi-categorical	01/MA	$65,998.00	8/26/2021
5, nr	Lutzen, Destiny	Gen'l Elem & K8 — All Grades	01/BA	$44,870.00	8/26/2021
5, r	Lynch, Ian M	AMP Art	01/BA	$44,870.00	8/26/2021
5, nr	Morris, Philip A	AMP HPE	01/BA	$51,466.00	8/26/2021
4, nr	Orona, Maria I	Bilingual Education	01/MA	$67,802.00	8/26/2021
5, nr	Owens, Melissa J	Gen'l Elem & K8 — All Grades	01/BA	$44,870.00	8/26/2021
5, nr	Patrow, Grace E	Spec Ed Multi-categorical	01/BA	$44,870.00	8/26/2021
4, nr	Pedroza Nino, Emmanuel	Bilingual Education	01/MA	$60,587.00	8/26/2021
4, r	Quezada, Ana C	Gen'l Elem & K8 — All Grades	01/BA	$44,870.00	8/26/2021
4, r	Ramos, Aislinn	AMP Music	01/BA	$44,870.00	8/26/2021
5, r	Rydholm, Madeline Grace	AMP Music	01/BA	$44,870.00	8/26/2021
2, r	Sheets, Tomera L	Gen'l Elem & K8 — All Grades	01/BA	$44,870.00	8/26/2021

Codes	Name	Assignment	Div.*	Salary	Date
5, r	Stalteri, Jeanne Marie	AMP Music	01/BA	$49,817.00	8/26/2021
5, r	Zacharias, Quinn A	Gen'l Elem & K8 — All Grades	01/BA	$46,519.00	8/26/2021
Library Media Specialists					
5, r	Gehweiler, Grant J	Library	01/2F	$46,985.00	8/18/2021
5, r	Korpela, Wesley	Library	01/2FB	$46,985.00	8/18/2021
Speech Pathologists					
5, r	Blachowicz, Nicole	Speech Pathology	01/SLP	$50,501.00	8/26/2021
5, r	Kreis, Madeline	Speech Pathology	01/SLP	$50,501.00	8/26/2021
4, r	Matamoros, Itzel C	Speech Pathology	01/SLP	$50,501.00	8/26/2021
5, r	Wirth, Megan Rose	Speech Pathology	01/SLP	$50,501.00	8/26/2021
School Social Workers					
2, nr	Flinn, Marvalene Shonte	School Social Work	01/2A	$56,324.00	8/18/2021
5, r	Knighter, Elizabeth L	School Social Work	01/2A	$58,127.00	8/18/2021
4, r	Martinez, Nancy Aracely	School Social Work	01/2A	$56,324.00	8/18/2021
4, r	Quinonez, Marissa	School Social Work	01/2A	$56,324.00	8/18/2021
5, nr	Rosman, Amanda N	School Social Work	01/2A	$56,324.00	8/18/2021
5, nr	Sobczak, Scott Alan	School Social Work	01/2A	$56,324.00	8/18/2021
5, r	Stern, Aaron M	School Social Work	01/2A	$56,324.00	8/18/2021
School Social Worker, Early Start					
5, nr	Liverseed, Joseph	Social Work	01/2A	$56,324.00	8/2/2021
Occupational Therapist					
5, nr	Klausegger, Kathryn Heather	Therapist, Occupational	01/OTM	$55,315.00	8/26/2021
5, nr	Spicuzza, Stephanie	99-457 Early Childhood	01/OTM	$51,708.00	8/26/2021
Teachers, Early Start					
6, nr	Allotey, Dolly	Spec Ed Multi-categorical	01/MA	$47,962.00	8/9/2021
5, r	Bartel, Andrew	AMP HPE	01/MA	$58,784.00	8/9/2021
2, r	Bethly, Shavonda T	Spec Ed Multi-categorical	01/MA	$51,569.00	8/9/2021
5, nr	Caldwell, Terra	School Support Teacher	01/BA	$44,870.00	8/9/2021
5, r	Doiron, Jesse J	Science	01/MA	$62,391.00	8/9/2021
5, nr	Farley, Courtney	English as a Second Language	01/BA	$49,817.00	8/9/2021
5, r	Gevaart, Samantha R	English as a Second Language	01/BA	$48,168.00	8/9/2021
5, nr	Glazewski, Aaron J	Science	01/BA	$44,870.00	8/9/2021
5, r	Glowacki, Joseph	Science	01/BA	$48,168.00	8/9/2021
5, r	Haas, Emily L	Bilingual Education	01/BA	$44,870.00	8/9/2021
5, nr	Hagaman, Jennifer	Gen'l Elem & K8 — All Grades	01/BA	$63,009.00	8/9/2021
5, r	Halterman, Olivia A	AMP Music	01/BA	$44,870.00	8/9/2021
4, r	Irizarry, Martin Jude	AMP Music	01/BA	$48,168.00	8/9/2021
5, nr	Kubeny, John Jacob	English as a Second Language	01/BA	$44,870.00	8/9/2021
3, r	Kueng, Mohni S	Spec Ed Multi-categorical	01/BA	$54,764.00	8/9/2021
5, nr	Moore, Allison N	Music	01/BA	$44,870.00	8/9/2021
5, r	Naus, Steven J	Bilingual Education	01/BA	$51,466.00	8/9/2021
4, r	Newton, Meredith E	Multi-categorical Comp SEN	01/BA	$44,870.00	8/9/2021
5, r	Passmore, Joseph W	Social Studies	01/BA	$44,870.00	8/9/2021
5, r	Piat Stadler, Valerie D	Foreign Language	01/MA	$51,569.00	8/10/2020
4, r	Ramirez, Erica L	Multi-categorical EEN	01/BA	$44,870.00	8/9/2021
5, nr	Ratkowski, Alexa N	Class-size Reduction	01/BA	$44,870.00	8/9/2021
5, r	Spitz, Thomas J	AMP Music	01/BA	$59,711.00	8/9/2021
5, r	Stran, Matthew	Bilingual Education	01/MA	$56,980.00	8/9/2021
2, r	Telford, Shakayla R	Multi-categorical Comp SEN	01/BA	$44,870.00	8/9/2021
5, nr	Turnacliff, Sheri L	English	01/MA	$67,802.00	8/9/2021
4, r	Velazquez, Daisey	Foreign Language	01/BA	$44,870.00	8/9/2021
Library Media Specialists, Early Start					
4, nr	Rodriguez Sanchez, Glorimar	AMP LIB	01/2FM	$53,999.00	8/2/2021

Codes	Name	Assignment	Div.*	Salary	Date
School Counselors, Early Start					
1, r	Behling, Caitlin	Guidance	01/MA	$47,962.00	8/9/2021
6, nr	Blain, Olivia M	Guidance	01/MA	$47,962.00	8/16/2021
2, r	Giles, Sofia	Guidance	01/MA	$60,587.00	8/9/2021
5, r	Littlejohn, Abigail Rebekah	Guidance	01/MA	$47,962.00	8/9/2021
Speech Pathologists, Early Start					
5, r	Collins, Lynsey	Speech Pathology	01/SLP	$50,501.00	8/9/2021
4, r	Rivera, Lauren B	Speech Pathology	01/SLP	$50,501.00	8/9/2021
Literacy Leader					
5, r	Hansen, Jacquelyn M	Literacy Programs	1C/MA	$84,694.00	8/26/2021
School Psychologists					
5, nr	Fischer, Kathryn	C.S. — Psychological Services	FLT/51C	$60,249.00	8/18/2021
2, r	Wells, Whitney M	CS — Psychological Services	FLT/51C	$57,844.00	8/18/2021
School Psychologist, Early Start					
5, r	Maurice, Samuel	HS/MS Psych Services	FLT/51C	$60,249.00	8/2/2021
Permit Teachers					
2, r	Anderson, Shameka	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	8/26/2021
5, r	Emerson, Hilary A	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	8/26/2021
2, r	Farmer, Shekeya T	Kindergarten (three-year-old)	XX/4W2	$44,073.00	8/26/2021
5, r	Hasebroock, Gracia Louise	Gen'l Elem & K8 — All Grades	XX/4W2	$44,870.00	8/26/2021
2, r	Haslett, Lenard Andre	Early Childhood Spec Ed	XX/4W2	$44,073.00	8/26/2021
2, r	Hunt, William F	Art	XX/4W2	$44,073.00	8/26/2021
5, r	Knight, Rosalind M	AMP Art	XX/4W2	$44,073.00	8/26/2021
4, r	Noyola, Ruby M	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	8/26/2021
4, r	Rodriguez, Yadira	Early Childhood Spec Ed	XX/4W2	$44,073.00	8/26/2021
5, nr	Schein, Hannah J	Spec Ed Multi-categorical	XX/4W2	$44,073.00	8/26/2021
1, r	Schliegh, Melissa A	Early Childhood Spec Ed	XX/4W2	$44,073.00	8/26/2021
5, r	Scott, Damon	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	8/26/2021
Permit Teachers, Early Start					
2, nr	Barr, Alicia	Science	XX/4W2	$44,073.00	8/9/2021
5, r	Berkin, Amy D	K-8 Schools	XX/4W2	$44,073.00	8/9/2021
5, nr	Casper, Tara J	Multi-categorical Comp SEN	XX/4W2	$44,073.00	8/9/2021
5, nr	Djordjevic, Petar	Technical Services	XX/4W2	$44,073.00	8/9/2021
2, r	Holliman, Sherice A	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	8/9/2021
2, r	Hunt, Lafreddie J	Multi-categorical Comp SEN	XX/4W2	$44,073.00	8/9/2021
5, r	Kassens, Annie	Art	XX/4W2	$44,073.00	8/9/2021
5, nr	Kurszewski, Therese A	Kindergarten (four-year-old)	XX/4W2	$44,073.00	8/9/2021
2, r	Mayweather, Angela Y	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	8/9/2021
4, r	Serrano Rivera, Jeniffer A	Multi-categorical EEN	XX/4W2	$44,073.00	8/9/2021
5, r	Sponcia, Kristin J	Music	XX/4W2	$44,073.00	8/9/2021
6, nr	Temsamani, Loubaba	Foreign Language	XX/4W2	$44,073.00	8/9/2021
2, r	Thomas, Lakia K	Science	XX/4W2	$44,073.00	8/23/2021
4, nr	Toloza Pabon, Octavio	Multi-categorical EEN	XX/4W2	$44,073.00	8/9/2021
4, r	Webb, Lisa M	Spec Ed Multi-categorical	XX/4W2	$44,073.00	8/9/2021

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

	Counts				
Codes:	Teachers	SSW	Psych	Other	Total
1 Native American	1	0	0	1	2
2 African American	13	1	1	1	16

Codes:		Counts Teachers	SSW	Psych	Other	Total
3	Asian/Oriental/Pacific Islander	1	0	0	0	1
4	Hispanic	16	2	0	0	18
5	White	59	5	2	4	70
6	Other	3	0	0	1	4
7	Two or more ethnic codes	0	0	0	0	0
	Males	22	3	1	0	36
	Females	71	5	2	7	85
r	Resident					
nr	Non-resident					
a	Reappointment without tenure					
b	Reappointment with tenure					

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, April 2021		
Fawn Wosika	Out of Assignments (pending)	4/27/2021
Illness Leave, May 2021		
Makesha Biles	DCS Schools — Home & Hosp.	5/17/2021
Illness Leave, August 2021		
Talesha Campbell	Bay View Middle & High School	8/09/2021
Joyce Whitaker	Out of Assignments	8/26/2021
Personal Leave, August 2021		
Debra Timko	Out of Assignments	8/26/2021
Personal Leave, September\ 2021		
Wesley Friedrich	Milw. High School of the Arts	9/07/2021
Personal Leave, November 2021		
Kathleen Schuppner	Fairview School	11/18/2021

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	4.5	2	Junay Alexander	Teacher	Kluge	08/09/2021
Personal	1.0	5	Vincent Ambrosio	Counselor	Central Svcs	07/30/2021
Personal	0.7	2	Brandi Anthony	Counselor	Roosevelt	08/06/2021
Retire	30.0	2	Barry Applewhite	Principal	Marshall	09/07/2021
Other Dist	4.0	2	Keana Berkhalter	Teacher	Douglas	07/27/2021
Personal	9.0	2	Isiah Bonds	Teacher	Douglas	08/06/2021
Personal	11.9	4	Patricia Briones	Teacher	Spanish Imm	08/02/2021
Other Dist	3.8	5	Mercedes Brown	Teacher	95th Street	08/25/2021
Other Dist	8.0	2	Derrick Cole	Teacher	Kilbourn	07/30/2021
Personal	1.6	5	Paul Dworschack Kinter	Teacher	HS of the Arts	08/19/2021
Other Dist	23.0	2	Angela Dye	Teacher	Marshall	08/06/2021
Other Dist	2.0	5	Lauren Eder	OT	Central Svcs	08/05/2021
Personal	8.5	2	Corey Franklin	Teacher	Wedgewood	07/30/2021
Other Dist	8.0	4	Richard Garduno	Teacher	Mitchell	07/22/2021
Personal	1.9	5	Katherine George	Teacher	Carver	06/15/2021
Other Dist	8.0	5	Deb Gerner	Teacher	Milw Sign Lang	08/20/2021
Personal	0.1	5	Jennifer Hagaman	Teacher	Obama SCTE	08/18/2021
Personal	5.0	5	William Henderson	Teacher	Hamilton	08/20/2021
Personal	5.0	5	Heather Holst	Teacher	95th Street	08/18/2021
Other Dist	11.6	5	Christopher Karabon	AP	Milw Sch of Lang	08/20/2021
Other Work	5.0	5	Sally Kellman	Coord II	Central Svcs	08/13/2021
Retire	34.7	5	Juliana Kelly	Teacher	Morgandale	08/25/2021
Personal	1.0	3	Kamei Kim	Teacher	Starms	07/30/2021
Other Work	3.0	5	Brooke Knue	Teacher	Grantosa	08/10/2021

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	1.0	3	Grace Korthals	Teacher	South Division	06/30/2021
Personal	1.0	5	Calvin Krafcheck	Teacher	Gaenslen	08/16/2021
Personal	1.0	5	Brett Lipshutz	Teacher	JMAC	08/02/2021
Other Dist	23.0	5	Julie Love	Teacher	Bethune	08/14/2021
Personal	1.0	5	Paige Martin	Teacher	Bruce	08/02/2021
Other Work	6.5	2	Kermit McClendon	Teacher	Meir	08/04/2021
Personal	3.0	2	Ashley McDowell	Teacher	Story	07/21/2021
Retire	21.0	2	Carol McKay	Principal	Obama SCTE	09/30/2021
Other Dist	0.1	5	Debra McRoberts	Teacher	MACL	08/12/2021
Personal	3.0	3	Nachia Moua	Counselor	Hartford	08/10/2021
Other Dist	3.0	5	Kristen Muskevitsch	Teacher	Keefe	08/12/2021
Other Dist	2.0	5	Kristina Nicholas	Teacher	Kilbourn	07/30/2021
Personal	13.2	2	Cecilia Okoronkwo	Teacher	Dr. King Elem	08/12/2021
Personal	2.0	5	Rachel Oltesvig	Teacher	Riverwest	08/17/2021
Other Dist	4.3	5	Elisa Oxley	Teacher	Spanish Imm	07/30/2021
Personal	19.6	2	Yolanda Parker	Counselor	Douglas	07/28/2021
Personal	5.0	4	Adrian Perez	Teacher	Greenfield	08/02/2021
Personal	1.0	5	Brittany Pfaff	Teacher	Riley	07/26/2021
Personal	1.0	2	Nerrissa Phillips Murray	Teacher	Lincoln MS	07/29/2021
Personal	2.0	5	Lauren Racey	Teacher	Pratt	07/30/2021
Personal	1.0	5	Kayla Reilly	Nurse	Central Svcs	08/17/2021
Personal	3.9	4	Isamil Reyes	Teacher	Riverwest	08/17/2021
Other Dist	1.0	5	Joshua Rhea	Teacher	Maple Tree	08/04/2021
Personal	29.5	2	Phillip Rhymes	AP	JMAC	07/27/2021
Other Dist	3.0	5	Damon Rizzone	Teacher	South Division	09/08/2021
Personal	1.0	2	Ebony Rose	Teacher	North Division	08/14/2021
Retire	24.7	2	Antonia Sallis	Teacher	Starms	09/02/2021
Personal	7.6	5	Rebecca Segal	Teacher	French Imm	06/16/2021
Other Dist	8.0	5	Rachel Tomsyck	Teacher	Forest Home	08/17/2021
Other Dist	2.0	5	Damian Vertz	Teacher	Holmes	07/28/2021
Other Dist	4.0	5	Rachel Warnacut	Psych	Alliance	07/28/2021
Personal	26.6	2	Wendy Whitley	Specialist I	Central Svcs	07/30/2021
Other Dist	6.0	3	William Xiong	Teacher	MACL	08/26/2021
Personal	22.0	2	Michelle Young	Teacher	Douglas	08/18/2021

Classified Retirements

Retire	27.4	2	Jerry Bethley	Steamfitter	Pipe Shop	07/31/2021
Retire	21.8	2	Azie Bonds	Plan Asst III	Central Svcs	08/07/2021
Retire	32.7	5	Lisa Gallegos	Safety Asst	SS&A Sch Safety	08/02/2021
Retire	26.7	2	Deborah George	SWA II	Milw Sch Lang	08/01/2021
Retire	31.4	4	Stephen Gonzalez	Driver	Mailroom	08/21/2021
Retire	32.3	2	Danny Hamilton	Safety Asst	SS&A Sch Safety	08/21/2021
Retire	34.7	5	Julie Kenney	Safety Asst	SS&A Sch Safety	08/02/2021
Retire	38.3	5	Ellen Lasch	Secretary III	Pulaski	08/19/2021
Retire	25.8	5	Lynn Odell	Coord III	Central Svcs	08/09/2021
Retire	30.5	2	Marshall Walker	BSH II	North Division	08/7/2021
Retire	42.7	2	Michael White	BSH II	Hayes	08/07/2021

Summary

Certificated Resignations

Personal		Retire		Other District		Other Work		Total
32	55%	4	7%	19	33%	3	5%	58

Classified Retirements

Total 11

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for August 2021 is attached to the minutes of your Committee's meeting. This is an informational item, and no action is required.

Committee's Recommendation

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

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

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

Recommended Appointments

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
2, r	Renee Laird Adelon	Curriculum Specialist IV	Office of the Chief of Academics	03	11A	$107,871
2, nr	Annie Knopp	Manager II, School Improvement	Office of the Chief of Communications & School Performance	03	12A	$105,805
5, r	Heather Dietzel	Specialist III, Sustainability Projects	Office of the Chief of School Administration	03	10A	$103,802
2, r	Tonja Whittley	Professional Development Specialist II	Office of the Chief of Academics	03	09A	$99,991
2, r	Richelle Grays	Special Education Supervisor — 10-month	Office of the Chief of Academics	03	09C	$91,729
5, nr	Dawn Hagemeyer	Special Education Supervisor — 10-month	Office of the Chief of Academics	03	09C	$91,729
5, nr	Jason Lemke	Assistant Principal I, Fairview	Office of the Chief of School Administration	03	10C	$87,158
2, r	Nathaniel Deans	Coordinator III, BLMA	Office of the Chief of School Administration	03	08A	$85,233
2, r	Dalisha Moody	Assistant Principal, Carver	Office of the Chief of School Administration	03	10C	$84,503
5, r	Elizabeth Lencho	Special Education Supervisor — 10-month	Office of the Chief of Academics	03	09C	$78,989
2, r	Pierre Torrence	Programmer Technician II	Office of the Chief of Communications & School Performance	03	04A	$75,600
4, nr	Daniel Maldonado	Coordinator III, BLMA	Office of the Chief of School Administration	03	08A	$70,465
5, r	April Heding	Recreation District Coordinator II	Office of the Chief of Finance	03	07A	$67,245
4, r	Elizar Torres	Accountant IV	Office of the Chief of Finance	03	06A	$66,750
2, r	Nicole Anderson	Special Education Supervisor — 10-month	Office of the Chief of Academics	03	09C	$65,605
2, r	Clarice Robinson	Financial Planning & Budget Analyst I	Office of the Chief of Finance	03	05A	$65,545
5, r	Ethan Heffelfinger	Procurement Coordinator I	Office of the Chief of Finance	03	06A	$65,000
2, nr	Dustin Childs	Financial Planning & Budget Analyst I	Office of the Chief of Finance	03	05A	$66,244

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, nr	Anne Hecht	Special Education Supervisor — 10-month	Office of the Chief of Academics	03	09C	$63,694
5, r	Melissa Holwell	Special Education Supervisor — 10-month	Office of the Chief of Academics	03	09C	$63,694
4, r	Adelina Benavides	Planning Assistant III, BLMA	Office of the Chief of School Administration	03	02A	$62,506
5, r	Heather Will	Analyst I, Employee Rights Administration	Office of the Chief of Human Resources	03	05A	$59,027
5, r	Emilee Schultz	Planning Assistant III, Organizational Development	Office of the Chief of Academics	03	02A	$56,613
5, nr	Chele Kirsch	Administrative Assistant III	Office of the Superintendent	03	03A	$49,518
2, r	Donavon Johnson	Planning Assistant III, BLMA	Office of the Chief of School Administration	03	02A	$47,665

The Chief Officer, Office of Board Governance, recommends that the following individual be appointed to the classification indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
3, nr	Laiho Leong Ho	Performance Auditor I	Office of Board Governance	03	04A	$75,004

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
5, r	Dorothy Schuller	Academic Support, SEE	Office of the Chief of Academics	$30.00	11/15/21–05/15/22
5, r	Patricia Engbring	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	07/01/21–12/31/21
2, r	Angela Mack	District Mentor	Office of the Chief of School Administration	$30.00	08/23/21–02/23/22
2, r	Yvette Moore	District Mentor	Office of the Chief of School Administration	$30.00	08/23/21–02/23/22
2, r	Gloria Palmer	District Mentor	Office of the Chief of School Administration	$30.00	08/23/21–02/23/22
5, r	Lisa Robbins	District Mentor	Office of the Chief of School Administration	$30.00	08/23/21–02/23/22
2, r	Catherine Robinson	District Mentor	Office of the Chief of School Administration	$30.00	08/23/21–02/23/22
2, r	Debra Wallace	District Mentor	Office of the Chief of School Administration	$30.00	08/23/21–02/23/22
2, r	Marie McClain	District Mentor	Office of the Chief of School Administration	$30.00	08/23/21–02/23/22
2, r	Tuwania Anderson	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/16/21–02/15/22
2, r	James Gordon	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/16/21–02/15/22
2, r	Archie Ivy	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/16/21–02/15/22
2, r	Cortez Vanfelder	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/16/21–02/15/22
5, r	Deon Haith	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
2, r	Louise Young Benson	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
2, r	Mary Henry	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21

Codes	Name	Position	Assignment	Hourly Wage	Dates
4, r	Lourdes Ocampo	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Heidi Bukowski	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Cheryl Bohnsak	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Cynthia Shields	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, nr	Mae Beard	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Robin Kitzrow	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Roberta McCloud	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
2, r	Ouida Williams	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Therese Meurer	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	John Zablocki	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Steven Krey	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
2, r	Rozalia Harris	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Robin Waeltz	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Nina Zealy	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
2, r	Mondell Mayfield	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Diane Wellinghoff	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Debbie Karow	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
4, r	Ruth Aviles	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Geoffrey Carter	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, nr	Joan Kuehl	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
2, r	Janie Hatton	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
2, r	Willie Fuller	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
2, r	Justine Hutchins	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, nr	Michael Fendry	Induction & Support Specialist	Office of the Chief of Academics	$30.00	09/09/21–12/31/21
2, r	Kelvin Robinson	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, r	Lauren Vey	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21–12/31/21
5, nr	Devin Lazo	Planning Assistant	Office of the Chief of Academics	$30.00	08/09/21–12/16/21
5, nr	Matthew Pachi	School Counselor	Office of the Chief of School Administration	$30.00	08/23/21–02/23/22
5, nr	James Marlega	School Counselor	Office of the Chief of School Administration	$30.00	08/23/21–02/23/22
5, r	Ruth Messnick	Special Education, Project SEARCH	Office of the Chief of Academics	$30.00	10/04/21–01/21/22

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Michelle Wielebski	TEALS Support/Teaching	Office of the Chief of School Administration	$30.00	08/31/21–05/30/22
5, r	Heidi Wylie	Female Vocal Instructor	Office of the Chief of School Administration	$30.00	08/10/21–12/23/21
5, nr	Mark Hines	Artist in Residence	Office of the Chief of School Administration	$30.00	08/01/21–12/23/21
5, r	Teresa Mitchell	Academic Support	Office of the Chief of Academics	$30.00	11/15/21–05/15/22
5, nr	Angela Chojacki	Nutrition Manager Mentor	Office of the Chief of Finance	$24.25	08/10/21–02/10/22
5, r	Dawn Butler	Nutrition Manager Mentor	Office of the Chief of Finance	$22.51	08/10/21–02/10/22
2, r	Evelyn Young	Nutrition Manager Mentor	Office of the Chief of Finance	$20.56	08/10/21–02/10/22
2, r	Terry Spears	Safety Technician II	Office of the Chief of School Administration	$26.25	09/03/21–03/03/22
2, r	Tyson Randolph	School Safety Assistant	Office of the Chief of School Administration	$22.00	08/22/21–12/31/21
2, r	Lavenia Shorter	School Safety Assistant	Office of the Chief of School Administration	$22.00	08/26/21–12/31/21
5, r	Julie Kenney	School Safety Assistant	Office of the Chief of School Administration	$22.00	08/22/21–12/31/21
2, r	Nori Shuttlesworth	Dance Instruction Support	Office of the Chief of School Administration	$20.00	08/01/21–01/31/22

Committee's Recommendation

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

Director Carr moved to approve the recommended appointments and limited-term employment (LTE) contracts exceeding 60 days.

The motion passed, the vote being as follows:

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

* * * * *

(Item 3) Action on Resolution 2122R-013 by Director Carr Regarding Hazard Pay for School Secretaries

Background

At its August 26, 2021 meeting, the Board referred Resolution 2122R-013 by Director Carr to the Committee on Accountability, Finance, and Personnel:

WHEREAS, Due to the COVID-19 pandemic, school closures were mandated beginning on March 16, 2020; and

WHEREAS, MPS food service workers and school safety personnel that physically interacted with the public by working the District's Stop, Grab & Go sites from March 18, 2020 through May 22, 2020 were given additional pay for time worked onsite during this period; and

WHEREAS, During the same period of time secretaries were physically in the building collecting, bagging, labeling and distributing to students and parents, the personal belongings left in lockers when the schools shut down; and

WHEREAS, Secretaries, were also involved in the asset tracking and distribution of Chromebooks; answering the doors for PPE material deliveries, FedEx, and parents picking up students' material and books, etc., and

WHEREAS, Depending on their classification, school-based secretaries were not scheduled to begin remote work until either April 6, 2020, for 12-month staff or April 16, 2020, for 10-month staff; and

WHEREAS, School engineers were provided extra pay for reporting to the building between March 18, 2020 and May 22, 2020; and

WHEREAS, While food service workers, school safety personnel, and engineers received this additional pay while secretaries who were required to work on-site to keep District operations functioning during this time, did not receive hazard pay; now, therefore, be it

RESOLVED, That school secretaries receive hazard pay retroactively in the same manner that it was allocated to the other school-based employees who received it.

The Administration is not in support of the resolution, unless it is expanded to cover all employees in the district that physically came into work when the district was shut down due to the pandemic. Many employees in the district came into work during this time period and did not receive hazard pay.

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 does not authorize expenditures. If the resolution were expanded to cover all employees in the district that physically came into work between March 18, 2020 and May 22, 2020, it would cost approximately $40.3 million.

Implementation and Assessment Plan

The Administration will proceed as directed by the Board.

Committee's Recommendation

Your Committee recommends approval of Resolution 2122R-013 to provide hazard pay to secretaries who came in contact with the public, to be paid retroactively in the same manner as were other school-based employees, not to exceed the $3 million estimate, and to direct the Administration to do the necessary research, including surveying principals and reviewing requests for remote work, to be used to determine eligibility for hazard pay.

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

* * * * *

(Item 4) Action on a Request for an Early Start Date for Ronald Wilson Reagan College Preparatory High School (grades 9-12), Rufus King International High School (grades 9-12), and Casimir Pulaski High School (grades 9-12) for the 2022-23 School Year.

Background

2001 Wisconsin Act 16 requires school boards to start school terms after September 1, unless a school board submits a request to the Wisconsin Department of Public Instruction (DPI) stating the reasons why it would like the school term to start earlier. DPI may grant a request if it determines that there are compelling reasons for doing so.

By approving the Administration's recommendation, the Milwaukee Board of School Directors will move to submit a request to the DPI for an early start date (no earlier than August 1, 2022) for the 2022-23 school year for Ronald Wilson Reagan College Preparatory High School (grades 9-12), Rufus King International High School (grades 9-12), and Casimir Pulaski High School (grades 9-12). All three schools have requested early start dates for the 2022-23 school year. The request will cite the fact that the post-

September 1, 2022, 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 2021-22 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 (grades 9-12), Rufus King International High School (grades 9-12), and Casimir Pulaski High School (grades 9-12) 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, 2022, deadline for an early start date for the 2022-23 school year for Ronald Wilson Reagan College Preparatory High School (grades 9-12), Rufus King International High School (grades 9-12), and Casimir Pulaski High School (grades 9-12).

Committee's Recommendation

Your Committee recommends that the Board approve this request for an early start date (no earlier than August 1, 2022) for Ronald Wilson Reagan College Preparatory High School (grades 9-12), Rufus King International High School (grades 9-12), and Casimir Pulaski High School (grades 9-12) and direct the Administration to submit a request to the Wisconsin Department of Public Instruction prior to the January 1, 2022, deadline for an early start date for the 2022-23 school year for Ronald Wilson Reagan College Preparatory High School, Rufus King International High School, and Casimir Pulaski High School.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.03, School Year/School Calendar

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

* * * * *

(Item 5) Action on Resolution 2122R-012 by Director Carr Regarding the Waiver of Student Fees

Background

At its August meeting, the Board referred Resolution 2122R-012 by Director Carr to the Committee on Accountability, Finance, and Personnel.

WHEREAS, Milwaukee's poverty rate is nearly double that of the national rate; and

WHEREAS, Economic standing determines key factors in our lives, including food security, housing quality, access to schools and jobs; and

WHEREAS, Poverty is included in the city's agenda for improving the health and well-being of Milwaukee residents, known as MKE Elevate, which aims to address economic security, fairness and inclusivity in society, and mental health.; and

WHEREAS, The taxpayers in Milwaukee, through a referendum has invested in the safety and well-being of students by allowing for a tax increase that is aimed to assist students in their education; and

WHEREAS, In addition to referenda dollars, MPS has also received ESSER funding to assist students and families during the hard economic times caused by the COVID-19 Pandemic; and

WHEREAS, The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender, sexual orientation, disability, or initial proficiencies; and

WHEREAS, Success in school and a well-rounded education is not predicated only on classroom instruction and homework, but also on extracurricular activities such as athletics, art, clubs, etc.; and

WHEREAS, MPS already offers universal free breakfast and lunch to all students, because we recognize both the importance of these programs and the financial adversity which our students and their families face; now, therefore, be it

RESOLVED, That, beginning in the 2021-22 school year, the Board shall waive all fees charged to students, including those for student activities (towels, swimsuits, school newspaper, assembly programs, locks for gym lockers, etc.), supplementary subject-area materials, club activities, graduation ceremonies, (cap and gowns) and athletic participation, instrument rental or music lessons, driver education, and work permits; and be it

FURTHER RESOLVED, That the Administration be directed to explore partnerships with community-based organizations, residents of Milwaukee, MPS alumni, and governmental entities to the greatest extent possible to help contribute to these costs; and be it

FURTHER RESOLVED, That for any outstanding costs that cannot be covered through outside funding sources, schools shall be reimbursed from carryovers of School Operations funds in each fiscal year in which this waiver is in effect; and be it

FURTHER RESOLVED, That the Administration report back on the implementation of this resolution no later than the October 2021 Board cycle.

The Administration is recommending adoption of the resolution as amended below:

RESOLVED, That, ~~beginning in~~ during the 2021-22 school year, the Board shall ~~waive~~ consider the logistics and feasibility of waiving all fees charged to students, including those for student activities (towels, swimsuits, school newspaper, assembly programs, locks for gym lockers, etc.), supplementary subject-area materials, club activities, graduation ceremonies, (cap and gowns) and athletic participation, instrument rental or music lessons, driver education, and work permits; and be it

FURTHER RESOLVED, That the Administration be directed to explore partnerships with community-based organizations, residents of Milwaukee, MPS alumni, and governmental entities to the greatest extent possible to help contribute to these costs; and be it

FURTHER RESOLVED, That for any outstanding costs that cannot be covered through outside funding sources, ~~schools shall be reimbursed from carryovers of School Operations funds in each fiscal year in which this waiver is in effect~~ the Office of Finance explore and determine the best manner in which to proceed; and be it

FURTHER RESOLVED, That the Administration report back on ~~the implementation of~~ its findings regarding the feasibility of implementing this resolution no later than the October 2021 Board cycle.

As the 2021-22 school year is already underway, and MPS schools generally have systems in place to support students who are unable to pay any given fees, the Administration is requesting that it be able to continue exploring the fiscal intricacies and logistics associated with implementing waiving all fees charged to students before the Board considers implementation of the model as presented. The Administration will be prepared to share its findings during the October 2021 board cycle.

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 8.41, Student Fees, Fines, and Charges

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will continue its exploration of the feasibility and logistics of implementing the waiving of all student fees during the 2021-2022 school year.

Committee's Recommendation

Your Committee recommends adopting the resolution as amended above.

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

* * * * *

(Item 6) Action on a Request for Approval of Job Descriptions for Energy Project Specialist III and Trauma Informed Coach — Classified

Background

Pursuant Administrative Policy 6.19, the Superintendent is bringing forth approval the job descriptions for the positions of Energy Project Specialist III and of Trauma Informed Coach — Classified, as summarized below:

Energy Project Specialist III

Reports to the Senior Director, Facilities & Maintenance
Pay Grade: 10A
Pay Range: $77,379-$111,610

Position Summary/Purpose:

- Plans, implements, operates and monitors the school district's energy-management program by
  - — setting of goals and strategies to save energy;
  - — conducting energy audits of the school buildings; and
  - — providing technical assistance to school administration;
- Outlines energy-savings goals;
- Applies analytical and evaluation methods to conduct energy studies, provides recommendations, forecasts energy costs, prepares reports on energy consumption and utility charges and works with the Senior Director of Facilities and Maintenance Services and the mechanical engineer to negotiate price structures with utility companies.

Trauma Informed Coach — Classified

Reports to the Manager, School Psychologist Services
Pay Grade: 05D
Pay Range: $46,985-$74,612

Position Summary/Purpose:

Promotes and supports the MPS Strategic Plan to provide educational environments that are child-centered, safe, welcoming, well-maintained, and accessible community centers in the selected schools.

Work will include the development, implementation, and evaluation of school-wide trauma-informed care.

Position furthers the groundwork laid by trauma-sensitive schools' training that began in MPS in 2016. Works as part of a small team, each member with its own cohort of schools. Coordinates community services within the specific cohort and provides more direct coaching services to one school in that cohort, aiming to improve climate and culture, trauma-sensitive practices, and students' well-being and outcomes.

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

This item does not authorize expenditures.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board approve the job descriptions for Energy Project Specialist III and for Trauma Informed Coach — Classified, 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 Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders In Excess of $25,000 and Cumulative Purchases In Excess of $50,000; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations

Purchases

B 5775 Authorization to Extend a Blanket Agreement with Boelter, LLC, for Food-service Equipment and Insulated Food Carriers for Breakfast in the Classroom

The Administration is requesting authorization to extend a blanket agreement with Boelter, LLC, ("Boelter") to provide various types of food-service equipment and insulated food carriers for breakfast in the classroom, as needed.

The vendor was chosen pursuant to RFB 5775, which closed on July 23, 2019. Boelter was the lowest-complying and responsive bidder. The blanket agreement provided for two one-year options to extend if performance measures codified in the bid were met. MPS is now seeking to extend the contract for a third term (Year 3). The total cost of this extension year is not expected to exceed $1,090,000.

Budget Code: Varies by location ordering goods..... $1,090,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
656	110	296	No	NA	NA	NA	NA	300	10

RFB 5777 Authorization to Extend a Contract with Virtucom, Inc., for Interactive Touch Flat Panels and Stands

The Administration is requesting authorization to extend a blanket contract with Virtucom, Inc., ("Virtucom") 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. IFPs have been used over the past few years as replacements for existing Smartboards. Compared with Smartboards, IFPs are more cost-effective, they do not require bulb replacement, and the images are brighter and clearer. 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 RFP 5777. The original contract provided for two one-year extensions if certain performance metrics incorporated into the blanket contract were met. Virtucom has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year for the contract. This increase in blanket spending authority is being requested to ensure that each classroom used for instruction has access to this modern instructional-technology tool.

The total cost of the contract in the second extension year will not exceed $12,800,000.

Budget Code: Varies by ordering location.....$12,800,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
125	77	27	No	NA	NA	NA	NA	400	10

——— Authorization to Purchase from Kajeet, Inc., for the Purchase of Wi-Fi Hotspots

The Administration is requesting authorization to make a one-time purchase from Kajeet, Inc., ("Kajeet") for up to 9,699 mobile Wi-Fi hotspots. These mobile hotspots will be made available to MPS families to assist with learning needs when away from school, including bridging the "Homework Gap." The purchasing authority for these devices is being requested in anticipation of a funding commitment through the FCC's Emergency Connectivity Fund. This funding commitment would provide 100% of the cost of these devices. Families that meet program's requirements will be provided with Wi-Fi hotspots that include unlimited data as well as a CIPA-compliant content filter.

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 made under the Master Intergovernmental Cooperative Purchasing Agreement between Lakes Country Service Cooperative and CESA Purchasing RFP 16.15 for "Mobile Educational Broadband" (Administrative Policy 3.09(7)(e)(1)(a)).

The total cost of goods purchased from Kajeet will not exceed $2,856,743.46

Budget Code: OPR-0-A-7S2-DW-ENCQ $2,856,743.46

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 Mango Languages, dba Creative Empire LLC, online interactive language resources

The Administration is requesting authorization to make a one-time purchase from Mango Languages, dba Creative Empire LLC, ("Mango Languages") of online interactive language resources. This vendor provides access to all 70+ world languages and dialects. The subscription will also include specialty courses to meet specific subject-matter needs and interest. The vendor will also provide live onboarding and customized roll-out for all schools.

This purchase is made under the Purchasing Cooperative of America's (PCA's) Contract #PCA OD-350-21.

The total cost of goods purchased from Mango Languages will not exceed $877,800.00.

Budget Code: FLG0I7G2BIESUPCOVD (World Languages — Online Resources)..... $877,800.00.

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	NA	NA

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.

Contract C027720 Milwaukee Christian Center, Inc.

On August 1, 2018, the Administration entered into a contract with Milwaukee Christian Center, Inc., for the violence-reduction program in selected MPS school sites. The contract was subsequently extended for two additional terms — from August 1, 2019, through July 31, 2020, and from August 1, 2020, through July 31, 2021. An RFP is currently in review, and an award is expected to be issued for services beginning October 1, 2021.

Additional funds are now required to cover an extension of this contract from August 1, 2021, through September 30, 2021.

Original Contract Amount $865,128
Increase..... $144,188
Adjusted Contract Amount $1,009,316

Contract C027719 Running Rebels Community Organization

On August 1, 2018, the Administration entered into a contract with Running Rebels Community Organization for the violence-reduction program in selected MPS school sites. The contract was subsequently extended for two additional terms — from August 1, 2019, through July 31, 2020, and from August 1, 2020, through July 31, 2021. An RFP is currently in review, and an award is expected to be issued for services beginning October 1, 2021.

Additional funds are now required to cover an extension of this contract from August 1, 2021, through September 30, 2021.

Original Contract Amount $1,207,500
Increase..... $201,250
Adjusted Contract Amount $1,408,750

Contract B0001299 CDW Government, LLC

On December 1,2020, the Administration entered into a blanket contract with CDW Government, LLC, to purchase Microsoft Chrome devices pursuant to RFB 5788. There has been one contract extension through November 30, 2021.

Additional funds are now required for additional purchases due to remote-learning needs.

Original Contract Amount $5,980,063.01
Increase..... $12,000,000.00
Adjusted Contract Amount $17,980,063.01

Routine Monthly Reports

The report on contracts awarded with a value under $50,000 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 Middle Years	City Year, Inc	5,179.74	Gift to purchase caps and gowns
Vieau School	James G. Pouros	10,000.00	General school funds
	Total Monetary Donations Over $5,000	*$15,179.74*	

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
King Middle Years	Green Bay Packers Foundation NFL Programs	500.00	Character playbook
Lincoln Middle School	Remonna L Charles	300.00	Classroom supplies
Morgandale School	Go Fund Me	23.97	Obando memorial
Office of Human Resources	Educator's Credit Union	500.00	Job fair supplies
Ronald Reagan High School	Susan Lloyd	250.00	Gift for music
Roosevelt Middle School	Jeffery A Taylor	150.00	Classroom supplies
Victory School	American Transmission Company	150.00	Plant trees
Victory School	Pompeii Women's Club	650.00	Classroom supplies
	Total Monetary Donations	*$2,523.97*	
Non-monetary Donations			
Grantosa Drive School	Donors Choose	1,246.86	Classroom supplies
King High School	Milwaukee World Festival	2,350.00	2021 Summerfest tickets (50)
MacDowell Montessori	Donors Choose	151.80	Montessori supplies
MacDowell Montessori	Donors Choose	169.80	Chalk boards
MacDowell Montessori	Donors Choose	204.75	Grammar boxes
MacDowell Montessori	Donors Choose	220.81	Language
MacDowell Montessori	Donors Choose	321.30	Alphabet
MacDowell Montessori	Donors Choose	379.50	Grammar cabinet
Parkside School	Tractor Supply Company	101.94	Fence panels for hoop houses
Recreation and Community Services	Cream City Charity, Inc	120.00	Team Milwaukee soccer supplies
Riverwest Elementary	Jake Wylie Hess	425.03	Classroom supplies
Roosevelt Middle School	Target	50.00	Gift card
Trowbridge School	Donors Choose	142.37	Keeping Covid away
Trowbridge School	Donors Choose	214.08	Fueled Bellies, Fueled Friends
Trowbridge School	Donors Choose	149.61	Hungry Hungry Kiddos
	Total Non-monetary Donations	*$6,247.85*	
Total Value of Donations for September 2021		$23,951.56	

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 to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on the Award of Professional Services Contracts

RFP 1046 Authorization to Enter into Contract with Milwaukee Christian Center, Inc., and THE Running Rebels Community Organization for Violenc-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 students' attendance, and to decrease suspensions due to disruptive behavior.

The contractors were chosen pursuant to RFP 1046, which closed on May 18, 2021. The contracts will run 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 contracts are met.

The contracts for Milwaukee Christian Center Inc, $840,647.00, and Running Rebels Community Organization, $1,232,000.00, in the Initial Term will not exceed a total of $2,072,647.00

Budget Code: OGA-0-0-SST-DW-ECTS|
Milwaukee Christian Center, Inc..... $840,647.00
Running Rebels Community Organization $1,232,000.00
Total $2,072,647.00

Milwaukee Christian Center Inc

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
96	66	61	No	4%	4%	TBD	NA	400	20

Running Rebels Community Organization

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
103	96	39	No	4%	4%	TBD	NA	400	20

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 a 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.

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 is received. This consultation and advisement is needed to continue the District's successful participation in this program from 2003 through 2020, MPS has received funding commitments of over $94 million dollars from this program.

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. EdTech has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

This contract will run from October 1, 2021, through September 30, 2022. The total cost of the contract in this second year will not exceed $282,460.

Budget Code: PIN-0-0-TLN-DW-ETEL (Purchased Services — Contract Services)..... $282,460

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 1019 Authorization to Extend a Contract with The Standard Insurance Company for Long-term Disability Insurance

The Administration is requesting authorization to extend a contract with The Standard Insurance Company ("The Standard") for the administration of the District's employee-paid long-term disability (LTD) insurance that is offered on a voluntary basis.

The Contractor was chosen pursuant to RFP 1019, which closed June 27, 2019. In August 2019, the Board approved a contract with The Standard with an initial term running from January 1, 2020, through December 31, 2021, (the "Initial Term") with two one-year options to extend if certain performance metrics incorporated into the contract are met. The first extension will run from January 1, 2022, through December 31, 2022.

The Standard's long-term disability insurance is voluntary, and 100% employee-paid. There are no district expenditures associated with this contract.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
3,083	653	1,788	No	0	NA	NA	NA	600	10

RFP 1020 Action on Request to Extend a Contract with Delta Dental of Wisconsin, Inc., for Dental Insurance

The Administration is requesting authorization to extend a Contract with Delta Dental of Wisconsin, Inc., ("Delta Dental") for the administration of the District's dental plan. Delta Dental will provide dental benefits to MPS employees through a fully-insured dental plan.

The contract was chosen pursuant to RFP 1020, which closed 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, (the "Initial Term") with two one-year options to extend if certain performance metrics incorporated into the contract are met. The first extension will run from January 1, 2022, through December 31, 2022.

For the fully-insured DHMO plan, Delta Dental proposed a monthly premium of $32.57 for single coverage and $107.63 for family coverage, a 4% increase from the previous monthly premiums. Delta Dental is offering a two-year rate guarantee.

The total cost of the contract in the first extension will not exceed $4,455,760.

Budget Code: DWC-00-EMB-DW-EDNI (Employee Benefits — Dental)..... $4,455,760

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
354	17	249	No	NA	NA	NA	NA	600	10

RFP 1057 Authorization to Enter into 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. The strategy 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 include, but is not limited to:

- consistent messaging, available in various communication formats to both internal and external stakeholders;
- the agility to adapt to unforeseen internal and external changes that impact on the District and its ability to reach the defined goals;
- measurable objectives and tactics that will include Key Performance Indicators (KPIs); and

- four point-in-time integrated implementation points of 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.

Contractor was chosen pursuant to RFP 1057. which closed on July 15, 2021. The contract will run 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 are met.

The total cost of the contract in the Initial Term will not exceed $120,000.

Budget Code: DTI-0-0-7G2-ZC-ECTSCOVD $120,000

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

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:

- Running Rebels Community Organization;
  Budget Code OGA-0-0-SST-DW-ECTS $1,232,000.00
- Milwaukee Christian Center Inc for Violence Reduction Program;
  Budget Code OGA-0-0-SST-DW-ECTS $840,647.00
- EdTech Strategies LLC;
  Budget Code PIN-0-0-TLN-DW-ETEL..... $282,460.00
- The Standard Insurance Company for Life and Disability Insurance — no district expenditures
- Delta Dental of Wisconsin, Inc., for Dental Insurance;
  Budget Code DWC-00-EMB-DW-EDNI..... $4,455,760
- Kane Communications Group for Marketing and Public Relations Services;
  Budget Code DTI-0-0-7G2-ZC-ECTSCOVD $120,000

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 balance of the Committees' reports.

* * * * *

(Item 9) Action on the Award of Exception-to-bid Contracts

——— Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System on behalf of the Wisconsin Center for Education Research (WCER) for Grant-evaluation Services

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System on behalf of the Wisconsin Center for Education Research (WCER) for grant-evaluation services. Contractor will be used to provide and to conduct a mixed-method evaluation featuring both qualitative and quantitative analyses by evaluators from the Wisconsin Evaluation Collaborative (WER) and the WCER at the University of Wisconsin-Madison. Services will be provided to Milwaukee Public Schools' Office of Academics, Department of Curriculum and Instruction.

The evaluation will be led by Dr. Annalee Good with assistance from a team of evaluators with specific expertise in evaluating advanced learning initiatives as well as best practices in program implementation. The team will provide both formative and summative feedback to the program's manager and the programming team, with the ultimate priority of improving the implementation and impact of the initiative.

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 required pursuant to the Jacob K. Javits Gifted and Talented Students Education Program's grant (Administrative Policy 3.09(2)(c)).

The original contract provided for one one-year extension, to run from October 1, 2021, through September 30, 2022, upon mutual consent of the parties and the Board's approval. This will be the first, and final extension, of the contract.

The contract extension will run from October 1, 2021, through September 30, 2022. The total cost of the contract extension will not exceed $72,000.00

Budget Code: GAT-P-S-2R2-CI-ECTS (Gifted and Talented — Contracted 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	10

——— Authorization to Enter into a 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's participating students. Contractor shall provide pre- and post-surveys to assess participants' understanding and use of culturally-specific coping strategies and Interventions, such as The Seven Grandfather teachings, Medicine Wheel teachings, and the Generation Red Road curriculum for native youth with mental-health and substance-abuse issues, 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 the service under this contract is required pursuant to the First Nations Holistic Urban Education Program Grant #S299A200049 (Administrative Policy 3.09 (2)(c)).

The contract will run 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 are met.

The total cost of the contract in the Initial Term will not exceed $85,554.00.

Budget Code: SDV-0-S-D82-DW-ECTS (Contract Services)..... $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	0	NA	0	0

——— Authorization to Enter into a Contract with Pacific Educational Group for Professional Development in Courageous Conversations about Race

The Administration is requesting authorization to enter into a contract with Pacific Educational Group for professional development services. Contractor will be used to deliver a variety of professional development experiences to district staff members at all schools, across all departments and to provide coaching to district leadership guiding implementation, as well as train an identified cohort of staff members to be licensed facilitators of the work to maintain the District's sustainability over time.

A leadership team has been created at Central Services which will meet bi-monthly to monitor and to support district-wide implementation and the creation of goals and metrics and to create a multi-year action plan. We are contracting with Luis Versalles, Director of Pre-K12 District Partnerships, to provide coaching for this team over the course of five sessions.

All school leaders will participate in a six-part leadership series, Leadership Experiences and Administrative Development Series (LEADS). Each two-and-a-half-hour session of the LEADS series will provide school leaders with further engagement with the Courageous Conversations about Race framework, opportunities to integrate into school practices, and an introduction to the Systemic Equity Framework and Theory of Transformation.

Identified teacher leaders (SSTs and Discipline Champions) at all schools who have attended Courageous Conversations about Race Exploration will attend a two-day Courageous Conversations Experience and go deeper into the framework as they begin to integrate within their school practices.

This work all builds on the framework provided to all staff members through the Virtual Courageous Conversations Exploration that began in the 2020-21 school year and will continue throughout the upcoming years. This work, which is connected to the professional development Beyond Diversity provided through WI Disproportionality and WI DPI that more than 400 MPS staff members and community members have attended, is aligned to 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 October 1, 2021, through June 30, 2022, (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 $134,650.00

Budget Code: DTI007G2SNECTSCOVD (Contract Services) $134,650.00

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%	NA	TBD	NA	300	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 11, 2021, through October 10, 2022. The total cost of this contract will not exceed $128,020.00

Budget Code: DTI-0-0-7G2-CI-ECTSCOVD (Contracted Services)..... $128,020.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	100	10

——— 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 enter into a 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 students' 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 staff in high-need certification areas.

The Board has supported the work of the Milwaukee Education Partnership from its inception and maintains a representative to MEP.

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, 2021, through June 30, 2022, (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 $75,000.00

Budget Code: GSP-0-0-CTG-DW-ECTS (Contract Services — General Support)..... $75,000.00

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

——— Authorization to Issue a Purchase Order with The Writing Revolution for Training in Writing Strategies

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

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

The purchase order will run from October 1, 2021, through November 30, 2021. The total cost of this purchase will not exceed $76,000.00

Budget Code: ITS007G2CIECTSCOVD (Contracted Services)…..... $76,000.00

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 Enter into a Contract with the Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Madison's Wisconsin Center for Education Research (WCER) for Milwaukee Partnership School Evaluation

The Administration is requesting authorization to enter into a contract with the Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Madison's Wisconsin Center for Education Research (WCER), to evaluate the Milwaukee Partnership School Project. WCER will conduct focus groups and will survey teachers to garner perceptions around key components of the initiative, particularly the supports and training provided to teachers. Surveys' content and focus groups' agendas will be appropriately vetted with stakeholders, including the project's Steering Committee. WCER will analyze the results and produce a report for inclusion in annual progress reports by August 1, 2022, as well as a project final report.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from October 1, 2021, through September 30, 2022. The contract may be extended for two additional one-year periods. The Administration will return to the Board for authorization if the options to extend are exercised.

The total cost of the contract in Year 1 will not exceed $153,000. If the options to extend are exercised, the contract shall not exceed $156,060 in Year 2 and $159,181 in Year 3.

Budget Code: SDV-H-S-M42-CI-ECTS (Contracted Services). $153,000.00

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	10

——— 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, to Evaluate the Milwaukee Partnership School Project

The Administration is requesting authorization to enter into a contract with Board of Regents of the University of Wisconsin System, on behalf of the University of Wisconsin-Milwaukee, to evaluate the Milwaukee Partnership School Project. The Center for Urban Population Health will provide formative data regarding the implementation of the Milwaukee Partnership Schools Project to the project's team members (including the building intervention teams, steering committee, and executive committee). The evaluation will address the metrics described in the Milwaukee Partnership Schools Project's grant, including interventions provided to students (math, reading social-emotional learning), student-achievement data, student attendance, families' 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 contract will run from October 1, 2021, through September 30, 2022. The contract may be extended for two additional one-year periods. The Administration will return to the Board for authorization if the options to extend are exercised.

The total cost of the contract in Year 1 will not exceed $147,915. If the options to extend are exercised the contract shall not exceed $150,874 in Year 2 and $153,891 in Year 3.

Budget Code: SDV-H-S-M42-CI-ECTS (Milwaukee Partnership Schools Grant — Contract Services) $147,915.00

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	10

——— Authorization to Enter into Contracts with Mental Health America of Wisconsin; AMRI Counseling Services, LLC; Children's Service Society of Wisconsin ("Childrens Wisconsin"); 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 enter into contracts with Mental Health America of Wisconsin; AMRI Counseling Services, LLC; Childrens Service Society of Wisconsin ("Childrens Wisconsin"); 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 training for staff and parents.

Contractors will provide direct and indirect mental-health services to students, family members, and staff within the parameters and guidelines of thr School Community Partnership for Mental Health (SCPMH). Services may include professional development for staff, parents' education, students' education, teacher consultation, critical-incident debriefing, connecting with other agencies with specialized competencies, and mental-health consultation.

The contracts will run from October 1, 2021, through September 30, 2022, (the "Initial Term") with the option to extend for up to two additional one-year terms, from October 1, 2022, through September 30, 2023, and from October 1, 2023, through September 30, 2024, upon mutual written consent.

The exception from the requirement of a competitive procurement process for this contract has been granted for Children's Service Society of Wisconsin (Children's Wisconsin); Sebastian Family Psychology Practice, LLC; Sixteenth Street Community Health Centers, Inc;, and Lutheran Social Services of Wisconsin and Upper Michigan, LLC, 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)).

AMRI Counseling Services, LLC, (AMRI), which has served the Milwaukee area since 2006, with two locations in the city, is a women-, minority-, and disadvantaged-owned business enterprise that employs a culturally-diverse staff committed to providing equitable care within the community, regardless of clients' ability to pay. AMRI uses a wraparound approach to care by providing access to services including medical evaluations, medication and pharmacy services, and family support services. AMRI's commitment to hiring diverse staff ensures that students will have access to clinicians with whom they feel most comfortable working.

Mental Health America of Wisconsin (MHAW), which is a local affiliate of the national organization, provides a holistic approach to promoting overall mental wellness. Students referred for services through MHAW will have access to a wide range of supports, including, but not limited to, suicide prevention and supports for students living with mental illness or substance abuser, who are pregnant and parenting, for LGBTQ+ youth, and for survivors of loss due tosuicide. The variety of supports available through this organization is not available through other organizations and, therefore, complements the pool of vendors currently providing mental-health services to the District.

The total cost of these contracts in this first year will not exceed $1,010,000, as follows:

Budget Code: DTI-0-0-7G2-DE-ECTSCOVD (ESSER II funds)
Mental Health America of Wisconsin $90,000
AMRI Counseling Services, LLC $90,000
Children's Service Society of Wisconsin..... $240,000
Sebastian Family Psychology Practice, LLC $330,000

Sixteenth Street Community Health Centers, Inc. $180,000
Lutheran Social Services of Wisconsin & Upper Michigan Inc. $80,000
Total $1,010,000.00

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 Lexia Learning Systems, LLC, for Personalized Reading Development Subscription

The Administration is requesting authorization to issue a purchase order to Lexia Learning Systems, LLC, for personalized reading development subscription licenses. Lexia Core5 provides at-risk, on-level, and advanced students an opportunity to work at their own pace as they develop their skills in the six areas of reading. The personalized learning paths enhance reading development and assist teachers in providing appropriate reading resource to their students.

MPS acknowledges the need to continue use of this program due to the success demonstrated by students in the schools — Auer, Clarke, Hi Mount, Hopkins Lloyd, Jackson, Keefe, LaFollette, Metcalfe, Sherman, and Westside Academy — who participated in the prior pilot during FY21.

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

The total cost of this purchase will not exceed $108,900.00.

Budget Code: DTI-0-0-7G2-CI-ECTSCOVD (Purchase Goods)..... $108,900.00

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 Discovery Education, Inc., for Discovery Education Social Studies Middle School

The Administration requests authorization to purchase Discovery Education Social Studies Middle School from Discovery Education, Inc. Discovery Education provides teachers and students with high-quality virtual activities aligned to the Wisconsin Social Studies Standards and with social studies content for grades 6-8 in the Milwaukee Public Schools. This virtual companion pack allows students the tools to analyze documents, to view content, to interact with maps, and to develop an overall social studies understanding. The licenses will be for all middle-school students in grades 6-8.

Discovery Education also provides students with leveled text and reading passages aligned to the WI Social Studies standards and Common Core State Standards (CCSS). Content is kept current and is available in multiple languages, which helps bridge gaps between traditional print resources and current virtual social studies learning and information.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the service under this purchase is one-of-a-kind (Administrative Policy 3.09 (7)(e)(b)(i)): Discovery Education, Inc., is the proprietary owner, creator, and producer of Discovery Education Social Studies and is the sole distributor of the product in Wisconsin.

The total cost of the goods purchased from Discovery Education, Inc., will not exceed $184,080.00

Budget Code: GEN-0-I-7G2-CI-ECTSCOVD..... $184,080.00

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	100	10

——— Authorization to enter into a Contract with PowerSchool Group, LLC, to Provide Support and Project Management for a Major District-wide Financial System Upgrade

The Administration is requesting authorization to enter into a contract with PowerSchool Group, LLC, to provide project management and support for an IFAS upgrade from version 7.11 to version 20.11. This upgrade is considered a "major" upgrade of a core district system, and as such, additional support and expertise is needed. This contract will allow for project-management support, configuration of the upgraded system, training for staff on changes and new functionality, and a business-process review to ensure that delivered functionality of the application is being used fully.

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 shall run from October 1, 2021, through September 30, 2022. The total cost of the contract in the Initial Term will not exceed $139,578.60

Budget Code: FSC-0-0-TLN-DW-EMTC $139,578.60

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

——— 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, assessment, interventions which focus on building the five key skills of phonics — phonemic awareness, fluency, vocabulary, and comprehension — and coaching.

The five schools that will receive tutoring services are Forest Home Avenue, Lincoln Avenue School, H.W. Longfellow School, Wisconsin Conservatory for lifelong Learning (WCLL), and Walt Whitman Elementary School.

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 October 1, 2021, through June 18, 2022 The total cost of this contract will not exceed $150,000.00

Budget Code: DT1-0-0-7G2-CI-ECTSCOVD (Contract Services)..... $150,000.00

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

Fiscal Impact Statement

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

- Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin's Center for Education Research (WCER) for Grant-evaluation

Services — Javits Grant;
GAT-P-S-2R2-CI-ECTS $72,000

- HIR Wellness Institute, Inc., for Talking Circles for First Nations Studies Program's Schools;
SDV-0-S-D82-DW-ECTS..... $85,554;
- Pacific Education Group for Courageous Conversations about Race Professional Development;
DTI-0-0-7G2-SN-ECTSCOVD..... $134,650;
- Instruction Partners for Math, Reading,, and Science Support for Curriculum Implementation;
DTI-0-0-7G2-CI-ECTSCOVD..... $128,020;
- Milwaukee Education Partnership, Inc., to Enhance Teaching and Learning in Milwaukee Public Schools;
GSP-0-0-CTG-DW-ECTS $75,000;
- The Writing Revolution for Training in Writing Strategies;
ITS-0-0-7G2-CI-ECTSCOVD..... $76,000;
- 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-M42-CI-ECTS..... $153,000;
- 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-M42-CI-ECTS..... $147,915;
- Children's Service Society of Wisconsin for School Community Partnership for Mental Health (SCPMH) Services;
DTI-0-0-7G2-DE-ECTSCOVD..... $240,000;,
- Sebastian Family Psychology Practice, LLC, for School Community Partnership for Mental Health (SCPMH) Services;
DTI-0-0-7G2-DE-ECTSCOVD..... $330,000;
- Sixteenth Street Community Health Centers, Inc ,for School Community Partnership for Mental Health (SCPMH) Services;
DTI-0-0-7G2-DE-ECTSCOVD..... $180,000;
- Mental Health America of Wisconsin for School Community Partnership for Mental Health (SCPMH) Services,;
DTI-0-0-7G2-DE-ECTSCOVD..... $90,000;
- AMRI Counseling Services, LLC, for School Community Partnership for Mental Health (SCPMH) Services;
DTI-0-0-7G2-DE-ECTSCOVD..... $90,000;
- Lutheran Social Services of Wisconsin & Upper Michigan, Inc., for School Community Partnership for Mental Health (SCPMH) Services;
DTI-0-0-7G2-DE-ECTSCOVD..... $80,000;
- Lexia Learning for Personalized Reading Development;
DTI-0-0-7G2-CI-ECTSCOVD..... $108,900;
- Discovery Education, Inc., for Discovery Education Social Studies Middle School;
GEN-0-I-7G2-CI-ECTSCOVD..... $184,080;
- PowerSchool Group, LLC, to Provide Support and Project Management for a Major District-wide Financial System

Upgrade;
FSC-0-0-TLN-DW-EMTC..... $139,578.60

- Reading & Math, Inc., to Provide Tutoring Services;
  DT1-0-0-7G2-CI-ECTSCOVD $150,000

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 attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Approve a Contract with National Vision Administrators, LLC

Background

The Administration is requesting authorization to waive Administrative Policy 3.09(9)(e) and to extend 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 currently provided to MPS's employees includes. but is not limited to, a 100%-covered eye examination, an eyeglasses-frame allowance of $100, with standard glass or plastic lenses covered 100%, or in lieu of eyeglasses, a $100 retail allowance on contact lenses. NVA's Eye Care Professional Network includes more than 82,000 provider locations combined. For MPS's employees, there are, on average, two providers located within five miles of their homes.

The contractor was chosen pursuant to RFP 989, which closed on July 9, 2018. In September 2018, the Board approved a contract with NVA with an initial term running from January 1, 2019, through December 31, 2019. The Board also approved three one-year renewals. MPS exercised the first option year for the contract, with the first extension running from January 1, 2020, through December 31, 2020. The second contract extension ran from January 1, 2021, through December 31, 2021. This third contract extension will run from January 1, 2022, through December 31, 2022, with the same terms and rates.

The total cost of the contract term will not exceed $810,000.

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 to the minutes of your Committee's meeting.

Budget Code: DWC-0-0-EMB-DW-EMDI .(Medical Insurance — District-Wide)..... $810,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	47	71	No	NA	$2,293	$2,293	NA	300	10

Implementation and Assessment Plan

Upon approval by the Board, the contact 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 waiver of Administrative Policy 3.09(9)(e) and approve the contract with National Vision Administrators, LLC, 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 a Request to Carry Over FY21 School Deficit and Surplus Amounts

Background

A school leader takes the lead responsibility for spending in accordance with that school's budget. A school's overall deficit balance occurs at the end of a fiscal year when total expenditures exceed the total authorized funding amount in non-position costs. A school's overall surplus balance occurs at the end of a fiscal year when total expenditures are less than the total authorized funding amount in non-position costs. A school's spending is tracked monthly by the school leader and the Administration. The Administration and school leader are alerted to potential problems, and where warranted, controls to limit school spending are put in place to mitigate risk.

According to Administrative Policy 3.05, concerning school deficits or surpluses, year-end deficits or surpluses incurred shall be carried over into the next year. Surpluses have been limited to $5,000 per school, except as adjusted by contract, for instrumentality charter schools.

Amount of FY21 Budget Deficit by School to Carryover to FY22

School	FY20 Deficit	Total FY21 FA Budget	FY21 Deficit Decrease/Increase	Total Deficit	FY21 Percent of Working Budget
Dr. King Elementary School	—	1,339,240	−108	−108	0.01%
Fernwood Montessori	—	3,004,800	−70	−70	0.00%
Fratney	—	1,713,014	−21,336	−21,336	1.25%
Gaenslen	—	2,740,347	−23,291	−23,291	0.85%
Golda Meir	−88,061	4,650,955	45,107	−42,954	0.92%
GW Carver	—	1,592,980	−1,447	−1,447	0.09%
Hamilton High School	−88,921	5,172,424	83,114	−5,807	0.11%
Hartford University	—	1,706,891	−53,829	−53,829	3.15%
Holmes	—	1,130,216	−2,809	−2,809	0.25%
Humboldt Park	—	2,453,075	−5,391	−5,391	0.22%
Milw HS of the Arts	−152,533	3,828,060	104,288	−48,245	1.26%
Milw Sign Language	—	2,083,522	−21,922	−21,922	1.05%
Milw Spanish Immersion	—	2,896,504	−7,629	−7,629	0.26%
Siefert	—	1,230,835	−2,451	−2,451	0.20%
Vincent High	−147,190	2,909,975	142,619	−4,571	0.16%
Wedgewood Park	−16,606	3,286,332	3,142	−13,464	0.41%
Westside Academy	—	747,425	−3,654	−3,654	0.49%
Whittier	—	945,271	−7,921	−7,921	0.84%
Schools no longer in deficit	*−371,477*	*n/a*	*371,477*	*0*	
Total Deficit	−864,788	43,431,866	597,888	−266,900	

Schools with Deficits in Excess of 3%

Hartford University ..... 3.15% Deficit is due to overspending.

Amount of FY21 Budget Surplus by School to Carryover to FY22

School	Surplus
AAL	1,953
Alcott	1,786
Allen-Field	628
Alliance HS	5,000
Andrew Douglas MS	5,000
Audubon HS	2,140
Audubon Tech/Comm	1,793
Auer Avenue	5,000
Barbee Montessori	5,000
Barton	5,000
Bay View HS	5,000
Bay View Montessori	5,000
Ben Franklin Elem	5,000
Bethune Academy	1,249
Bradley Tech & Trade	5,000
Brown Street	5,000
Browning	5,000
Bruce	1,260
Bryant	5,000
Burbank Elementary	5,000
Burdick	5,000
Carson	5,000
Cass Street	5,000
Clarke Elementary	5,000
Clemens Elementary	263
Clement Avenue	1,165
Congress	5,000
Cooper	5,000
Craig Montessori	3,579
Curtin Leadership Acad	5,000
Doerfler	446
Eighty-First Street	5,000
Elm Creative Arts	5,000
Emerson	5,000
Engleburg	5,000
Fairview	5,000
Fifty-third Street	435
Forest Home Avenue	5,000
Garland	3,035
Goodrich	5,000
Grant	671
Grantosa Drive	5,000
Greenfield	5,000
Groppi HS	5,000
Hampton	5,000
Hawley Environmental	1,123
Hawthorne Elementary	5,000
Hayes Bilingual	5,000
Hi-Mount Blvd Elem	1,180
Hopkins Lloyd	5,000
Jackson	1,068
Kagel	5,000
Keefe Avenue	5,000
Kilbourn	5,000
King IB HS	5,000
King IB MS	4,798
Kluge	5,000
LaFollette	5,000
Lancaster	5,000
Lincoln Avenue	1,852
Lincoln Ctr of the Arts	5,000
Longfellow	5,000
Lowell International	5,000
MacDowell Montessori	1,194
MACL	5,000
Madison Academic HS	4,108
Manitoba	5,000
Maple Tree	5,000
Marshall HS	5,000
Marvin Pratt	1,477
Maryland Avenue	2,920
Metcalfe	5,000
Milw Co Youth Ed Ctr	3,250
Milw French Immersion	5,000
Milw German Immersion	1,669
Milw Parkside	5,000
Milw School/Languages	5,000
Mitchell	2,869
Morgandale	5,000
Morse Middle	5,000
Neeskara	5,000
Ninety-fifth Street	2,624
North Division HS	5,000
Obama SCTE	5,000
Parkview	5,000
Project STAY HS	5,000
Pulaski HS	2,679
Reagan HS	5,000
Riley	3,679
River Trail	5,000
Riverside HS	5,000
Riverwest	4,842
Rogers Street	5,000
Roosevelt MS	5,000
Sherman Multicult'l Arts	5,000
South Acceleration	5,000
South Division HS	5,000
Starms Discovery	5,000
Starms Early Childhood	5,000
Story	639
Stuart	5,000
Thoreau	5,000
Thurston Woods	5,000
Townsend Street	5,000
Transition HS	5,000
Trowbridge	2,586
Victory	5,000
Vieau	3,183
Vincent Acceleration	4,103
Washington IT	5,000
Whitman	5,000
WCLL	5,000
Zablocki	5,000

Instrumentality Charters

ALBA	139,328
Green Tree Prep	46,585
Honey Creek	97,329
IDEAL	136,778
Total Surplus	887,266

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.05, Fund Carryover

Fiscal Impact Statement

Approval of the deficit carryover will result in each school's paying back its deficit within three years. Surpluses are available to the school to use during the following year.

The total deficit among schools is $266,900. About $88,967 will be paid back in the first year. $887,266 will be carried over as a surplus to be used by the schools.

Implementation and Assessment Plan

Upon the Board's approval the adjustments will be made to schools' budgets.

Committee's Recommendation

Your Committee recommends the FY21 school deficit and surplus amounts, as noted in the attachments to the minutes of your Committee's meeting, be carried over to FY22 and that schools with deficits from FY21 pay back the amounts within three years.

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

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(Item 12) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts; Report with Possible Action Regarding Air Quality

Professional Services Contracts

RFP #4502 Heating Plant Replacement at Grant Gordon Learning Center

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a design firm for a heating plant replacement at Grant Gordon Learning Center. The selected firm is TLC Engineering Solutions, Inc.

The contract period is October 1, 2021-August 12, 2022.

Budget Code: FAR 00 MM2 LEE CNC..... $76,750.00

RFP #7299 2022 Green Infrastructure Upgrades, Division 1, at Benjamin Franklin Elementary School; Division 2, at Hayes at the Kosciuszko Complex; Division 3, at Nathaniel Hawthorne Elementary School; Division 4, at Neeskara Elementary School; and Division 5, and Clement J. Zablocki Elementary School

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the 2022 Green Infrastructure Upgrades at Benjamin Franklin Elementary School, Hayes at Kosciuszko Complex, Nathaniel Hawthorne Elementary School, Neeskara Elementary School, and Clement J. Zablocki Elementary School. The selected firm is Stormwater Solutions Engineering, LLC.

The contract period is October 1, 2021-August 26, 2022.

Budget Code: Various..... $184,955.00

Monthly 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.

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. DFMS is contracting with consultants to update documentation necessary to complete testing and balancing of the mechanical systems, along with outside contractors and in- house staff who perform the tasks.

The Administration will continue to pursue measures in ensuring 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 the scopes of their contracts; and
- steps toward procuring contractors to perform testing and balancing, to identify any deficiencies in mechanical systems, to evaluate potential deficiencies, and to establish remediation plans if necessary.

This defined process equates to performing a ventilation audit.

ESSER II Project Site Assignments

IPD Partner	Primary Region	Total Sites		Total Sq.Ft.	
Selzer Ornst	Southwest	42	28.6%	5,184,680	32.2%
VJS/JCP	Central	40	27.2%	4,712,332	29.3%
Nicholas	Northwest	35	23.8%	3,515,902	21.8%
Performance Services, Inc.	East	30	20.4%	2,696,985	16.7%
		147	100%	16,109,899	100%

Site	Sq. Ft.	Region
Selzer Ornst		
Bay View HS	295,435	HS
Bradley Tech	277,410	HS
Hamilton HS	380,573	HS
Pulaski HS	496,501	HS
Riverside University HS	359,322	HS
South Division	391,389	HS
Audubon	168,890	HS
Wedgewood	138,600	CW
Parkside	172,109	E
Hayes	127,309	SW
Reagan	182,959	HS
Allen-Field	82,500	SW
Alcott	36,113	SW
Curtin	61,420	SW
Doerfler	65,500	SW
Starms ECC	46,260	C
Fairview	69,033	SW
Fernwood Montessori	92,174	E
Forest Home	91,047	SW
Grant	92,467	SW
Greenfield Montessori	69,540	SW
Kagel	52,519	SW
Lincoln Ave	81,362	SW
Longfellow	99,832	SW
Lowell	28,187	SW
Manitoba	68,300	SW
Maryland Montessori	49,845	E
Bethune	69,858	C
Metcalfe	69,847	C
Mitchell	93,256	SW
Morgandale	84,050	SW
Zablocki	90,400	SW
Starms Discovery	73,556	C
Riley	84,300	SW
AAL	51,216	SW
Rogers	54,346	SW
Honey Creek	44,192	SW
Vieau	84,434	SW
Whitman	44,257	SW
Whittier	18,396	E
Leased/Administrative Sites		
Walker/ALBA/Carmen SW	200,728	CS
SSC	45,248	AD
	5,184,680	
VJS/JCP		
MacDowell Montesori	225,410	HS
Rufus Kina HS	279,232	HS
North Division	394,827	HS
Metropolitan (Alliance) HS	38,200	HS
Washington Complex	450,331	HS
Douglas	218,300	cw
Roosevelt	175,372	cw
WCLL	133,653	HS
French Immersion	197,682	C
MEC/Golda Meir	233,184	HS
Auer	68,758	C
Burbank	99,685	C
Clarke	100,800	C
Clemens	59,252	C
Spanish Imm, Lower Campus	36,227	SW
Elm Creative Arts	88,797	E
Thurston Woods	89,090	NW
Spanish Imm, Upper Campus	66,865	SW
53rd Street	69,724	C
Golda Meir Gifted	48,035	HS
Franklin	104,330	C
Lloyd Barbee	79,900	C
Hi-Mount	110,971	C
Hopkins Lloyd	87,114	C
Keefe	99,300	C
LaFollette	73,180	C
Grant Gordon/Lee	78,013	C
Neeskara	75,280	C
Sherman	112,478	C
Marvin Pratt	47,156	C
Story	60,660	C
WSA 1	72,933	C
Townsend	71,349	CW
Transition HS	46,690	HS
Gwen T. Jackson	77,715	C
Groppi	72,392	HS
Leased/Administrative Sites		
Thurston Woods-SE	10,037	NW
McNair/MKE Excellence	64,255	CS
7th Street Bldg	115,690	AD
Administration Bldg	179,465	AD
	4,712,332	
Nicholas & Associates		
Marshall HS	358,985	HS
Obama HS	306,065	HS
Vincent HS	431,769	HS
Morse	185,914	CW
Green Tree	242,597	CW
MSOL	156,816	HS

Site	Sq. Ft.	Region
Barton	50,645	NW
Bruce	56,197	NW
Bryant	54,073	NW
Congress	46,232	NW
Craig Montessori	48,421	NW
Browning @SSC	49,647	NW
Bay View, Upper Campus	66,629	E
81st Street	57,645	NW
German Imm	68,684	NW
Emerson	37,439	NW
Engleburg	68,067	NW
Goodrich	70,436	NW
Grantosa	79,541	NW
Hampton	81,998	NW
MKE Sign Language	87,627	NW
Kilbourn	49,651	NW
Lancaster	59,873	NW
Maple Tree	52,200	NW
95th Street	49,049	NW
Parkview	34,400	NW
Carson	69,391	NW
Kluge	121,720	NW
Thoreau	83,683	NW
Bay View , Lower Campus	37,732	E
Leased/Administrative Sites		
NW Secondary/Carmen NW	178,123	CS
76th Street Annex/GHT	6,664	L
76th Street Main/GHT	44,668	L
65th Street/MTEC	54,776	CS
35th Street/Assata/Banner	68,545	CS
	3,515,902	
Performance Services Inc.		
Lincoln CTR/Arts	221,154	CW

Site	Sq. Ft.	Region
Madison HS	302,797	HS
Harnack	43,830	HS
Rufus King MS	170,948	CW
MACL/Grand Ave	102,013	E
MLK Jr. Elementary	92,712	CW
Brown Street	110,514	E
Burdick	73,100	E
Cass	53,290	E
Clement	83,533	E
Cooper	62,994	E
Fratney	82,838	E
Gaenslen	227,935	E
IDEAL	31,950	E
River Trail	59,402	CW
Hartford	85,700	E
Hawley	40,047	E
Hawthorne	37,900	NW
Holmes	83,911	E
Humboldt Park	77,700	E
Carver	74,877	E
Riverwest	62,015	E
Siefert	77,265	E
Stuart	35,739	NW
Trowbridge	52,623	E
Italian Imm	55,879	E
Garland	81,263	E
Leased/Administrative Sites		
Green Bay	77,600	AD
DFMS	121,320	AD
Delaware	14,136	AD
	2,696,985	

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

The item authorizes expenditures for the following professional services contracts:

- TLC Engineering Solutions, Inc., for heating plant replacement at Grant Gordon Learning Center;
  Code: FAR 00 MM2 LEE CNC $76,750.00
- Stormwater Solutions Engineering, LLC, for green infrastructure upgrades at various MPS sites;
  Code: Various..... $184,955.00

Total Professional Services Contract Requested..... $261,705.00

Implementation and Assessment Plan

Upon the Board's approval, the 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 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.

* * * * *

REPORT OF THE 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 Data and Progress Associated with the Office for Civil Rights (OCR) 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

In 2014-15, the Office for Civil Rights (OCR) conducted a biennial review of data and discovered a disproportionality of African American students were receiving referrals, suspensions, and other disciplinary actions.

The Administration has been working with the U.S. Department of Education Office for Civil Rights (OCR) to fulfill ten agreed-upon action items to ensure the equity of discipline measures within the District and in 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.

Monthly Disproportionality Report-
Resolution with Office for Civil Rights
(OCR), August 1, 2021- August 31, 2021

Below is an update of activities and benchmarks aligned to the action steps aligned to Resolution #05-14-5003 with the Office for Civil Rights. Action steps 1, 6, and 8 have met the criteria set forth by the Office for Civil Rights. All data and information on the remaining action steps are updated as of August 31, 2021.

Action Step 2: Early Identification of Students for Behavioral Difficulties and Early Intervention

Ongoing implementation of the behavioral multi-tiered system of support continues districtwide to identify students at risk for behavioral difficulties. All schools document behaviors and supports within PLP Classroom Behavior in Infinite Campus (IC). School Discipline Work Groups use this data to inform teachers' practice, identify school-wide trends in behaviors, and to identify students at risk for early intervention.

The District Culture & Climate Toolkit was updated for the 2021-22 school year. It contains a variety of best practices on supporting student behavior and promoting a positive classroom and school climate in which all students can learn. Updates for this school year contain specific best practices to address bias in the classroom, culturally responsive problem solving, building relationships with all students, and addressing the role of race in education.

September Benchmark & Timeline:

All schools identify a Building Intervention Team (BIT) to monitor implementation of Tier 2 and Tier 3 interventions within the PBIS multi-tiered system of support.

Action Step 3: Outreach to Students

All middle and high schools, totaling 30 schools, have Student Discipline Committees and identified school-based staff members who serve as their Student Discipline Committees' facilitators. These committees will meet twice a month to discuss concerns with school climate, discipline, and recommendations for the school and the district and to look deeper into the role of race within MPS and Milwaukee. A Student Discipline Committee processes guide has been created and shared with all Student Discipline Committees' facilitators to guide their work this school year. In addition, monthly virtual office hours are offered by the District's discipline manager.

This school year, all Student Discipline Committees will identify one specific school-based practice or policy to address. Students will engage their peers in monitoring implementation and working with staff members on regular updates of student conversations surrounding school climate and culture. Students will attend a virtual Student Leadership Summit in the fall. Students will attend breakout sessions on the various student voice collection methods such as focus groups, interview, Flipgrid, human Likert scale, and mapping, among others as identified. Students will also attend cross-school groups to discuss various recommendations to increase collaboration across the district and provide opportunities for multiple perspectives.

September Benchmarks & Timeline:

All middle and high schools will identify their Student Discipline Committee student participant and facilitator and hold two meetings in September. Schools will submit evidence of meeting and discussion. The September focus is building a community with the students.

Action Step 4 Outreach to District Staff

Each school has identified a Discipline Champion who facilitates a Discipline Work Group that meets monthly to analyze disproportionality data, to identify strategies, and to identify specific professional development and support for staff members and students. The Discipline Work Group processes guide was shared with all Discipline Champions, outlining the work and best practices of this team. The District's discipline manager sends a weekly email to discipline champions containing best practices, supports, and articles for reflection.

During opening week, all discipline champions shared a variety of best practices and guidebooks to all staff members, including the District Climate & Culture Toolkit, Relationship Building Guide, Data Warehouse Guide, Courageous Conversations about Race protocols, documenting behavior data, Parent Rights & Responsibilities Handbook, and integrating the Five Universal Supports.

September Benchmark & Timeline:

Schools will hold at least one Discipline Work Group meeting in September and submit evidence of meeting and discussion that occurs at meeting.

Action Step 5: Outreach to Community Members

Throughout the year, we will hold four quarterly community conversations on a variety of topics. Community members, families, students and MPS staff members will be encouraged to attend to receive district updates regarding climate and discipline, as well as have opportunities to provide feedback and input on a variety of topics related to climate and culture.

In collaboration with a grant from WI Humanities Council-Project Community CARES, multiple opportunities for the community to engage in book studies, documentary viewing and discussion, as well as a "MKE Talks" event will be created for the greater Milwaukee and MPS community.

September Benchmark & Timeline:

Create schedule for four quarterly community conversations throughout the district.

Action Step 7: Staff Professional Development

The following is a sampling of professional development opportunities that are offered to all staff members for the 2021-22 school year specifically addressing discipline disproportionality, bias and antiracism. All sessions are available in LMS as self-paced modules or are available as facilitated professional development at the school or departmental level.

Defining Behaviors

Participants will learn about specific behavior definitions and possible strategies to define behaviors within their classroom.

Student Voice

Participants will be able to engage students in creation of classroom expectations and brainstorm additional instruction engagement strategies to engage students in school and classroom leadership.

Talking about Race

Participants will learn about the role of bias in their life and protocols to hold conversations on race. Participants will reflect on the role of race in their lives, school, community, and lives of their students.

Vulnerable Decision Points & Bias

Participants will be able to identify their biases and have specific strategies to interrupt their bias in the classroom.

Re-entry

Participants will learn about conversations to have with students after discipline occurs and specific interventions and supports to provide students.

Universal Supports through an Anti-racist Lens

Participants will understand what it means to move towards being anti-racist and be able to update their universal supports provided to all students through the understanding of why race matters.

Microaggressions in the Classroom

Participants will reflect further on their own biases and how they manifest themselves in school through microaggressions. Time will be spent defining and identifying microaggressions we have engaged in or witnessed in education.

Historical Context of Race in Milwaukee

Participants will examine how we define race, how race has historically been used in Milwaukee and America, and how the historical aspect of race continues to affect our communities.

Engaging Multiple Perspectives

Participants reflect on elements of their multi-cultural self and the identities of their colleagues and students while examining the role of privilege and how race affects the world around us daily.

Culturally-responsive Problem Solving

Participants will engage further with the WI DPI's framework, looking at reframing our use of unfounded, untrue, and unalterable attributions when discussing students, families and the community.

Allyship & Antiracist Education

Participants will reflect on their comfort levels with addressing race and interrupting bias and racism when they are confronted with it throughout their day.

Discipline Champions attended professional development on updates for the year and best practices available for students. All schools took time during opening week to present best practices and supports available to all staff members. Schools are submitting a sign in sheet and agenda from their professional development during opening week.

A three-year plan is underway to engage all MPS staff members and the community in professional development and discussion on antiracism and bias through attending Courageous Conversations about Race Exploration. During August 2021, six sessions were held, which 363 staff members attended. Participants in August included middle and high school paraprofessionals, school psychologists, elementary principals and assistant principals, and special education supervisors, as outlined in the District's three-year plan.

The District will also be expanding this work further with specific opportunities for school and district leaders. All school principals will attend the Leadership Experiences and Administrative Development Series (LEADS), which is a six-part series, 2.5 hours per session, for district and school leaders to focus on integration of work into school practices. Discipline Champions and SSTs from schools that have attended Explorations will attend a Virtual Courageous Conversations Experience (Beyond Diversity) seminar. This will provide further engagement with the Courageous Conversations about Race Exploration protocols and framework to expand participants' understanding and application of the protocols.

September Benchmark & Timeline:

Expand enrollment in LMS courses identified. Host additional sessions of Courageous Conversations about Race Exploration for regular education and special education teachers at identified elementary schools as outlined on the District's three-year plan.

Action Step 9: Data Evaluation

Below are all behavioral events that led to out-of-school suspensions or Student Services suspensions across the district from August 1, 2021, through August 30, 2021, as documented in Infinite Campus.

Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Arson	0	0	0	1	0	0	0	1
Assault	0	0	0	3	0	0	0	3
Battery	4	0	0	14	0	0	0	18
Bullying	0	0	0	2	0	0	0	2
Chronic Disruption	1	0	0	9	0	1	0	11
Disorderly Conduct	5	0	1	42	0	1	1	50
Endangerment of Physical Safety/Mental Well-being	3	2	0	23	0	1	0	29
Fighting	22	1	1	166	0	2	0	192
Gang Activity	0	0	0	1	0	0	1	2
Inappropriate Personal Property	0	0	0	9	0	0	0	9
Inappropriate use of electronic	0	0	0	0	0	0	0	0
communication devices	0	0	1	6	0	0	0	7
Intent to Distribute Drugs/ Alcohol/Meds	0	0	0	2	0	0	0	2
Leaving the classroom without permission	0	0	0	0	0	1	0	1
Other Substances/Materials	0	0	0	7	0	0	1	8
Personal Threat	1	0	0	6	0	0	1	8
Possession of Drug Paraphernalia	0	0	0	2	0	0	0	2
Possession/Ownership/Use of Alcohol	0	0	0	0	0	1	0	1
Possession/Ownership/Use of Drugs	0	0	0	21	0	1	0	22
Possession/Ownership/Use of Gun	0	0	0	1	0	0	1	2
Possession/Ownership/Use of Weapon Other than Gun	2	0	0	14	0	0	0	16
Sexual Assault	0	0	0	3	0	0	0	3
Sexual Harassment	0	0	0	0	0	1	0	1
Substantial Environmental Disruption	1	0	0	3	0	0	0	4
Use of Tobacco, Including Chewing	1	0	0	7	0	1	1	10
Vandalism	0	0	0	5	0	0	0	5
Verbal Abuse/Profanity/Harassment	0	0	0	6	0	0	0	6
Grand Total	40	3	3	353	0	10	6	415

Looking at all behavioral events in August, the following alternative to suspensions were documented as resolutions in Infinite Campus.

	Hispanic	American Indian	Asian	Black	White	2+ Races	Total
Conference	2		1	10		1	14
Counsel	8			77	3	1	89
Detention	1			3			4
Mediation	4			9			13
Repairing Harm Circle	2			1		1	4
Restorative Conference	2			6	2	1	11

Year-to-date Suspension Events

Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple
10%	1%	1%	85%	0%	2%	1%

Student Demographics

Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple
24%	≈0%	5%	60%	0%	8%	3%

Action Step 10: Implementation Plan

The District Discipline Disproportionality Leadership Team has begun to meet monthly to discuss school data and Discipline Work Group meeting minutes. The team has been expanded to include membership from Specialized Services, school psychologists, school social workers, school counselors, Violence Prevention Program, 53206, Community Schools, Research, Assessment & Data, PBIS, restorative practices, Equity, Access & Inclusion, Black & Latino Male Achievement, Bilingual Multicultural Education, and Student Services. The August meeting focused on team building and planning for the 2021-22 school year.

All schools have identified at least one of the six research based best practices to address discipline disproportionality to focus on within their school improvement plan. These six best practices include: define behaviors, engage student voice, talk about race, address bias in vulnerable decision points, re-entry of students after discipline, and universal supports through an antiracist lens. Best practices and PD modules for all six best practices have been created and shared through Discipline Champions.

Through a grant with the McCathey Dressman Education Foundation, a variety of book cohorts will be offered throughout the year, including *Courageous Conversations about Race, Pushout, How to Be an Antiracist,* and others as identified by interest. All school social workers are engaging in a year-long book study of *Courageous Conversations about Race* as part of their departmental professional learning community.

Through a grant with the Wisconsin Humanities Council, a variety of community viewings of documentaries and book studies will occur as well as a MKE Talks presentation by a variety of Milwaukee community members discussing their journeys with racial equity.

The ten identified Courageous Conversations about Race Practitioners have completed their cohort, including a book study, eight modules, and three webinars. All practitioners are now engaged with three months of coaching from a Courageous Conversations about Race Equity Transformation Specialist as they embed this framework throughout their work in MPS.

Going forward, the monthly reporting associated with disproportionality for the 2021-22 school year will focus on the following areas:

- promoting and providing resources to schools on alternatives to suspension, including the Alternatives to Suspension Toolbox, which will be updated
- creation of a list of support services for students to be provided to schools
- analysis of data by school staff to determine the best course of action to address disproportionality
- expansion of book-study opportunities
- creation of a committee to review, to identify, to develop, and to implement strategies to reduce suspensions

September Benchmark & Timeline:

The District Discipline Disproportionality Leadership Team will create a mission and vision for their work during the 2021-22 school year.

The Alternatives to Suspension Toolbox will be shared with all Discipline Champions, with specific schools and staff members to be identified for professional development and coaching.

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 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:

1. conditions for the use of seclusion;
2. conditions for the use of physical restraint;
3. notification and reporting requirements following the use of seclusion or restraint;
4. training in the use of seclusion and physical restraint; and
5. requirements for the use of seclusion and restraint on students with disabilities.

In March 2020, Wisconsin Act 118 revised the state law to include:

- requiring parents to be provided with copies of the written incident reports;
- 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 that 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 five years.

- For the last six years, all principals, school leaders, and special education supervisors received in-services on the requirements of WI statutes, §118.305.
- The District's mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System.
- During the 2019-20 school year, the Administration directed schools to submit restraint and seclusion data in accordance with WI statutes, §118.305. The results were as follows:
  - — A total of 441 students, including 251 with disabilities, were involved in 753 incidents of restraint during the 2019-20 school year. A total of 79 students, including 56 with disabilities, were involved in 91 incidents of seclusion during the 2019-20 school year.
  - — In the 2020-21 school year, there were a total of four students, including two students with disabilities, involved in five incidents of seclusion. There were 13 students, including 10 students with disabilities, involved in 25 incidents of physical restraint.

2020-21 Data

	Seclusion		Restraints	
	Total	Spec Ed	Total	Spec Ed
Acad/Acc Learning	1	1	2	1
Cooper	0	0	1	0
53rd Street	1	1	0	0
Garland	0	0	2	1
Grant	0	0	1	0
King IB MS	0	0	1	1
Longfellow	0	0	2	1
Manitoba	3	0	2	1

	Seclusion		Restraints	
	Total	Spec Ed	Total	Spec Ed
Milw Parkside	0	0	10	1
Mitchell	0	0	1	1
Neeskara	0	0	1	1
Obama SCTE	0	0	1	1
Siefert	0	0	1	1
Totals	5	2	25	10

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.28, Student Discipline

Fiscal Impact Statement

No fiscal impact.

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(Item 3) Report with Possible Action on 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.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

Indicator #1	Graduation Rates	Indicator #4	Suspension/Expulsion
Indicator #2	Drop-out Rates	Indicator #5	Educational Placement Ages 6-21
Indicator #3	Assessments	Indicator #6	Educational Placements Ages 3-5

Indicator #7	Preschool Outcomes	Indicator #12	Preschool Transition, Part C, Part B
Indicator #8	Parental Involvement	Indicator #13	Transition Goals, Ages 16 and over
Indicator #9	Inappropriate Identification in Special Education	Indicator #14	Post-school Outcomes
		Indicator #15	Resolution Sessions
Indicator #10	Inappropriate Identification in Specific Disabilities Categories	Indicator #16	Mediation
		Indicator #17	State Systemic-improvement Plan
Indicator #11	Timely Evaluation		

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 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 children aged 6 through 21 with IEPs who are served inside the regular class 80% or more of the day
Indicator 5B	Percent of children aged 6 through 21 with IEPs who are served inside the regular class less than 40% of the day
Indicator SC	Percent of children aged 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 percentage includes all students who have IEPs, including for speech and language services. The following reports include the District's information, as well as each school's percentage.

		MPS	
Indicator	State's Target	May 2021	August 2021*
5A	70.00%	81.60%	83.08%
5B	7.90%	15.69%	15.53%
5C	0.95%	0.34%	0.32%

*The data for the August 2021 LRE report are a combination of the students with disabilities enrolled in the schools on the early-start calendar and the projected enrollment for our schools on the traditional calendar.

Educational Environment Codes (EEC) and Least Restrictive Environment (LRE) Counts and Percentages

Indicator 5 Totals by School

	5A		5B		5C		Total
Acad/Acc Learning	49	80.33%	12	19.67%	0		61
ALBA	85	100.00%	0		0		85
Alcott	25	69.44%	11	30.56%	0		36
Allen-Field	118	97.52%	3	2.48%	0		121
Alliance	46	93.88%	2	4.08%	1	2.04%	49
Assata HS	15	100.00%	0		0		15
Audubon HS	81	80.20%	20	19.80%	0		101
Audubon MS	61	72.62%	23	27.38%	0		84
Auer Avenue	18	81.82%	4	18.18%	0		22
Banner Prep	2	100.00%	0		0		2
Barbee Mont.	14	63.64%	8	36.36%	0		22
Barton	24	88.89%	3	11.11%	0		27
Bayview HS	145	80.56%	35	19.44%	0		180
Bay View Mont.	36	100.00%	0		0		36

	5A		5B		5C		Total
Bethune Acad	59	69.41%	26	30.59%	0		85
Bradley Tech	163	86.70%	25	13.30%	0		188
Brown Street	34	100.00%	0		0		34
Browning	35	79.55%	9	20.45%	0		44
Bruce	28	100.00%	0		0		28
Bryant	28	75.68%	9	24.32%	0		37
Burbank	74	69.81%	32	30.19%	0		106
Burdick	57	100.00%	0		0		57
Carmen HS-South Campus	34	100.00%	0		0		34
Carmen-NW Campus	91	96.81%	3	3.19%	0		94
Carmen-SE Campus	82	97.62%	2	2.38%	0		84
Carson Acad	47	97.92%	1	2.08%	0		48
Carver Acad	51	82.26%	11	17.74%	0		62
Cass Street	36	100.00%	0		0		36
Clarke Street	34	69.39%	15	30.61%	0		49
Clemens	25	86.21%	4	13.79%	0		29
Clement Ave	53	98.15%	1	1.85%	0		54
Congress	68	77.27%	20	22.73%	0		88
Cooper	48	68.57%	22	31.43%	0		70
Craig Mont.	30	96.77%	1	3.23%	0		31
Curtin Leadership Acad	49	100.00%	0		0		49
Doerfler	83	100.00%	0		0		83
Douglas MS	36	70.59%	15	29.41%	0		51
81st Street	50	75.76%	16	24.24%	0		66
Elm Creative Arts	24	100.00%	0		0		24
Emerson	24	75.00%	8	25.00%	0		32
Engleburg	38	66.67%	18	31.58%	1	1.75%	57
Fairview	67	58.77%	47	41.23%	0		114
Fernwood Mont.	68	100.00%	0		0		68
53rd Street	34	70.83%	14	29.17%	0		48
Forest Home Ave	111	79.86%	28	20.14%	0		139
Franklin	48	61.54%	30	38.46%	0		78
Fratney	38	100.00%	0		0		38
Gaenslen	147	65.63%	76	33.93%	1	0.45%	224
Garland	51	92.73%	4	7.27%	0		55
Golda Meir	88	96.70%	2	2.20%	1	1.10%	91
Goodrich	30	62.50%	18	37.50%	0		48
Grandview HS	29	100.00%	0		0		29
Grant	55	90.16%	6	9.84%	0		61
Grantosa Drive	45	57.69%	33	42.31%	0		78
Green Tree Prep	45	100.00%	0		0		45
Greenfield	63	91.30%	6	8.70%	0		69
Groppi HS	13	92.86%	1	7.14%	0		14
Hamilton HS	178	71.20%	72	28.80%	0		250
Hampton	22	73.33%	8	26.67%	0		30
Hartford University	49	100.00%	0		0		49
Hawley Environmental	41	100.00%	0		0		41
Hawthorne	29	96.67%	1	3.33%	0		30
Hayes Bilingual	104	87.39%	15	12.61%	0		119
Highland Community	67	100.00%	0		0		67
Hi-Mount	16	88.89%	1	5.56%	1	5.56%	18
Hmong American Peace Acad	49	100.00%	0		0		49
Holmes	50	100.00%	0		0		50
Honey Creek	30	76.92%	9	23.08%	0		39
Hopkins-Lloyd	15	88.24%	2	11.76%	0		17
Humboldt Park	57	96.61%	2	3.39%	0		59
I.D.E.A.L	44	100.00%	0		0		44
Jackson	36	97.30%	1	2.70%	0		37
Kagel	20	86.96%	3	13.04%	0		23
Keefe Ave	11	100.00%	0		0		11
Kilbourn	29	85.29%	5	14.71%	0		34

	5A		5B		5C		Total
King ES	27	100.00%	0		0		27
King IB HS	117	75.97%	37	24.03%	0		154
King IB MS	46	88.46%	5	9.62%	1	1.92%	52
Kluge	47	88.68%	6	11.32%	0		53
La Causa Charter	81	100.00%	0		0		81
Lad Lake Synergy	4	100.00%	0		0		4
LaFollette	24	64.86%	13	35.14%	0		37
Lancaster	32	68.09%	15	31.91%	0		47
Lincoln Avenue	72	96.00%	3	4.00%	0		75
Lincoln Ctr/Arts	75	85.23%	13	14.77%	0		88
Longfellow	104	81.25%	24	18.75%	0		128
Lowell	25	100.00%	0		0		25
Macdowell Mont.	109	87.20%	16	12.80%	0		125
Madison Academic HS	111	83.46%	20	15.04%	2	1.50%	133
Manitoba	42	73.68%	14	24.56%	1	1.75%	57
Maple Tree	16	88.89%	2	11.11%	0		18
Marshall HS	175	63.41%	100	36.23%	1	0.36%	276
Maryland Av Mont.	47	100.00%	0		0		47
MATC Emerging Scholars	0		0		0		0
Metcalfe	32	84.21%	6	15.79%	0		38
Milw Acad of Chinese Lang	35	100.00%	0		0		35
Milw Co Youth Educ Center	0		2	100.00%	0		2
Milw College Prep-36th St	29	100.00%	0		0		29
Milw College Prep -38th St	45	97.83%	1	2.17%	0		46
Milw College Prep-Lloyd St	44	100.00%	0		0		44
Milw College Prep-North	39	100.00%	0		0		39
Milw Environmental Sciences	34	97.14%	1	2.86%	0		35
Milw Excellence Charter	77	100.00%	0		0		77
Milw French Imm.	24	100.00%	0		0		24
Milw German Imm.	26	96.30%	1	3.70%	0		27
Milw HS/Arts	119	73.91%	41	25.47%	1	0.62%	161
Milw Parkside	105	71.43%	42	28.57%	0		147
Milw of Languages	72	55.38%	58	44.62%	0		130
Milw Sign Language	55	96.49%	2	3.51%	0		57
Milw Spanish Imm.	37	69.81%	15	28.30%	1	1.89%	53
Milwaukee Virtual Ed	6	75.00%	1	12.50%	1	12.50%	8
Mitchell	94	94.95%	5	5.05%	0		99
Morgandale	70	100.00%	0		0		70
Morse MS	47	61.04%	30	38.96%	0		77
Neeskara	56	83.58%	11	16.42%	0		67
Next Door Foundation	2	100.00%	0		0		2
95th Street	30	93.75%	2	6.25%	0		32
No Future Enrollment	2	66.67%	1	33.33%	0		3
Non-MPS	91	95.79%	4	4.21%	0		95
North Div HS	69	74.19%	24	25.81%	0		93
Nova HS	22	91.67%	2	8.33%	0		24
Obama SCTE	360	79.12%	94	20.66%	1	0.22%	455
Parkview	31	100.00%	0		0		31
Pratt	36	97.30%	1	2.70%	0		37
Project Stay HS	13	92.86%	1	7.14%	0		14
Pulaski HS	203	92.27%	17	7.73%	0		220
Reagan HS	126	92.65%	10	7.35%	0		136
Riley Dual-language Mont.	35	97.22%	1	2.78%	0		36
River Trail	16	72.73%	6	27.27%	0		22
Riverside University HS	154	70.64%	64	29.36%	0		218
Riverwest	40	100.00%	0		0		40
Rogers Street Acad	65	97.01%	2	2.99%	0		67
Roosevelt MS	63	100.00%	0		0		63
Shalom HS	23	100.00%	0		0		23
Sherman	31	79.49%	8	20.51%	0		39
Siefert	30	100.00%	0		0		30

	5A		5B		5C		Total
South Accelerated Acad	5	100.00%	0		0		5
South Division HS	137	67.49%	65	32.02%	1	0.49%	203
Spec Ed Services	2	12.50%	1	6.25%	13	81.25%	16
Starms Discovery	53	85.48%	9	14.52%	0		62
Starms EC	14	100.00%	0		0		14
Story	29	93.55%	2	6.45%	0		31
Stuart	40	100.00%	0		0		40
Thoreau	29	74.36%	10	25.64%	0		39
Thurston Woods	50	80.65%	12	19.35%	0		62
Townsend Street	32	74.42%	11	25.58%	0		43
Transition HS	18	90.00%	2	10.00%	0		20
Trowbridge	21	100.00%	0		0		21
Victory	52	100.00%	0		0		52
Vieau	100	100.00%	0		0		100
Vincent Accelerated Acad	8	88.89%	1	11.11%	0		9
Vincent HS	85	69.67%	35	28.69%	2	1.64%	122
Washington DTC	0		7	100.00%	0		7
Wedgewood Park	83	84.69%	15	15.31%	0		98
Westside Acad	30	90.91%	3	9.09%	0		33
Whitman	41	80.39%	10	19.61%	0		51
Whittier	12	100.00%	0		0		12
Washington IT	88	69.29%	39	30.71%	0		127
Wi Ctr/Blind	0		1	33.33%	2	66.67%	3
Wi Ctr/Deaf	0		2	66.67%	1	33.33%	3
WCLL	62	77.50%	18	22.50%	0		80
Zablocki	39	97.50%	1	2.50%	0		40
Grand Total	8,551	83.08%	1,708	16.60%	33	0.32%	10292

EE Codes

A=less than 21% removed from non-disabled peers
B=(from 21 to 60%) removed from non-disabled peers
C=greater than 60% removed from non-disabled peers
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

EE Code	MPS		Non-MPS		Grand Totals	
A	8,456	70.08%	95	39.92%	8,551	69.50%
B	1,874	15.53%	21	8.82%	1,895	15.40%
C	1,699	14.08%	9	3.78%	1,708	13.88%
D	1	0.01%			1	0.01%
E	1	0.01%			1	0.01%
F			3	1.26%	3	0.02%
G	8	0.07%	13	5.46%	21	0.17%
J	7	0.06%			7	0.06%
S	3	0.02%			3	0.02%
T	17	0.14%	97	40.76%	114	0.93%
Totals	12,066	100.00%	238	100.00%	12,304	100.00%

Indicator 5: School-age Educational Environment

5A=Percent of students ages 6-21 with disabilities who are served inside the regular class 80% or more of the day.
A=A (EE Codes)
5B=Percent of students ages 6-21 with disabilities who are served inside the regular class less than 40% of the day.
B=C (EE Codes)
5C=Percent of students ages 6-21 with disabilities who are served inside separate schools, residential facilities, or homebound/hospital placements.
5C=D, E, F, G, J (EE Codes)
Note: LRE counts do not include EE codes=B or EC EEC.

Indicator	MPS		Non-MPS		Grand Totals	
5A	8,456	83.13%	95	79.17%	8,551	83.08%
5B	1,699	16.70%	9	7.50%	1,708	16.60%

Indicator	MPS		Non-MPS		Grand Totals	
5C	17	0.17%	16	13.33%	33	0.32%
Totals	10,172	100.00%	120	100.00%	10,292	100.00%

EC EEC

B1=Separate Class
B2=Separate Day School (not normally used by MPS)
B3=Residential Facility (RCC)
B4=Home
B5=Service Provider's Location

Ten hours or more per week of Reg Ed Programming

R1 =Majority of hours of special education and related services are delivered in the regular education program.
R2=Majority of hours of special education and related services are delivered in any location other than regular education.

Less than ten hours per week of Reg Ed Programming

R3=Majority of hours of special education and related services are delivered in the regular education program.
R4=Majority of hours of special education and related services are delivered in any location other than regular education.

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 4) Report with Possible Action on Annual School Procedural Compliance Self-Assessment (PCSA)

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

Background

Milwaukee Public Schools is committed to practices that lead to improved service delivery, provide information regarding needed professional development, and contribute to staff accountability for high-achievement outcomes for students with disabilities.

The Reading Drives Achievement: Procedural Compliance Self-Assessment (RDA: PCSA, or "self-assessment") is one part of the Wisconsin Department of Public Instruction's monitoring activities under state and federal special education laws. The goals of the self-assessment are to ensure compliance with selected legal requirements and to improve outcomes for students with disabilities, specifically in reading.

The Procedural Compliance Self Assessment (PCSA) includes a school-based assessment aspect that is to be completed annually, during the spring. At that time, an annual measurement of compliance is to be 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.

Attached to the minutes of your Committee's meeting for the Board's information is the PCSA 2020-21 Executive Summary.

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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REPORT OF THE COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director O'Halloran 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 Regarding the Elementary and Secondary School Emergency Relief Fund's (ESSER III's) Proposed Budget

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 American Rescue Plan Act (ARPA) of 2021 was put into law on March 11, 2021, to provide stimulus funds to help with recovery from the economic and health effects of the COVID-19 pandemic. Included in the plan is third round of the Elementary and Secondary School Emergency Relief Fund (ESSER III) for school districts. ESSER III's funding provides districts considerable flexibility in determining how best to use the funds, although, twenty percent of the allocation must be used to mitigate learning loss. The term of available funding for the ESSER III grant program is March 13, 2020, through September 30, 2024. The plan is to use the funding for the term of July 1, 2021, through September 30, 2024. Milwaukee Public Schools anticipates approximately $504 million to allocate over the next three school years. Twenty percent to mitigate learning loss is about $101 million.

Community input was gathered through a special meeting of the Board in June, district surveys, stakeholder meetings, student and community listening sessions, town hall meetings, and community organizations' proposals. ESSER III planning teams made up of central administration, school leaders, educators, and parents/guardians incorporated community feedback, as appropriate, while they were developing the ESSER III Proposed Budget Detail. Community feedback focused around major categories and is summarized in the document titled "ESSER III Feedback and Proposals" attached to the minutes of your Committee' meeting.

The District has focused on five key areas in allocating ESSER III funds:

- accelerating learning
- facilities
- extracurricular engagement.
- health and wellness
- technology

Please see the attachments for a proposed ESSER III budget timeline, more details on community feedback, proposals, and the online survey results, along with the 2021-22 Elementary and Secondary School Emergency Relief (ESSER III) Proposed Budget Detail.

ESSER III Overview

Elementary and Secondary School Emergency Relief (ESSER) Programs

ESSER Grant Overview	ESSER I	ESSER II	ESSER III
Stimulus bill	Coronavirus Aid, Relief, and Economic Security Act (CARES Act)	Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA)	American Rescue Plan Act (ARPA)
Performance period	3/13/2020-9/30/2022	3/13/2020-9/30/2023	3/13/2020-9/30/2024
Total amount in grants to Milwaukee Public Schools	$41 million	$225 million	$505 million — Districts must reserve 20% to mitigate learning loss
School districts provide private school services	$15 million	N/A	N/A

ESSER III Plan Development

Input from Staff, Students, Families, and the Community

- Initial survey
- ESSER email
- ESSER website http://mpsmke.com/esser3
- Community listening sessions
- Student listening sessions
- Stakeholder meetings
- Milwaukee Board of School Directors town hall meetings
- Draft plan posted on the website
- ESSER III Funding Priorities Survey
- Meetings of the Milwaukee Board of School Directors

ESSER III Surveys

Distribution

- Web story
- Email and text message reminders to staff and families
- MPS app notification
- Social media promotion
- Thursday Updates
- Family Newsletter

- Survey I released July 8 to coincide with the community-feedback sessions as part of the planning of the ESSER III's budget.
- Survey II released September 4 as part of feedback on the ESSER III's draft budget

Survey I Data Responses: 650 as of 9/20/21

Who Participated

Parents/guardians 51.2%
Staff..... 34.5%
Community members 6.3%
Students 5.5%
Other..... 2.5%

Top 10 Zip Codes

53207.....108
53208.....50
53221.....41
53215 32
53216 30
53210 29
53219.....29
53212.....28
53222.....27
53209 24

Community Member Representation

Other..... 23
Children with Disabilities 9
Children in Foster Care..... 7
Homeless Children 6
Homeless Children 6
Children who are English Learners..... 3
Children who are English Learners..... 3
Children who are Incarcerated..... 3
Children who are Incarcerated..... 3
Migrant Children..... 2

Civil Rights Groups..... 1

Overall Priority Areas, Ranked 1-5 (Average)

Extracurricular Engagement..... 3.81
Technology..... 3.32
Facilities..... 2.76
Accelerating Learning..... 2.62
Health and Wellness..... 2.49

	Average Rank
Accelerating Learning	
Resources world languages	6.64
PD for pre-K through 12th Grade	6.3
Resources for English learners	6.04
Extended learning time	5.08
Resources for library, art, music, and physical education	4.82
Resources students with disabilities	4.48
Instructional materials	3.61
Provide schools with the resources	2.17
Health and Wellness	
Strategies for implementing public health protocols	4.67
Community and school exercise stations on school playgrounds	4.04
Anti-racists and anti-bias professional development for staff.	3.62
Healthful diet and nutrition for students	3.43
Programs and practices to support students' and staff's mental health, including supports for addressing trauma…	2.77
Programs and practices to support socially and emotionally supportive learning environments (includes restorative…	2.47
Facilities	
Replace shared lockers with single-use lockers	3.04
Outdoor classrooms to provide in-person instruction and physical distancing	2.52
Infection-mitigation measures to reduce the risk of COVID-19 transmission (signage, plexiglass, PPE, sanitation measures)	2.52
Remodeling of buildings	1.91
Extracurricular Engagement	
School sports physicals (access and affordability)	4.04
Improvements to athletic facilities	3.71
Expansion of after-school childcare connected to day school	2.72
Expanding and enhancing athletics (elementary-, middle-, and high-school athletics)	2.62
Expanding and enhancing after-school clubs (e.g., chess, forensics, robotics, language clubs, drumline, year book club, etc.)	1.9
Technology	
Expansion of district telepresence program (double existing program from 14 to 28 schools)	5.74
Professional development for teachers on instructional best practices with technology	4.53
Connectivity for students in all learning environments	4.09
Instructional technology software (GoGuardian, Pear Deck, Screencastify, Ed Puzzle, WeVideo subscriptions for…	3.81
Accessibility to technology and support for students, staff, and families	3.77
Science and mathematics manipulatives/hardware (hands-on kits for students' use)	3.62
Instructional technology hardware (document cameras, touchscreen Chromebooks, interactive flat panels, staff…	2.43

Survey II: 1,543 responses as of 9/20/21

Who responded

Staff..... 738
Parents/guardians 630
Students..... 106
Community members 53
Other..... 16

Representatives of .....
Children with Disabilities..... 476
English Learners 241
Homeless Children..... 237
Children in Foster Care 232
Other..... 212
Civil Rights Organizations 190
Migrant Students..... 148
The Unions..... 135
Incarcerated Children..... 123
Tribes..... 14

Top Ten Zip Codes

53207.....211
53215.....113
53208.....97
53221 95
53222 92
53212 79
53219.....78
53218.....63
53210.....61
53209 60

Number of Responses by Priority Area

Facilities 1,035
Health and Wellness 945
Technology 809
Accelerating Learning 756
Extracurricular Engagement..... 696

	Average Rank
Accelerating Learning	
Direct Service to Students	
Project-based Learning: Instruction, Materials, Equipment…	3.5
Tutoring: K-5 through 12, both in and outside the school…	4.02
Student Services: Virtual program contract, LTE…	5.08
Student Support: Additional hours for school staff to…	5.19
Student transportation for work-based learning	5.73
Student Support: Instructional support for students…	5.83
Extended Learning: Summer, Winter, Saturday academics	5.87
College tours	6.51
Family Engagement: Funds for all schools to engage…	7.26
Library: Mobile library services to families	8.32
Virtual Field Trips	8.7
Provide High-quality Materials	
School Counseling Materials: for building academic success, advocacy, mindfulness, personal safety and wellness, transitioning, and time management	2.72
Project-based Learning: For GE labs, hands-on learning, CTE, STEM, PLTW	2.8
Financial Literacy: Materials for financial literacy in high schools	2.93
Math: K3-K5 math materials	2.93
Postsecondary Planning: Online Common Black College Application for fee waivers, PD for counseling staff, and workshops for parents and students applying to HBCUs.	3.63
Provide Professional Development	
Math: Provide PD (K-12), coaching for all math teachers, and provision of professional resources to early…	3.08
PD for Paraprofessionals: PD to support curriculum implementation	3.22
ACT Prep: for college and career staff on the ACT	3.7
Adult Professional Learning: Two LTE PD Specialists to develop, monitor internal and external PD	4.17
Career and Technical Education: PD for GE Innovation lab and PLTW instructors	4.36
Adult Professional Learning: Hosting the NACAC's (National Association for College Admission Counseling's) conference in Milwaukee	4.7
School Improvement Retreats: School retreat for teachers, paraprofessionals, and support staff	4.77

	Average Rank
Health and Wellness	
Mental Health	
Mental Health Services: Mental health services provided to Community Learning Centers/Summer Camps	2.65
Mental Health Services: Mental health services provided to Community Learning Centers/Summer Camps	3.08
Social Emotional Learning: Educators professional development and support to implement classroom-wide…	3.15
Mental Health: Development of a shared plan for implementing a comprehensive school mental health…	3.57
Mental Health: Development of a shared plan for implementing a comprehensive school mental health…	4.1
Social-Emotional Learning: Facing History curriculum: professional development and curriculum provided to…	4.46
Physical Health	
Nutrition: Stop, Grab, and Go and distribution of fresh fruits and vegetables	2.94
COVID-19 testing to mitigate the spread. Incentive to encourage full vaccination	3.03
Health Supplies: Spot vision screeners and support equipment	3.27
Pregnant and Parenting Youth Prevention Program	4.13
Summer Meal Program:	4.47
Nutrition Center: Design services and remodel of building	4.94
In-House Field Trips : Traveling culinary classroom for "in- ouse MPS field trips"	5.22
Facilities	
Air Quality: Air conditioning for schools and for information technology (IT) operating systems	2.15
Plumbing: Water-bottle filling stations at every school	3.35
Apprenticeships: Plumbing apprentice, allowing the District to hire MPS students to perform life-learning tasks for a…	4.09
Classroom Furniture: Provision of desks, chairs, and classroom materials based on per-pupil costs ($450 per…	4.71
Construction Remodeling/additions at various schools	4.82
Electrical: Fire alarm replacement for schools with high populations of students with hearing loss	5.03
Electrical: Generator replacement	5.69
Interior: Corridor locker replacement and shade replacement	6.16
Technology	
Equipment to Support Students' Learning	
Chromebooks, Accessories, Data Plans and Assistive…	1.78
Instructional Technology Essential instructional…	3.05
STEM Career and Technical Education: STEM computer…	4.05
Fiber Optics: Upgrade of fiber optic cabling and…	5.35
School Auditorium/ Multipurpose Room Updates…	5.59
Districtwide Professional Development Center	6.25
Google Licenses: Google licenses for Chromebooks	6.87
Google Licenses: Google licenses for Chromebooks	7.39
Protection Equipment: Battery and power protection…	8.11
Digital Signage: Provision of standardization and equity…	8.15
eSports: Expansion of existing eSports program to…	9.41
Instructional Technology Software	
Hands-on Science: Support materials/supplemental curriculum resources for hands-on science	2.12
Instructional & Technology Subscriptions: Purchase and renewal of current subscriptions for student applications and cost of virtual field trips or cost of subscriptions to museums and other institutions that offer opportunities	2.2
English Learner Resources: Provision of resources to schools with English learners to support and develop their oral language and adult ESL courses for parents	2.61
Engineering Resources: Purchase of web-based computer-aided design ($31,500) and professional development ($31,500) software for high-school STEM engineering students to access from home	3.07
Instructional Technology Professional Development	
Instructional Technology Professional Development	2.12
Biliteracy Guidance: Creation of guidance on using biliteracy resources	2.83
Digital Learning: 12-FTE digital learning coaches	3.1

	Average Rank
Illustrative Mathematics: Professional development in LearnZillion Illustrative Mathematics for high-school math teachers	3.41
Micro-credentials Incentives for MPS-approved micro-credentials Level 1 and 2. Incentives to Department of Technology staff for MPS-approved micro-credentials.	3.53
Extracurricular Engagement	
Athletics	
Athletics Facility Upgrades, Grades 9-12: Renovation of field houses at four Schools; Upgrade of pools a five…	3.09
Athletics Supports Provision of sports physicals by licensed healthcare professional	3.29
MPS Sports Performance and Media Academy: Building state-of-the-art Sports Performance and Media Academy…	3.67
Athletics Facility Upgrades, Grades K3-12: Upgrade of tennis courts at all MPS City Conference schools and…	3.93
Academic Supports for Student Athletes: Saturday Academy targeting middle- and high-school athletes	4.47
Academic Supports for Student Athletes, Grades 9-12 pre-game study and training (pre-game meal) tables and…	4.78
Athletics Facility Upgrades Grades 6-12: Live streaming of all City Conference Games: installation of video…	4.78
Expansion of Current MPS After-school/Out-of-school Offerings	
College/Career Exploration ACT/SAT prep and tutoring program, career days, and job-shadowing program; college application support	2.5
Academic Tutoring : On-demand virtual tutoring	2.72
College/Career Exploration: Mini grants to schools for out-of-schooltime, STEAM-focused clubs/programs	2.93
Credit Recovery: Credit-recovery support (after school) for high-school students enrolled in credit-recovery classes during day school	3.4
Business and Entrepreneurial Skills: Summer entrepreneurial program to teach basic business skills	3.51
Expansion of School-based Clubs	
Expansion of Activities and Clubs: Mini-grants to schools to start clubs and activities	2.15
Arts and Life Skills Programming: Establishment of a life-skills program (6th-12th grades) and mini grants to schools for out-of-school-time arts programs (K3-12th grade)	2.19
Non-Traditional After-School Offerings: Mini-grants to schools for non-traditional opportunities (rowing, horseback riding, fishing, lacrosse, skateboarding, etc.)…	3.1
Saturday Programming Opportunities: Saturday programming for MPS elementary students (morning to afternoon), including meals, wellness activities…	3.37
Overnight Camping: Overnight camp for MPS students	4.19
Increased Accessibility to and Quality of MPS's After-school Offerings	
After-school Programs: Expansion of K3 wrap-around and traditional after-school programs.	2.18
Wellness Opportunities: Mini-grants to schools for wellness activities out of school time	3.16
Twilight Center Programs: Addition of one new middle-school Twilight Center on southwest side of Milwaukee	3.52
MPS Drive Program: Expansion of the MPS Drive program to serve more students	3.77
Partnership for the Arts and Humanities Program/Arts Internship Program:	3.77
Wellness Opportunities: Mini grants to schools for wellness activities out of school time	4.59

ESSER III Plan Development

Planning Team

- District administrators
- School leaders
- Teachers
- Parents/guardians

ESSER III Proposed Plan

Proposed Priority Areas

- Accelerating Learning
- Health and Wellness

- Facilities
- Technology
- Extracurricular Engagement

Proposed ESSER III Budget

Total Proposed Priority Areas	Proposed Budget
Accelerating Learning	$92,179,969
Health and Wellness	$61,758,465
Facilities	$129,064,840
Technology	$93,402,877
Extracurricular Engagement	$73,083.927
Administrative	$1,112,297
Other Educational Services and Programs	$53,930,433
Subtotal	$504,532,808

ESSER III Accelerating Learning

Goal 1: Accelerate learning and reduce learning loss to increase achievement for all students.
Goal 2: Increase use of high-quality instructional materials to support student achievement.
Goal 3: Improve teachers' instructional practices to enhance students' learning and equity.
Goal 4: Promote family engagement to support social emotional learning and academic achievement.

- Direct educational services
- High-quality instructional materials
- Professional development
- Strengthening parental/family engagement

Proposed Budget: Accelerating Learning

Direct educational services	$47,918,815
High-quality instructional materials	$10,229,512
Professional development	$15,117,137
Strengthening parent/family engagement	$11,746,327
Indirect	$7,168,178
Subtotal	$92,179,969

ESSER III Health and Wellness

Goal 1: Mental Health — All students in MPS will be provided equitable access to mental-health supports, particularly after experiencing potentially traumatic events.
Goal 2: Physical Health — Increase access to health and nutritional services for all students.
Goal 3: SEL — Schools will create equitable learning environments which foster compassion, respect, and opportunities for students to contribute to positive local and global change.
Goal 4: Physical Education and Experiential Learning — Increase physical activity for students, families, and community.

- Mental health
- Physical health
- Social emotional learning
- Physical education and experiential learning

Proposed Budget: Health and Wellness

Mental health	$12,694,912
Physical health	$33,807,073
Social emotional learning	$12,301,519
Physical education and experiential learning	$601,376
Indirect	$2,353,585
Subtotal	$61,758,465

ESSER III Facilities

Goal 1: Improve air quality within MPS's buildings.
Goal 2: Increase access to water-bottle filling stations to reduce expressed concerns and improve overall health.
Goal 3: Promote social distancing with outdoor classrooms and modernized classroom furnishings.
Goal 4: Ensure equitable building improvements throughout the district.

- Air quality
- Bottle-filling station installations
- Interior finishes and classroom furniture
- Building modifications/additions

Proposed Budget: Facilities

Air quality	$45,307,200
Bottle-filling station installations	$5,692,000
Interior finishes and classroom furniture	$10,000,000
Building modifications/additions	$68,000,000
Indirect	$65,640
Subtotal	$129,064,840

ESSER III Technology

Goal 1: Ensure that students and staff have the necessary technology equipment in and out of the classroom for academic success.
Goal 2: Increase access to online tools and software that will be used by staff and students to enhance their teaching and learning.
Goal 3: Provide equitable access for all students, specifically prioritizing students with disabilities, to various technological hardware and software applications.
Goal 4: Teachers will increase their usage of best practices of instructional technology.

- Equipment to support student learning
- Instructional technological software
- Accessibility to technology and support
- Instructional technological professional development

Proposed Budget: Technology

Equipment to support student learning	$59,658,416
Instructional technological software	$16,804,410
Accessibility to technology and support	$2,269,004
Instructional technological professional development	$4,362,776
Indirect	$10,308,271
Subtotal	$93,402,877

ESSER III Extracurricular

Goal 1: Enhance athletic supports which serve MPS students' developmental needs while creating unforgettable experiences.
Goal 2: Enhance out-of-school-time academic enrichment and supports for MPS students
Goal 3: Increase clubs and activities during out-of-school time to support social-emotional learning, skills development (life skills, hard/soft skills, etc.), and exploration of new experiences/interests
Goal 4: Increase accessibility to and quality of current MPS afterschool/ out-of-school-time offerings
Goal 5: Provide transportation for MPS students to safely get to and from out-of-school-time extracurricular activities

- Athletics (team sports, sports physicals, facilities)
- After-school/Out of School Offerings
- Clubs
- Accessibility to and Quality of After-School Offerings

Proposed Budget: Extracurricular Engagement

Athletics	$28,969,960
After-School/Out of School Offerings	$6,075,349
Clubs	$7,548,200
Accessibility to and Quality of After-School Offerings	$25,982,400
Indirect	$4,508,018
Subtotal	$73,083,927

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

The available ESSER III allocation, as published by the Wisconsin Department of Public Instruction, is $504,532,808.

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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 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

Common Core State Standards

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 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 of high expectations for students to be prepared for college and career. These standards, which have been developed for grade bands PK-5, 6-8, and 9-12, cover six content areas:

- Agriculture, Food, and Natural Resources
- Business and Information Technology
- Family and Consumer Sciences
- Health Science
- Marketing, Management, and Entrepreneurship
- Technology and Engineering.

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 standards provide a foundation of 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 that the Common Core State Standards for world languages were developed to parallel the English language arts and the development of bilingualism and biliteracy.

At its regular meeting of 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, or WMELS are covered by Wisconsin Academic Standards:

- art and design education
- dance
- environmental education
- health education
- information and technology literacy
- music education
- nutrition education
- personal financial literacy
- physical education
- reading
- school counseling
- theatre education
- world languages.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.01, Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action Regarding the Implementation of the Personal Finance Course for the 2021-2022 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

This is the first 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 will begin 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.

This report will provide information on the following:

- goals of the financial literacy course implementation;
- the current state of financial literacy in MPS;

- progress made on the implementation;
- the membership of the financial literacy advisory council, including key demographics of member organizations' leadership;
- the major topics covered in the financial literacy course, the curriculum standards used, and a timeline indicating when each topic is taught;
- a timeline for scaling the implementation to all high schools; and
- immediate next steps in the implementation process.

MPS Financial Literacy

Financial Literacy Goals

- Measure the current status of financial education in the district
- Increase students' participation in financial-education coursework
- Increase the number of teachers who are qualified and confident to teach personal finance
- Build a coalition of stakeholders committed to financial education

Current State of Financial Literacy in MPS

In the 2020-21 school year, approximately 1,500 MPS high-school students had access to personal-finance education

Financial education in MPS has been embedded in other courses and taught with a variety of instructional resources

Progress in Financial Literacy

- Hired a Financial Literacy Teacher Mentor to support curricular implementation
- Developed a cohesive personal finance curriculum for high-school students
- Provided five pilot teachers with more than 20 hours of professional development through Next Gen Personal Finance (NGPF)
- Conducted a Financial Literacy Summer Institute
- Assembled and collaborated with the Financial Literacy Advisory Council
- Established an onboarding outline to increase the number of qualified teachers to teach personal finance and to increase the number of students receiving personal finance education

Financial Literacy Advisory Council

Milwaukee Public Schools

- Marti Diaz, Financial Literacy Teacher Mentor
- Trinette Green, Principal, Hamilton High School
- Dr. John Hill, Director of College and Career Readiness
- Ericca Pollack, College and Career Center Coordinator
- Eric Radomski, Manager of Career and Technical Education

Next Gen Personal Finance

- Tori Mansfield, Senior Project Manager

SecureFutures

- Brenda Campbell, President and CEO
- Kristen Ruhl, Program Director

Wisconsin Department of Financial Institutions

- David Mancl, Director of Office of Financial Literacy

CLIMB USA

- Robert Wynn, President

Educators Credit Union

- Victor Frasher, Director of Community Engagement

EVERFI

- Diana Bravo, Director of K-12 Programs
- Megan Moran, School Manager

University of Wisconsin-Milwaukee

- Dr. James Peoples, Professor, Department of Economics

Leadership Demographic Information

	Male	Female	PoC
Next Gen Personal Finance	44%	56%	39%
SecureFutures	18%	73%	37%
Dept of Financial Institutions	44%	56%	39%
CLIMB USA	40%	60%	100%
Educators Credit Union	70%	30%	0%
EVERFI	44%	56%	19%
UWM	33%	66%	17%

Personal Finance Semester Course Pacing

August	September	October	November	December
• Behavioral Finance	• Checking Accounts	• Credit	• Investing	• Taxes
• Being a Consumer	• Savings Accounts	• Credit Management	• Insurance	
• Budgeting	• Paying for College			

Personal Finance Semester Courses

Fall 2021

August *Financial Mindset*

Behavioral Finance

Students will identify different ways in which they relate to money and assess their own personal values that shape how they make financial decisions.

Consumer Unit

Students will analyze money-handling decisions that young adults commonly face. Students will assess how spending priorities reflect goals and values.

Budgeting

Students will understand what budgeting is and why it is important. Students will explain how budgeting can be used to reach their financial goals.

September *Education & Employment*
Money Management

Checking & Saving Accounts

Students will investigate account management services that financial institutions provide. Students will understand the fundamentals of saving such as reasons for saving, how much to save, and strategies to enable saving.

Paying for College

Students will understand common costs associated with college and post-secondary education. Students will differentiate among various types of student loans and alternatives as a means of paying for post-secondary education.

October *Money Management*
Credit & Debt
Saving & Investing

Credit & Managing Credit

Students will be able to explain why a person may need or want credit. Students will learn responsible strategies that can be used by an individual to eliminate debt. Students will understand how credit scores impact their ability to borrow money and learn how they can build credit and improve their own credit score.

November *Money Management*
Saving & Investing
Risk Management & Insurance

Investing

Students will learn to recognize the value of investing early, regularly, and long-term to extract maximum earnings from their investments. Students will be able to explain how compound interest works and how to harness its power when saving and investing.

Insurance

Students will analyze the conditions under which it is appropriate for young adults to have life, health, and disability insurance.

December *Money Management*

Taxes

Students will explain where income taxes are collected from and how they provide revenue for public expenses. Students will understand the purpose of a W-2 form and how to use it to file their taxes.

Spring 2022

January *Financial Mindset*

Behavioral Finance

Students will identify different ways that they relate to money and assess their own personal values that shape how they make financial decisions.

Consumer Unit

Students will analyze money-handling decisions that young adults commonly face. Students will assess how spending priorities reflect goals and values.

Budgeting

Students will understand what budgeting is and why it is important. Students will explain how budgeting can be used to reach their financial goals.

February *Education & Employment*
Money Management

Checking & Saving Accounts

Students will investigate account management services that financial institutions provide. Students will understand the fundamentals of saving such as reasons for saving, how much to save, and strategies to enable saving.

Paying for College

Students will understand common costs associated with college and post-secondary education. Students will differentiate among various types of student loans and alternatives as a means of paying for post-secondary education.

March *Money Management*
Credit & Debt
Saving & Investing

Credit & Managing Credit

Students will be able to explain why a person may need or want credit. Students will learn responsible strategies that can be used by an individual to eliminate debt. Students will understand how credit scores impact their ability to borrow money and learn how they can build credit and improve their own credit score.

April *Money Management*
Saving & Investing
Risk Management & Insurance

Investing

Students will learn to recognize the value of investing early, regularly, and long-term to extract maximum earnings from their investments. Students will be able to explain how compound interest works and how to harness its power when saving and investing.

Insurance

Students will analyze the conditions under which it is appropriate for young adults to have life, health, and disability insurance.

May *Money Management*

Taxes

Students will explain where income taxes are collected from and how they provide revenue for public expenses. Students will understand the purpose of a W-2 form and how to use it to file their taxes.

Personal Finance Course Cohorts

Cohort 1 (2026) *2021 Fall*	Cohort 2 (2027) *2022 Spring*	Cohort 3 (2027) *2022 Fall*	Cohort 4 (2028) *2023 Spring*
• Riverside • Hamilton • Green Tree Prep	• Add 6 to 10 schools	• Add 6 to 10 schools	• Add remaining schools

Financial Literacy Next Steps

- Increase the number of schools to pilot personal finance course
- Increase professional development for personal finance teachers
- Add more local business partners to advisory council to support school events:
  - Tax Filing Day Event
  - Open House to showcase Financial Literacy
  - Reality Check Day with Educators Credit Union
- Provide opportunity for student leadership with financial literacy work
  - Add students to Financial Literacy Advisory Council
- Pilot's teachers and mentor attend National Financial Literacy Conference

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 3) 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 "em-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) — that seeks to transform the future of Milwaukee through education.

The M³ College Connections program is a dual-enrollment program for MPS high-school students who attend classes at both the MATC and UWM campuses to earn high-school and college credits. The growth of the M³ College Connections program is as follows:

- a general pathway was proposed in October 2018 and piloted in January 2019 with 32 students and three college courses;
- in 2019-20, the general pathway was expanded from one semester to a full year with 54 students and six classes. Additionally, a nursing pathway was piloted in spring with 32 students; and
- in 2020-21, the general pathway had 94 students, the nursing pathway had 41 students, and an education pathway was piloted with seven students.

A team of administrators and instructors from MPS, MATC, and UWM meet every two to three weeks to review the progress of students, to problem solve logistical issues, and to adjust the programs or individual pathway's designs.

Since its inception, students in the M³ College Connections program have earned 3,165 college credits, and more than 72% have enrolled into college immediately after high-school graduation.

Dual-enrollment Opportunities for MPS's Students, 2021-22

Dual enrollment/dual credit is when high-school students earn both college and high-school credits at the same time through a single class. The credits can be for a graduation requirement or an elective. Dual enrollment is recognized by the U.S. Department of Education's What Works Clearinghouse as having positive effects on the completion of high school, on access to and enrollment in college, on accumulation of credits, and on students' attainment of degrees.

Transcripted Credit

A course taught by a certified high-school teacher that counts as both a high-school and college course. Primarily done through Milwaukee Area Technical College (MATC), but also can be a UW System university such as UW-Milwaukee)UWM). Teachers must qualify to teach the course and complete the required paperwork for the course to count as a college course. Students must register with the college or university (MATC or UWM).

Examples include:

- CTE courses
- Instruction related to youth apprenticeship
- Courses in core content areas such as math

Early College Credit Program and Start College Now

The Early College Credit Program (ECCP) and Start College Now (SCN) were formerly known as Youth Options (YO). This state program allows individual students to take college courses at four-year or technical colleges. The student must be accepted by the college, and the school district pays tuition. Students must apply early (by October 1 and by March 1) for classes in the following semester.

Students are limited to no more than 18 credits through this program.

M³ College Connections

A cohort of students takes college courses through MATC and UWM that count for both college credit and toward MPS's graduation requirements. May use a co-requisite model for students to cover both the college remedial and credit- bearing course content to increase success. Students remain attached to their home schools and take all their courses on the college campus.

Pathways include:

- General
- Nursing
- Education
- Early childhood (spring)
- TBD — alt. ed. (spring)

Contracted Courses (High-school)

College courses from UWM or MATC that are co-taught by both an MATC or UWM instructor and MPS instructor at the high school. The MATC or UWM instructor typically co-teaches in the spring semester with the MPS instructor.

Possible content areas include:

- English
- Math
- Science
- World languages, including tribal languages
- HVAC

Contracted Courses (On-campus)

Students take single courses at either MATC or UWM that are made up of MPS students only. Courses are offered in the morning or late afternoon. This option is for students who are attending schools that do not have enough students to have a full classes in their schools.

Possible content areas include:

- English
- Math
- Science
- World languages, including tribal 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 4) 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 that a report on the comprehensive school counseling program's activities to improve post-secondary outcomes be provided to the Milwaukee Board of School Directors.

As a result of the pandemic, school counselors implemented a virtual school-counseling program across all grades K though 12. School counselors' tasks were prioritized to address other program areas, such as individual and small-group student support. In the spring of the 2019-20 school year, college-planning services were provided virtually and continued in the same format throughout the following year, with in-person services being provided upon the return to school in the spring. A number of elementary, middle, and high schools increased their school-counseling services through the referendum.

During the 2020-21 school year, a number of activities were provided for students virtually, with the goal of improving post-secondary outcomes. Those activities included the following:

- School Counseling Curriculum — grades K5-12
- ACP School Teams and School Plans — all schools
- ACP Conferences — grades 5, 7, 9, 11
- High-school Fair — grade 8
- Job Fair — students over 16
- M^3 Lunch and Learn Series — grades 9-12
- Virtual College Conversations — grades 9-11
- College Application Week — grade 12
- FAFSA Campaign — grade 12
- Cash for College Campaign — grade 12
- Virtual Decision Day — grade 12
- M^3 Milwaukee Parent Institute — elementary, middle & high
- Virtual Mindfulness Room — grades K-12

The comprehensive school counseling program is closely aligned with the Academic and Career Planning (ACP) process, which is a statewide requirement. Students in Milwaukee Public Schools use the Xello software program, which is provided by the State, to engage in some ACP activities and to document their own academic and career plans. With the addition of the Xello Family Portal, parents and guardians can be invited to gain full visibility into their children's future plans and goals so they can better support their learning and development.

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 5) Report with Possible Action Regarding the Annual Workforce-readiness Update for the 2020-21 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

The annual workforce-readiness report was last provided at the September 2020 meeting of the Committee on Student Achievement and School Innovation. Though the pandemic created challenges for students' participation in work-based learning experiences, the Office of Career and Technical Education (CTE) has continued its work to improve the student work-readiness infrastructure and to put systems in place to expand workforce readiness throughout the district.

Highlights from the 2020-21 School Year

- Each high school had one main point of contact, which we call a "Career Champion," to coordinate communication and work-based learning activities with CTE.
- Each school had a work-based learning team to assist students with work readiness and employment. The school teams, which are led by the Career Champion, include the College and Career Center planning assistant and at least one of the following: counselor, parent coordinator, teacher, or transition coordinator.
- CTE met monthly with all Career Champions and College and Career Center representatives to ensure efficient communication and coordination between the schools and CTE in growing the number of internships and youth apprenticeships for our students.
- An Employer Playbook was completed to provide employers with a guide on how to provide high-quality work-based learning opportunities for students. The Playbook will be distributed to employers and prospective employers this school year.
- CTE used an online application system for all potential youth apprentices, making the processes for students to apply and for CTE to coordinate and track easier and more efficient.
- CTE created a work-readiness video for students interested in work opportunities. It provided an overview of our youth apprenticeship and internship programs, as well as next steps for students to become better prepared for work.
- CTE created a Job Readiness Google Classroom and another Google Classroom specific to youth apprenticeship students. The Classrooms include a multitude of valuable employment-preparation resources for students, including videos on different career clusters, job fair and other employment-event information, resumé building and interview tips, and soft-skills-development opportunities through Everfi's "Keys to Your Future."
- Though face-to-face work readiness sessions were canceled, CTE replaced them by providing a virtual "Career Connections" series throughout the year for all high-school students to prepare them for internships and youth apprenticeships. The Career Connections virtual series included 13 industry panel discussions covering various career clusters and 13 mock interview sessions for students to hone their interview skills. A total of 436 students attended these sessions, and 246 external partners participated as panelists and interviewers.
- The student job board was updated on a regular basis throughout the school year and was available on the CTE website for all high-school students to view and to apply.
- CTE held the fourth annual all-district job fair virtually this year, on March 10, 2020. A total of 413 students from 26 high schools attended.
- At least 1,065 students had some sort of work experience in the 2020-21 school year, including students who worked in summer 2020. This number includes experiences such as the 2020 Mayor's Earn & Learn program, School-to-Work program, work release, youth apprenticeship, 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.

Student Internship Stories

In the summer of 2021, Employ Milwaukee operated an internship program that placed more than a dozen high-school students from different MPS schools with the Milky Way Tech Hub, a non-profit arm of local tech company Jet Constellations which specializes in providing resources to Black and Brown entrepreneurs in Milwaukee. The mission of the Milky Way Tech Hub is to advance Milwaukee as a destination for businesses founded by people of color. As the mission of Milwaukee Public Schools is to prepare all students of its diverse district for success not only in the classroom, but also in the workplace and community, a partnership between MPS and the Milky Way Tech Hub made perfect sense.

As summer interns for Employ Milwaukee, students participated in an immersive boot camp that combined computer coding with startup fundamentals. Students met both in person and virtually five times a week for four hours, from 8 a.m. to 12 noon. Students spent three of those hours in lectures with a computer science professor who led the students through a compressed, college-level introductory course in Java programming. Students spent the other hours solving coding challenges in Java and completing weekly projects inspired by real-world scenarios faced by the Milky Way Tech Hub. The project-based learning curriculum introduced topics such as social media marketing, lead generating, project development, search engine optimization, agile management, human-centered design, user interface design, and more.

Many of the students in the Employ Milwaukee internship balanced the responsibilities of the internship with summer school, family obligations, and the self-care that high-school students require during their summer break. The results of their work were routinely outstanding. For example, one student, a rising senior, developed a lead-generating proposal that targeted local small businesses catering to Spanish-speaking customers. Fluent in both Spanish and English, the student pitched a software as a service model that helped local, independent Mexican restaurants upgrade their websites to integrate mobile ordering.

Another student applied the same reasoning skills needed for programming conditional loops in Java to deduce not only the obstacles that Black patients face when seeking mental health care in Milwaukee, but also the source of those obstacles among various stakeholders in the community.

One of the youngest student participants demonstrated an early knack for coding. By the end of the summer program, the student had combined a strength in back-end coding with a growing understanding of user-interface design to create user stories that innovated new features for a prospective application.

Another student brought a passion for game design that had already motivated him to learn object-oriented programming through the Unity game engine and 3D modeling with the software Blender. During the internship, the student used a knowledge of both programming and modeling to elevate prototypes to remarkable levels of professionalism. For a self-taught game designer like this student, the summer internship with Employ Milwaukee and the Milky Way Tech Hub provided valuable, positive reinforcement that this student was indeed capable of joining the elite game designers of this generation.

Then there were students who split their already limited time between the internship and coursework for college credit. Though one student was able to join the internship only virtually for a few hours each morning, by the end of the summer, the student still managed to complete the tasks required. The student's performance in the internship demonstrated the important life skills of commitment, time management, and accountability.

Two other students, who had a penchant for humor, had an opportunity to flex their creativity and emotional intelligence through the internship. One of these students mined personal experience with a family member's neuro-atypical behavior to develop features for an application that prioritized graphical communication over text. The other student modelled both vulnerability and strength by using an active imagination to create a character that used music through a mobile app for self-healing amid trauma.

The last example is of a student who had already decided to explore healthcare as a potential career path. Though the Employ Milwaukee internship focused on coding and business entrepreneurship, the experience gave this student an opportunity to discover personal strengths and weaknesses, as well as likes and dislikes. The student's summer experience revealed that working directly with people was personally important and that people's well-being was more inspirational than computer science. Still, the experience of creating blog posts for college students about the best kinds of computers and the role that technology has played in the music industry empowered the student to exercise a muscle that had begun in the summer by

asking what a prospective visitor to a website wanted and ended the summer by asking what it was the student wanted out of life.

The summer internship with Employ Milwaukee, Milwaukee Public Schools, and the Milky Way Tech Hub gave to high-school students who would not otherwise have had the privilege of accepting highly-sought, unpaid internships the opportunity for the work experience that employers value so much on resumés. The experience demanded significant time commitments, both inside and outside the classroom, during the teenagers' summer vacation. The internship also threw students with little to no programming knowledge into the deep end of college-level coding with Java. Add to that real-world case studies tackling topics like SWOT analysis and SCRUM workflow patterns, and it is easy to applaud the students who showed up routinely, not to mention the ones who tried, failed, tried again, and found success in unexpected, unconventional ways.

It is the aim of Milwaukee Public Schools to provide all students in the diverse district with the tools, skills, and knowledge for success in an uncertain future. Programs like the summer internship with Employ Milwaukee and the Milky Way Tech Hub pick up students where the classroom leaves them — at the doorway between what they have learned and what is left for them to uncover on their own.

* * * * *

(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 the District's 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.

Work has been steadily moving forward on the curriculum to support the Climate Justice Resolution. In late June, a group of about 20 teachers met to vet and to write curriculum for content areas outside of science. Through this process, the team was able to complete curricular connections for K3 aligned to Frog Street, and grade band teams worked to curate and to vet lessons appropriate by grade level and content area. Additionally, a book list was created for teachers that includes each book's description, suggested grade level, and Lexile level. The science team will continue to work to add lesson plans for each book suggested. Books have been vetted to ensure they are culturally-responsive as well as on-topic for the expectations outlined in the resolution. Currently the science team is working to include the suggested climate justice lessons to the science pacing guides for the District.

The science curriculum specialist will work with the curriculum specialists in the other content areas to ensure that the resources curated by the team in June are added to the guides for all other content areas throughout this school year. Additionally, the science curriculum specialist attended the Green Schools Conference at the Fondy Farmer's Market in early August and provided opening remarks about our climate justice curriculum's work and hosted a booth to share examples of the work completed by the team to date. At this time, the work has shifted to curriculum and instruction at Central Office, with the idea of consulting with teachers throughout the year as we continue to build out and implement the new curricular resources. The curriculum advisory committee, which took a break in July, has resumed quarterly meetings for the 2021-22 school year.

The District Sustainability Team continued to meet monthly through June 2021. At its June meeting, the team reviewed draft versions of the departmental sustainability smart goals as well as the student sustainability survey results. Some of the major projects underway include developing the District

Sustainability Mission and Vision statements, departmental plans, and finalizing the format of the District Sustainability Plan.

The Sustainability Project Specialist position was posted recently and interviews were conducted with the qualified candidates. The goal is to have the recommendation of a candidate move forward for consideration by the Board during the September meeting cycle.

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 on Resolution 2021R-018 Regarding Standardized Testing

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 will provide preliminary information related to the working group on standardized testing that was requested as part of the discussion related to Resolution 2021R-018, which had requested a report on the cost and time related to standardized testing in schools.

Students' Approximate Time in Standardized Testing

Grade	Total Minutes	Total Hours	Percentage of Time*
K4	50	0.8	0.1%
K5	255	4.3	0.4%
1	310	5.2	0.5%
2	370	6.2	0.5%
3	390	6.5	0.6%
4	670	11.2	1.0%
5	390	6.5	0.6%
6	405	6.8	0.6%
7	405	6.8	0.6%
8	755	12.6	1.1%
9	435	7.3	0.6%
10	745	12.4	1.1%
11	700	11.7	1.0%
12	150	2.5	0.2%

*Based on Minimum Hours (1,137)

The attachments to the minutes of your Committee's meeting include the data that were previously collected from schools' principals via survey. The data are related to time for assessment testing, time for professional development, time for make-ups, costs incurred for preparation and administration of assessments, and closure times of library/media centers.

Report on Resolution 2021R-018

Membership

Primary Relationship to Milwaukee Public Schools — 56 responses

Administrators (e.g., Central Services, Principals, Assistant Principals) 48.2%
Milwaukee Board of School Directors 3.6%
Community Members 1.8%

MTEA's Representatives 1.8%
Parents ..... NA
Support Staff (e.g., paraprofessionals, parent coordinators) ..... NA
Teachers (e.g., classroom, SSTs, school counselors) 44.6%

Regional Affiliation (if applicable) — 41 responses

This question applies only to MPS employees.

Central 12.2%
Citywide 17.1%
Contracted Schools 04.8%
East 14.6%
High School 24.4%
Northwest 9.8%
Southwest 17.1%

School-level Affiliation

Elementary 22 39.3%
Middle 20 35.7%
High School 15 26.8%
Not Applicable 14 25%

Meeting Structure & Process

1. Present information
2. Collect feedback
3. Analyze feedback
4. Make recommendations

Meeting Dates & Attendance

July 13 ..... 28 participants
August 10 ..... 30 participants
September 14 ..... TBD
October 12 ..... TBD

Preliminary Data

- 71% perceive that the cost of practice for testing and preparation is appropriate
- 75% perceive that the cost of testing is appropriate
- 55% perceive that not enough time is spent on test practice and preparation
- 55% perceive that too much time is spent on testing

Next Steps

- Summarize key findings
- Categorize and prioritize recommendations
- Report recommendations during the November 2021 Board cycle

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.38, Balanced Assessment Systems

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board's delegates will present their reports next month.

* * * * *

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

The President will include this month's activities in his report for October.

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RESOLUTIONS

(Item 1) Introduction of and Action on Resolution 2122R-014 by Directors Garcia and Gokalgandhi on an Asian-American and Pacific Islander Curriculum

Background

The Milwaukee Board of School Directors is the one and only member of Region 14 of the Wisconsin Association of School Boards (WASB). WASB has designated a process to submit 2022 resolution proposals to be considered by the WASB's Policy and Resolutions Committee. According to the WASB's 2022 resolution-proposals process, all proposed resolutions must be officially approved at a meeting of the respective school board prior to submission.

Directors Garcia and Gokalgandhi, as the Board's delegates to the WASB's 2022 Delegate Assembly, have submitted the following resolution, which, if approved by the Board, will be forwarded to the WASB's 2022 Delegate Assembly for is consideration:

WHEREAS, The Milwaukee Board of School Directors is the one and only member of Region 14 of the Wisconsin Association of School Boards (WASB); and

WHEREAS, WASB has designated a process to submit 2022 resolution proposals to be considered by the WASB Policy and Resolutions Committee; and

WHEREAS, According to the WASB, 2022 Resolution Proposals process, all proposed resolutions must be officially approved at a meeting of the respective school board prior to submission; and

WHEREAS, According to the WASB 2022 Resolution Proposals process, for a resolution to be considered at the 2022 Legislative Issues Conference, it must be submitted to WASB's Policy and Resolutions Committee by September 15, 2021 or be submitted on the floor at the Assembly; and

WHEREAS, All WASB 2022 Resolution Proposals must be in the prescribed format used below; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors approve the following Resolution Proposal for inclusion in the 2022 MPS Legislative Agenda and for submission to the WASB Delegate Assembly; and be it

FURTHER RESOLVED, That the Board direct the Office of Board Governance to send a copy to WASB's Policy and Resolutions Committee for consideration on the floor during the Assembly.

PROPOSAL FOR THE 2022 DELEGATE ASSEMBLY

Subject:	Curriculum and Professional Training on Asian Americans & Pacific Islanders
Submitted by:	Marcela (Xela) Garcia and Jilly Gokalgandhi, Milwaukee Board of School Directors
Resolution:	Resolved that the Wisconsin Association of School Boards encourages Wisconsin public schools to develop an educational curriculum and professional training to teach the history, culture and contributions of Asian Americans & Pacific Islanders to the economic, cultural and social development of Wisconsin and the USA.

Rationale:

"Asian Americans & Pacific Islanders (AAPI)" refers to those persons who trace their origins and ancestries back to the countries of East Asia, Southeast Asia, South Asia or the Pacific Islands. Wisconsin's recently released 2020 Census reports that there are 5.9 million people in Wisconsin, of which the largest group of 4.7 million (80%) self-identify as white, where the largest ethnic identities are known to be Germans, Irish, Polish, Norwegian, and English, and records that the AAPI (Asian American & Pacific Islander) population of 177,900+ people (3%), where the largest groups are Hmong/Lao, Asian Indian, and Chinese, primarily live in the counties of Milwaukee, Dane, Waukesha, Marathon, Brown and Sheboygan.

Between the 2010 to the 2020 Census periods, the population of Asian Americans & Pacific Islanders in Wisconsin grew 36% from 131,061 to 177,901 (consistent with the nationwide trend of 35.5% growth) - faster than the entire state's growth of 3.6% from 5,686,986 to 5,893,718 people. This level of growth notwithstanding, the fact is that Asian Americans & Pacific Islanders have lived and worked in Wisconsin for over 100 years, and have greatly contributed to our state's rich history, culture, economy, and public service. Most notably:

- Southeast Asians (predominantly Hmong/Lao, Vietnamese, and Cambodian) came to Wisconsin as refugees starting in the mid-1970s having fought for the USA in the Secret War in Laos during the Vietnam War, with recent refugees coming from Burma/Myanmar ; and
- Asian Americans & Pacific Islanders have become elected leaders throughout the Midwest. including Mee Moua, Laos-born, Appleton-raised became Minnesota's first Hmong American state senator; Kashoua Kristy Yang, Laos-born, Sheboygan-raised became the nation's first elected Hmong American woman judge in Milwaukee County; Francesca Hong became the first AAPI and Korean American Wisconsin Assemblywoman; and

The COVID-19 Pandemic and the Delta variant have engendered the targeting of Asian Americans & Pacific Islanders in WI and the USA with anti-Asian hate and harassment (*Stop AAPI Hate* reports that the total number of anti-Asian hate incidents from March 2020 to June 2021 is 9,081 across the USA, with 4,533 in January-June 2021 alone).

In 2021 our state legislators have taken action to recognize the contributions of AAPI in Wisconsin, including:

- Passage of joint Resolution 48 by the State Legislature, by which May 2021 was recognized as Asian Pacific Islander Desi American (APIDA) Heritage Month across Wisconsin, with bipartisan support;
- Passage of Assembly Bill 154 by both houses, which designated May 14 as Hmong-Lao Veterans Day on an annual basis, also with bipartisan support.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.28, Board Memberships

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will forward the Resolution to WASB.

Recommendation of the Office of Board Governance

In order to meet the timelines proscribed by WASB, the Office of Board Governance recommends that the Board

1. give immediate consideration to this item and
2. determine what action it wishes to take with respect to the resolution itself.

Director Garcia moved to waive Board Rule 1.10 in order to give immediate consideration of 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.

The gavel was passed to Vice-President Taylor at 7:34 p.m. and returned to President Peterson at 7:35 p.m.

Director Carr 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 7:38 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 14, 2021

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

Present — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Absent - None - 0.

The Board Clerk read the following call of the meeting:

October 11, 2021
REVISED

SPECIAL BOARD MEETING
5:30 p.m., October14,2021

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 on Thursday October 14, 2021, at 5:30 p.m.. The following items of business will be considered:

1. Action on a Request to Approve a Timeline for Development of an Updated MPS Strategic Plan;
2. Action on the Award of a Professional Services Contract with US Bank for Rewards Card Program;
3. Action on Resolution 2122R-011 by Director Siemsen Regarding a Comprehensive Evaluation of the Budget-planning Process;
4. Action on Amendments to the Elementary and Secondary School Emergency Relief Fund (ESSER III) Proposed Budget;
5. Report and Action on the Elementary and Secondary School Emergency Relief Fund (ESSER III) Proposed Budget.

As 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 from the Central Services building.

No public testimony will be taken.

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 October 14, 2021, 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 a Request to Approve a Timeline for the Development of an Updated MPS Strategic Plan

Background

At its July 29, 2021 meeting, 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. The Board's action directed that the Chair of the Board's Committee on Strategic Planning and Budget, in collaboration with the Administration, the Office of Board Governance, and the Office of

Accountability and Efficiency, immediately begin the development process of the next MPS Strategic Plan. It is suggested, therefore, that the MPS Internal Strategic Plan Team be created, consisting of the following:

- the Chair of the Committee on Strategic Planning and Budget;
- a member of the Milwaukee Board of School Directors;
- the Board Clerk/Chief Officer, Office of Board Governance;
- the Senior Director, Office of Accountability and Efficiency;
- the Superintendent; and
- the Department of Research, Assessment, and Data.

The Internal Strategic Plan Team will meet regularly and be responsible for guiding the development of the new MPS Strategic Plan, will form workgroups to create the new plan, will carry out stakeholder and community input opportunities, and implement the timeline.

Below is a proposed timeline consistent with the Board's action.

November 2021

MPS Internal Strategic Plan Team created, consisting of the Chair of the Committee on Strategic Planning and Budget; another member of the Milwaukee Board of School Directors; the Board Clerk/Chief Officer, Office of Board Governance; the Senior Director of the Office of Accountability and Efficiency; the Superintendent; and the Department of Research, Assessment, and Data.

Nov/Dec 2021

Begin and complete process to select a consultant to conduct a review of MPS's data to determine baselines and to inform the Plan's development.

November 2021

Launch effort with public feedback session at hearing of the Board's Committee on Strategic Planning and Budget.

December 2021

Community/stakeholder input sessions on current district mission, vision, goals, and core beliefs, as well as information from consultant's review.

January 2022

MPS Internal Strategic Plan Team sets direction for workgroups to review community/stakeholder feedback and input and to begin drafting the plan.

February 2022

Progress update on the development of the proposed MPS Strategic Plan at a meeting of the Committee on Strategic Planning and Budget.

March-May 2022

MPS Internal Strategic Plan Team finalizes the proposed plan in consultation with the workgroups.

June 2022

The final proposed MPS Strategic Plan is brought to the Board for consideration.

July 2023

Implement plan in alignment with the timeline consistent with the Board's action.

The Board may want to consider altering the timeline to allow for additional community/stakeholder opportunities and plan development. Both are integral to developing a strategic plan that accurately reflects an organization's vision for the future and identifies its goals and objectives.

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

Upon approval by the Board, the Administration will begin working with the Chair of the Committee on Strategic Planning and Budget, in collaboration with the Offices of Board Governance and of Accountability and Efficiency, to begin the process of developing the next MPS Strategic Plan.

Recommendation

The Administration recommends that the Board determine how it wishes to proceed relative to a timeline for the Strategic Plan's development.

Director Taylor had the chair from 5:50 to 5:53 p.m.

Director Gokalgandhi moved to direct the Administration to bring back to the Board a revised proposed timeline for the MPS strategic plan development. 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 - 0.

* * * * *

(Item 2) Action on the Award of Professional Services Contract with US Bank for Rewards Card Program

——— Authorization to Issue a Contract with US Bank for Rewards Card Program

The Administration is requesting authorization to issue a contract with US Bank to provide the rewards card program for the $100 reward-card incentive for MPS students aged 12 and older who receive the COVID vaccination. US Bank has extended the same pricing to MPS as it has to the State of Wisconsin.

Upon receipt of reward-card recipients, MPS will upload the names and addresses of the students or parents into the US Bank's portal. US Bank will then manage the reward-card fulfillment process, which includes the mailing of the reward cards and the handling of lost or stolen cards.

The administrative fee for each card is $2.75. The estimated number of participants 12 and older is 31,205, which will result in $3,120,500 in reward cards issued. The program will run from November 1, 2021, through October 31, 2022.

The total cost of the contract will not exceed $85,313.75

Budget Code: FSC-0-S-7S2-FN-ECTS $85,313.75

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	NA	NA

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.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments provided under separate cover.

Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments provided under separate cover.

Director O'Halloran moved approval of the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

Items 3 and 4, below, were forwarded to the Board by the Committee on Strategic Planning and Budget from its meeting on October 5, 2021.

(Item 3) Action on Resolution 2122R-011 by Director Siemsen Regarding a Comprehensive Evaluation of the Budget-planning Process

Background

At its meeting on August 26, 2021, the Board referred Resolution 2122R-011 by Director Siemsen to the Committee on Strategic Planning and Budget.

WHEREAS, Board Governance Policy 4.05 states, "the Superintendent shall prepare an annual operating budget that…identifies annual Board priorities and measurement of program effectiveness on an annual and cumulative-year basis"; and

WHEREAS, Board Governance Policy 3.01 states, "[t]he Administration shall consider budget preparation a year-round process and shall establish a budget calendar which shall present a plan of action for estimating and completing preparation of the annual budget in a fixed period"; and

WHEREAS, This budget preparation process has, as a matter of practice, included the Board adopting budget parameters to be used in the planning and development of the budget; and

WHEREAS, While these budget parameters adequately define the minimum expectations of the Board in the planning and development of the budget, they do not serve as an effective means for the Board to communicate explicit budget priorities in explicit order of prioritization; now, therefore, be it

RESOLVED, That the Administration, in consultation with the Office of Accountability and Efficiency, perform a comprehensive evaluation of the budget planning process; and be it

FURTHER RESOLVED, That this evaluation include, but not be limited to, a review of best practices, District policies and procedures, and alignment to the District's strategic plan; and be it

FURTHER RESOLVED, That the evaluation include an analysis of the methods by which the Board may monitor how budget allocations compare to actual expenditures and measures of program effectiveness; and be it

FURTHER RESOLVED, That the evaluation, inclusive of recommendations, be completed and provided to the Board, through its Committee on Strategic Planning and Budget, no later than the November 2021 Board cycle.

The resolution calls for a comprehensive evaluation of the budget-planning process to be conducted in consultation with the Office of Accountability and Efficiency.

The Administration is recommending adoption of the resolution, with an amendment to the timeline to present the evaluation, inclusive of recommendations, to the Committee on Strategic Planning and Budget no later than the December 2021 board cycle, instead of the November 2021 board cycle. This will allow the Administration, in consultation with the Office of Accountability and Efficiency, the necessary time to complete the comprehensive evaluation.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Pending the Board's action, the Administration will work in consultation with the Office of Accountability and Efficiency toward the completion of the comprehensive evaluation of the budget-planning process.

Committee's Recommendation

Your Committee recommends adoption of the resolution, with an amendment to the timeline to present the evaluation, inclusive of recommendations, to the Committee on Strategic Planning and Budget no later than the December 2021 board cycle, instead of the November 2021 board cycle, with the Office of Board Governance to be included in the work.

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

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

Noes - None - 0.

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(Item 4) Action on Amendments to the Elementary and Secondary School Emergency Relief Fund (ESSER III) Proposed Budget

Background

The American Rescue Plan Act (ARPA) of 2021 was put into law on March 11, 2021, to provide stimulus funds to help with recovery from the economic and health effects of the COVID-19 pandemic. Included in the plan is third round of the Elementary and Secondary School Emergency Relief Fund (ESSER III) for school districts.

ESSER III's funding provides districts considerable flexibility in determining how best to use the funds, with 20 percent of the allocation to be used to mitigate learning loss. The term of available funding for the ESSER III's grant program is March 13, 2020, through September 30, 2024. The plan is to use the funding for the term of July 1, 2021, through September 30, 2024.

Milwaukee Public Schools anticipates approximately $504 million to allocate over the next three school years. Twenty percent to mitigate learning loss is about $101 million.

Community input was gathered through a special board meeting in June, district surveys, stakeholder meetings, student and community listening sessions, town hall meetings, and proposals from community organizations. ESSER III planning teams made up of central administration, school leaders, educators, and parents/guardians incorporated community feedback, as appropriate, while they were developing the ESSER

III Proposed Budget Detail. Community feedback, which focused around major categories, is summarized in the ESSER III Feedback and Proposals, which has been provided under separate cover.

The District has focused on five key areas in allocating ESSER III funds:

- accelerating learning
- health and wellness
- facilities
- technology
- extracurricular engagement.

Please see the attachments provided under separate cover for a proposed ESSER III budget timeline, more details on community feedback, proposals and the online survey results, along with the 2021-22 Elementary and Secondary School Emergency Relief (ESSER III) Proposed Budget Detail.

Proposed Amendments to the ESSER III's Proposed Budget

Provided under separate cover are the following proposed amendments to the proposed budget for ESSER III. Page numbers refer to the pages of the ESSER III Budget Detail, provided under separate cover.

- Amendment 1, by Director Leonard, relative to the allocation for construction at various schools (p. 27), to make a specific allocation for expansion of Fairview K-8 school. *Amendment withdrawn by sponsor.*
- Amendment 2, by Director Herndon, to reduce after-school transportation (p. 46) in order to increase electric/fire alarm replacement for schools with high populations of students with hearing loss (p. 26) by $390,000.
- Amendment 3, by Director Leonard, relative to the allocation for construction at various schools (p. 27), to make a specific allocation for expansion of Academy of Accelerated Learning. *Amendment withdrawn by sponsor.*
- Amendment 4, relative to installation of air conditioning in buildings that house early-start schools.
- Amendment 5, by Director Leonard, relative to the allocation for construction at various schools (p. 27) to make a specific allocation for expansion of Greenfield Bilingual. *Amendment withdrawn by sponsor.*
- Amendment 6, by Directors Peterson, Gokalgandhi and Taylor, to allocate $1,673,241 to a new budget category, "Improving Staff Talent," by reducing social studies (p .9) by $400,000, Writing (p. 10) by $775,205, and BLMA (p. 22) by 498,036.
- Amendment 7, by Director O'Halloran, to increase funding for MPSU.
- Amendment 8, by Director Garcia, to increase funding for MPSU by reducing Construction (p. 27).
- Amendment 9, by Director Taylor, to increase fresh fruit and vegetable option offerings in district-provided meals (p. 17) by $3,000,000.
- Amendment 10, by Director Carr, to fill hard-to-fill positions in the 53206 zip code by creating incentives using $225,000 from Accelerated Learning-Student Support funds (p. 8).
- Amendment 11, by Director O'Halloran, to implement recommendations of the Hard-to-Fill Schools Task Force's report, using $750,000 from Assessment Alignment (p. 13).
- Amendment 12, by Directors Leonard and Carr, to increase capacity for parental-involvement programs.
- Amendment 13, by Directors O'Halloran and Taylor, to provide a transportation stipend to parents by reducing Assessment Alignment (p. 13) by $500,000.
- Amendment 14, by Director Carr, to allocate $800,000 for student peer-to-peer tutoring and $200,000 for students' professional development by reducing tutoring (p. 7) by $1,000,000.
- Amendment 15, by Director Carr, to allocate $100,000 to establish education commissions at Washington High School and North Division High School.
- Amendment 16, by Directors O'Halloran and Garcia, to increase capacity for the MPS Foundation. *Amendment withdrawn by the sponsors.*

- Amendment 17, by Director Taylor, to decrease social emotional learning programing (p. 17) to increase mental health supports.
- Amendment 18, by Director Carr, to allocate expenses for remedial courses.
- Amendment 19, by Directors Garcia and Carr, to allocate $100,000 to each school for the school to select from a menu of approved activities.
- Amendment 20, by Director Carr, to allocate $998,400 of restorative practices funds (p. 23) specifically to train and to implement expansion of restorative practices in School Safety.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

The available ESSER III allocation as published by the Wisconsin Department of Public Instruction is $504,532,808.

Committee's Recommendation

Your Committee recommends that the Board adopt the following amendments (refer to attachments provided under separate cover). Page numbers refer to the pages of the ESSER III Budget Detail, provided under separate cover:

- Amendment 2, by Director Herndon to reduce after school transportation (p. 46) in order to increase electric/fire alarm replacement for schools with high population of students with hearing loss (p. 26) by $390,000;
- Amendment 6, by Director Peterson, to allocate $1,673,241 to a new budget category, "Improving Staff Talent," by reducing social studies (p. 9) by $400,000, writing (p. 10) by $775,205, and BLMA (p. 22) by 498,036;
- Amendment 7, by Director O'Halloran, to increase funding for MPSU, with the funding source as recommended by the Administration — to reduce Career and Technical Education, (p. 6) by $250,000 and Assessment Alignment (p. 13) by $200,000;
- Amendment 8, by Director Garcia, to increase funding for MPSU by reducing Construction (p. 27), with the intent that $100,000 would be allocated for contract management of transfers into the district and $100,000 to support bilingual educators in MPSU;
- Amendment 9, by Director Taylor, to increase fresh fruit and vegetable option offerings (p. 17) by $3,000,000, with the Administration's recommendation to use $440,340 from LGBTQIA (lesbian, gay, bisexual, transgender, queer/questioning [one's sexual or gender identity], intersex, and asexual/aromantic/agender) (p. 22) and $2,559,660 from instructional subscriptions (p. 32);
- Amendment 10, by Director Carr, on filling hard-to-fill positions in the 53206 zip code by creating incentives using $225,000 from Accelerated Learning-Student Support funds (p. 8), with the Administration's recommended plan to incentivize recruitment and retention efforts — specifically, staff (both new and current teaching staff) to serve an additional three years in the same schools;
- Amendment 11, by Director O'Halloran to implement recommendations of the Hard-to-Fill Schools Task Force Report using $750,000 from Assessment Alignment (p. 13), with the Administration's recommendation to use the proposed funds to implement the Taskforce's recommendations, supporting CSI schools by developing and implementing a school-based onboarding protocol, by developing an equitable professional learning plan with supports that strengthen the capacity of staff, and by improving recruitment and retention efforts in hard-to-fill assignments;
- Amendment 12, by Director Leonard, to increase capacity for parental involvement programs, with the Administration's recommendation to allocate $2,000,000 for this purpose;

- Amendment 13, by Directors O'Halloran and Taylor, to provide a transportation stipend to parents by reducing Assessment Alignment (p. 13) by $500,000;
- Amendment 14, by Director Carr, to allocate $800,000 for student peer-to-peer tutoring and $200,000 for students' professional development by reducing tutoring (p. 7) by $1,000,000, with the removal of reference to "service-hour credits for graduation requirements";
- Amendment 17, by Director Taylor, to decrease Social Emotional Learning programing (p. 17) to increase mental health supports, with the Administration's recommendation to decrease social emotional learning funds from $515,000 (p. 17) to $485,000 and to add an item for mental health resource creation and distribution for $30,000; and
- Amendment 19, by Directors Garcia and Carr, to allocate $100,000 to each school for the school to select from a menu of approved activities, with the funding recommendations as laid out in the Administration's analysis of the amendment.

Director O'Halloran moved approve the balance of the items forwarded by the Committee on Strategic Planning and Budget (Item 4 of this agenda). 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 - 0.

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(Item 5) Action on the Elementary and Secondary School Emergency Relief Fund (ESSER III) Proposed Budget

Background

The American Rescue Plan Act (ARPA) of 2021 was put into law on March 11, 2021, to provide stimulus funds to help with recovery from the economic and health effects of the COVID-19 pandemic. The Elementary and Secondary Schools Relief Fund (ESSER III) is funding to school districts included in the ARPA stimulus package. ESSER III's funding provides districts considerable flexibility in determining how best to use the funds, although 20 percent of the allocation must be used to mitigate learning loss. The term of available funding for the ESSER III grant program is March 13, 2020, through September 30, 2024. Milwaukee Public Schools anticipates approximately $504 million to allocate over the next three school years, 20 percent of which to mitigate learning loss is about $101 million.

Community input was gathered through a special board meeting in June, district surveys, stakeholder meetings, student and community listening sessions, and town hall meetings. In addition there were two meetings on the Committee on Strategic Planning and Budget Meetings, on September 23, 2021, and October 5, 2021, to further allow community input and to discuss the Proposed ESSER III budget detail and amendments (see previous item on this agenda).

The District has focused on five key areas in allocating ESSER III funds:

- accelerating learning;
- health and wellness;
- facilities;
- technology; and
- extracurricular engagement.

The proposed ESSER III Budget Detail — which has been updated to reflect the amendments that were recommended for approval by the Committee on Strategic Planning & Budget Committee at its meeting on October 5, 2021, and forwarded to the Board for its action at this meeting (see previous item) — has been provided under separate cover for the Board's action. Highlighted in light blue in the attachment are the areas that were reduced in order to cover the hazard pay for secretaries (also highlighted in blue) that was approved at the full board meeting in September 2021.

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 9.04, Community Involvement in Decision Making

Fiscal Impact Statement

Pending approval by the Milwaukee Board of School Directors, $504,532,808 of funding will be dispersed over three years through the Elementary and Secondary School Emergency Relief (ESSER III) grant, as indicated in the 2021-22 ESSER III's Updated Proposed Budget Detail.

Recommendation

The Administration recommends that the Board adopt the 2021-22 Elementary and Secondary School Emergency Relief (ESSER III) Updated Proposed Budget Detail as provided under separate cover, which reflects the amendments recommended by the Committee on Strategic Planning & Budget and with adjustments for eligible secretaries' hazard pay incorporated.

Director Taylor had the chair from 6:36 to 6:40.

Director O'Halloran mov3ed to adopt the 2021-22 Elementary and Secondary School Emergency Relief (ESSER III) Updated Proposed Budget Detail

1. with the approved amendments; and

2. with the adjustments for eligible secretary hazard pay incorporated

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 - 0.

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The Board adjourned at 6:47 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 28, 2021

Special meeting of the Board of School Directors called to order by President Peterson at 5:37 p.m.

Present — Directors Carr (5:49 p.m.), Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 8.
Absent and Excused — Director Siemsen - 1.

Before commencing with 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:

Eliahn Ja'Mal Cash-Wright, a 7th grade student at Morse Middle School;

Joshua Daniel Banda, a teacher at Marshall High School;

Arlene Berrones, a retired social work aide;

Bonnie Hanoski, a retired educational assistant at Clement Avenue School;

Brenda Jiles, a paraprofessional at Auer Avenue Elementary School;

Jacqueline Kimbrough, a food services assistant at Milwaukee School of Languages;

Minnie Lyles, a retired teacher at Brown Street Academy;

Ta'Niylah Parker, a 6th grade student at Townsend School;

Nasir Scott, a 6th grade student at Obama SCTE;

Jeanette Swan, a retired teacher at Kosciuszko Middle School.

APPROVAL OF MINUTES

The minutes of the special and regular monthly meetings of the Milwaukee Board of School Directors of September 9, 21, and 30, 2021, 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 September through mid-October are also included in the following report.

Superintendent's Report

Hispanic Heritage Month

From Cesar Chavez to Rita Moreno to Sonia Sotomayor, our history and culture are woven with contributions of Hispanic Americans. During Hispanic Heritage Month, September 15 to October 15, Milwaukee Public Schools promoted educational activities and shared personal stories of Hispanics in the district.

Many projects and events took place in MPS schools to help students embrace Hispanic culture and immerse themselves in Hispanic experiences. Cooper School led off its activities by exploring books by Hispanic authors and reading about the people, music, art, foods, and traditions of Hispanic culture. Milwaukee Spanish Immersion School celebrated cultural unity by holding a release of monarch butterflies. The event was more than a year in the making, as students learned about the monarch's lifecycle, annual migration of the butterflies to Mexico, their impact on the environment, and the symbolism of monarchs in multiple cultures.

On the MPS Alumni Hub, staff and alumni were featured throughout the month by telling their personal stories, including the joys and challenges of growing up Hispanic. They offered inspiring glimpses into their cultures and how customs and traditions shaped their lives and careers.

During October, Thank a Principal!

If you haven't already done so this month, thank a principal or school leader! Each October, the National Association of Secondary School Principals, the National Association of Elementary School Principals, and the American Federation of School Administrators honor the hard work and dedication of America's principals. National Principals Month is a great opportunity to show appreciation to principals everywhere.

Principals are often taken for granted, and few people understand the long hours and hard work that are needed to run a school. Principals are accountable to the school district, school staff, and families — a balancing act that requires patience, compassion, and dedication. In addition, principals continually drive student achievement while maintaining a positive environment and managing school safety, promoting family engagement, addressing a wide range of student needs, overseeing transportation, developing extracurriculars, and resolving minor emergencies. Very often, the principal is the first person in the door in the morning and the last person to leave at night.

The pandemic has brought new challenges to all of our principals, who are working to support students, families, and staff as they navigate concerns about health and safety, along with new issues which students are facing in their lives. Yet principals persevere and rise to the challenges of keeping education on pace while students and teachers continually adapt to the evolving pandemic.

MPS is grateful for the dedication and commitment of our school leaders, especially during this ever-changing school year. Thank you!

MPS Students Explore Historically Black Colleges and Universities During October

College and career planning is part of every student's educational journey in Milwaukee Public Schools. From October 11 through 15, 2021, schools highlighted Historically Black Colleges and Universities (HBCUs). Students in K5 through grade 12 participated in a variety of activities throughout MPS's HBCU week, including hearing HBCU alumni talk about their college experiences, available scholarship, and African-American Greek-letter organizations.

A highlight and culminating event of the week was the United Negro College Fund's (UNCF's) Empower Me Tour. Students in attendance were able to learn about colleges, financial aid, scholarships and more!

Fire Safety is Highlighted at Townsend Street School

Students at Townsend Street School had an exciting morning on October 4 thanks to a visit from the Milwaukee Fire Department. Firefighters stopped by so children could learn about fire safety and tour the mobile Survive Alive House. Students heard about this year's theme, Learn the Sounds of Fire Safety, which helps children remember that a chirping sound from a smoke alarm means to change its battery, while a loud beeping means to get out of the house.

Having a safety plan and knowing how to escape a burning house are critical steps in surviving a fire. MPS's students were part of the City's Fire Prevention Week, a national event that runs from October 3 to 9 this year. Activities are offered to make homes safer and to help families prepare for emergencies. At Townsend Street School, students had the chance to hear smoke alarms and carbon monoxide detectors, to engage with fire fighters, and to ask questions. The Milwaukee Fire Department also held a poster contest, with student artwork to be displayed on billboards this month. Congratulations to Dyani, a 5th-grader at Milwaukee Spanish Immersion School, who was the poster contest's grand prize winner!

More information about fire safety for children and families is available on the Survive Alive Milwaukee website.

Next Steps for MPS Staff Vaccine Mandate are Outlined

In September, the Milwaukee Board of School Directors approved a COVID-19 vaccination requirement for all staff. MPS has now outlined procedures to submit proof of vaccination and accommodation requests.

Employees should access Employee Self-service by navigating to the MPS homepage at mpsmke.com, clicking "Staff" on the blue bar at the top of the page, then selecting "Self Service." Step-by-step instructions to submit proof of vaccination or to request an accommodation, along with Frequently Asked Questions, can be found on the vaccination information webpage.

When requesting a medical/disability or religious accommodation, an employee must complete and submit the medical/disability accommodation request form or the religious accommodation request form through Employee Self-service. Exempt individuals will be required to take part in COVID-19 testing twice per week. New employees will be required to submit proof of full vaccination upon hire or to be approved for a religious or medical accommodation.

Proof of COVID-19 vaccination must be provided and accommodation requests must be approved by November 1, 2021. Any questions regarding the proof of vaccination process may be sent to COVIDVax@milwaukee.k12.wi.us. Questions regarding the accommodation process may be sent to COVIDAccomm@milwaukee.k12.wi.us.

Employees are encouraged to submit proof of vaccination or accommodation requests as soon as possible to ensure processing by November 1, 2021. For more information, visit the Staff COVID-19 Vaccine Mandate FAQ on the Employee Relations web page on mConnect at https://mpsmke.com/staffvax.

We appreciate all our employees doing their part to ensure that our buildings are safe environments for students and staff!

MPS Offers $100 Incentive for Students Who Vaccinate against COVID-19

To reduce the spread of COVID-19 and to promote the health and safety of MPS students, staff, and families, Milwaukee Public schools is offering a $100 incentive for each student who becomes fully vaccinated against COVID-19 by November 1, 2021. The District is providing information about eligibility, receiving the vaccine, and applying for the incentive on the Student COVID-19 Vaccine Incentive webpage.

The incentive will be a $100 rewards card mailed to each student at the address listed in Infinite Campus/Parent Portal. Proof of vaccination will be determined by information listed in the Wisconsin Immunization Registry (WIR).

To be eligible, students must:

- be 12 years of age or older;
- be fully vaccinated against COVID-19 by November 1, 2021;
- complete the online application by November 15, 2021; and
- attend any MPS school, including any MPS charter school or partnership school.

Note that children ages 12 to 17 are eligible only for the Pfizer vaccine, which requires two doses at least 21 days apart.

To apply for the student incentive, a family member can access the online application at mpsmke.com/studentvax. You will need your student's MPS login information, which is the student's ID (seven-digit number) and password. More information can be found in the application. The application is due by 11:59 P.M. on November 15, 2021. The application can be filled out by smartphone.

- Verify that the student's contact information is correct. If contact information is not correct, please complete the application, then contact your child's school to update your information before November 15.
- Give consent to MPS to verify your child's COVID-19 vaccination status through the Wisconsin Immunization Registry (WIR).
- Give consent to MPS to share your contact information with a third-party partner organization to issue the incentive.

Middle- and High-school Enrollment is Open through October 31, 2021

With more than 30 high-school options and a number of middle-school choices in the district, MPS has an ideal learning situation for every student's needs and future career goals. Options abound, including technology, engineering, arts, music, college prep, skilled trades, manufacturing, culinary arts, and more. Students in grades 5 and 8 should explore schools now and make their choices for this important transition. To find a high school or middle school that best fits your needs, visit How to Select a School on the district website and select by location or program. To find open houses for middle and high schools, visit the Virtual Early Admissions page. Early enrollment is your best opportunity for a chance at your first-choice school — some schools fill up quickly!

For enrollment, visit the How to Apply for Early Admissions page. Current MPS students will apply through the online Infinite Campus Parent Portal. Families new to MPS will follow an admission process that includes a student essay, 7th-grade report card, 7th-grade attendance record, and standardized test scores.

For more information, please call the Department of Student Services at 414-475-8159.

We Energies is Seeking MPS Juniors for Youth Apprentices and Internships

High-school juniors can start training for a career now! We Energies is looking for students to train as line mechanics, gas technician intern, or design engineer youth apprentices. Get paid while still in high school! Applications are open now.

- Line Mechanic Intern: Maintain power lines and climb electrical poles. Learn about electric distribution, basic electric theory, safety, and materials and operations.
- Gas Technician Intern: Maintain equipment, repair leaks, and troubleshoot problems with natural gas lines. Understand how natural gas is used in homes and businesses.

How to Apply

Line Mechanic and Gas Technician Interns

High-school juniors: Complete the We Energies internship application at https://smr.to/p60720. Complete your application soon to be invited to We Energies' Demo Day on October 20 (apply by Oct. 15) or November 3, 2021 (apply by Oct. 29). See line mechanics and gas technicians in action and learn more. Invitations will be sent to students who apply by these deadlines.

Design Engineer Youth Apprenticeship: Work 900 paid hours and learn electrical planning, natural gas design, and engineering concepts. Design construction prints and see them implemented on job sites. Earn up to 12 college credits transferable to MATC.

Design Engineer Youth Apprentice

High-school juniors can apply by completing the following steps. The first two steps must be completed to be considered.

- complete the YA application at mpsmke.com/yaapp
- upload your resume https://tinyurl.com/5jty3tfz
- attend an open house at We Energies on November 8. Complete your application by November 3 to receive an invitation.

The final deadline to apply for both programs is November 12, 2021.

For more information, download a flyer or contact Tamera Coleman at colemat@milwaukee.k12.wi.us or Emily Brown at brownek@milwaukee.k12.wi.us.

Update on Transportation Services

As part of this month's report to the Board, the Administration will provide an update on transportation services for the 2021-22 school year.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

N/A

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(Item 2) Action on a Request to Approve the 2021-22 (FY22) Proposed Fall Budget Adjustments to the Adopted FY22 Budget

Background

The Wisconsin Department of Public Instruction (DPI) certified school districts' aid amounts and updated the District's revenue-limit worksheet on October 15, 2021. 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 2021-22 budget as adopted by the Milwaukee Board of School Directors (Board) on May 27, 2021.

Attachment 1, provided under separate cover, summarizes the recommended fall changes to the budget adopted in May 2021, based on current data and the priorities established in the Board's three goals of academic achievement; student, family and community engagement; and effective and efficient operations.

Below are the proposed budget resolutions, including the total budget amount and the portion of tax levy for the School Operations Fund, the Construction Fund, and the Extension Fund.

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 ~~$1,108,400,695~~ $1,108,020,898 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 2022 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]~~ $18,891,246 will be required for the operation of the Milwaukee Parental Choice Program; and that ~~$254,549,228~~ $254,169,431 will be required for the operations of the Milwaukee Public Schools; and that a total of ~~$273,440,474~~ $273,060,677 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 2022, 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 $4,049,797 will be required for the 2022 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $2,923,868 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2022, 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 ~~$34,839,247~~ $37,339,247 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2022 Fiscal Year, and that ~~$27,225,000~~ $29,725,000 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 2022, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

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 2021.

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 is 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 in Attachment 1, provided under separate cover, will result in a total budget, including estimated categorical grants, of $2,076,282,042, based upon current law and revenue-limit calculations.

Implementation and Assessment Plan

Upon the Board's approval, the adjustments will be made to the 2021-22 budget.

Committee's Recommendation

The Administration recommends the Board adopt the fall budget changes as proposed and that the revised annual budgetary resolutions be adopted.

Item deferred to the end of the meeting.

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

(Item 1) Preliminary Report Related to the Development of an Election-district Apportionment Plan for the Election of Members of the Milwaukee Board of School Directors, Pursuant to Wisconsin Statutes, §119.08(1)

Background

The Wisconsin Statutes specify the constitution of school board districts as follows:

119.08 Election of board members. (1)(a) The board shall consist of one member elected at-large and 8 members elected from numbered election districts determined by the board. The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city.

(b) Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s.

> 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1) redetermining the aldermanic district boundaries.

The Common Council is set to act on aldermanic redistricting within the next month, which will start the Board's 60-day timeline to act on a plan for redistricting.

Consistent with the process from 2011, the Office of Board Governance has been in constant communication with the City Clerk's Office regarding the development of the Board's redistricting process. Representatives from the City's Clerk's Office and the City's Legislative Reference Bureau, which develops the City's redistricting process and plans for the election wards and the aldermanic districts, have extended the offer to again provide the District with demographic data, mapping, and technical assistance for the development of the Board's redistricting plan.

Analysis

State Statutes, §62.08(1), dealing with aldermanic districts, requires that aldermanic districts be "as compact in area as possible and contain, as nearly as practicable by combining contiguous whole wards, an equal number of inhabitants according to the most recent decennial federal census of population." Similar requirements apply to the Board.

Informational data, including a table listing the population by school board district, will be developed and provided to the Board to assist in the planning process.

Since 1991, various court decisions have affected the criteria that elected bodies may use in reapportionment. An opinion from Hogan and Hartson discussing the U.S. Supreme Court's April 19, 2001, decision in the North Carolina redistricting case states:

> The court reiterated its prior holdings that race may be a consideration in electoral redistricting, but not the "dominant and controlling" one. The High Court's recent decisions in this area have struck down a number of election districts where the jurisdiction in question relied too heavily upon race, but the court has left unclear the extent to which race could be permissibly be considered.

The opinion concludes with a summary of the issues facing the Board:

> While the Court's decision in Hunt thus gives some additional guidance to school districts facing redistricting issues, such school districts, like other electoral bodies, face the daunting task of reconciling the protection of minority voting rights based on race under the Voting Rights Act with the limitations on redistricting based on race created by the Supreme Court in Hunt's predecessor Shaw v. Reno.

Therefore, when the Board redistricted in 2001, it established the guideline of increasing opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest. These guidelines were also used in the 2011 process.

During the previous process, the Office of Board Governance requested an opinion from the City Attorney's office regarding the criteria that the Board may establish for redrawing the districts. A copy of that opinion will be provided to Board members as a part of the information used in the redistricting planning process.

Statute, Administrative Policy, or Board Rule Implication Statement

The proposed redistricting plan is being developed pursuant to Wisconsin Statutes, §119.08(1)(a) — which states, in part, "The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city…" — and Wisconsin Statutes, §119.08(1)(b), which directs, "Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1)."

Fiscal Impact Statement

Any costs associated with the redistricting process and the plan's development will be charged to the contingency budget.

Implementation Plan

The Office of Board Governance will:

- present the Board with a timeline for implementation that adheres to state statute;
- secure the services of the Milwaukee City Clerk's Office to assist district staff in developing a plan for the Board's election districts; and
- provide the Board with at least one plan no later than its regular January 2022 meeting (after the Common Council adopts its aldermanic districts).

The plan established for developing the Board's election districts would, at a minimum, increase opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest;

A public hearing will be held as a part of the plan-development process and after the plan has been prepared.

The Office of Board Governance will work with the Chair of the Committee on Legislation, Rules, and Policies to ensure that all board members return their input in a timely manner.

Proposed Reapportionment/Redistricting Schedule — Subject to Revision

November 2021 ..... Committee on Legislation, Rules and Policies
Public Hearing and Consideration of Reapportionment/Redistricting Item
December 2021..... Milwaukee Board of School Directors
Adoption of the Reapportionment/Redistricting Schedule and Process
January 2022..... Board Clerk
Publication of Proposed Reapportionment/Redistricting Plan
January 2022..... Committee on Legislation, Rules and Policies
Public Hearing and Consideration of Proposed Reapportionment/Redistricting Plan
January/February 2022 ..... Milwaukee Board of School Directors
Adoption of the MPS Reapportionment/Redistricting Plan

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

Background

On October 18, 2021, the Wisconsin Department of Administration reported that the State closed its 2021 fiscal year with a positive balance of $2.58 billion, more than double the previous year's balance of $1.17 billion. In addition, the State's Legislative Fiscal Bureau has updated its projections and estimates that the State will have a balance of $1.26 billion at the end of fiscal year 202, and a balance of $930 million at the end of fiscal year 2023 (see attachment to this item, provided under separate cover). Though it continues to appear unlikely that it will happen, these funds are available to fill the holes and underfunding of K12 education that occurred during the creation of the last state budget. At minimum, funds are clearly available to support Wisconsin's tradition of a per-pupil funding increase and to provide support for students with disabilities.

At the federal level, debate over President Biden's Build Back Better initiative continues. The federal infrastructure bill also awaits passage.

The challenge that school districts in Wisconsin will continue to face is how best to inform the public about the needed, but one-time, federal funding that is dominating media headlines and the under-funding of schools at the state level that has received relatively less attention.

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 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.

During the reporting period, the Office of Accountability and Efficiency continued to implement the OAE's FY22 Work Plan.

Accountability and Efficiency Services

Between September 20, 2021, and October 18, 2021, Accountability and Efficiency Services fulfilled seven requests for information/research, four constituent inquiries, and four requests for data analysis/visualization.

Accountability and Efficiency Services also began work with the Harvard University Center for Educational Policy Research's strategic data project. This work is aimed at building the team's data capacity; carrying out a high-impact, transformative data project; and accessing leaders and experts in the field to exchange best practices and ideas.

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 participated in various events that align with the District's Communities In Need (COIN) and Student Engagement Program initiatives. Participation provided the opportunity both to leverage and to build upon district programs to serve more students and community members. Events included:

2nd Annual Latino Economic Unsummit: Launch, Connect & Grow

The primary goal of the session was to ignite structural and relevant systemic changes to the economic ecosystem, with a focus on business growth and workforce development.

Hundred Acre Pre-launch Tour

Hundred Acre will serve as the education site for Milwaukee-area students to get involved with the agricultural systems of tomorrow. High-school students and young adults interested in science, technology, engineering, and math (STEM) will have the opportunity to learn about hydroponic farming, sustainable food systems, supply chains, and distribution channels.

Cheers to Careers

Hosted by one of our COIN-certification agencies, the event focused on continued workforce development opportunities for more people to enter family-sustaining careers in the construction and manufacturing sectors.

CCS also continued to work with Mission Aligned Partners (MAPs), including receiving ten student referrals (to date) from one of our inter-governmental partners. Referred students are placed in CCS employment opportunities.

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 Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)

The 23 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times were submitted to the Board for its consideration:

- October 1, 2021, at 9:00 a.m., 10:00 a.m., and 1:00 p.m.
- October 6, 2021, at 12:00 p.m.
- October 12, 2021, at 10:00 a.m., 1:00 p.m., and 2:00 p.m.
- October 13, 2021, at 10:00 a.m., 11:00 a.m., 1:00 p.m., and 3:00 p.m.
- October 15, 2021, at 9:00 a.m., 11:00 a.m., 1:30 pm., and 2:30 p.m.
- October 18, 2021, at 10:00 a.m.
- October 20, 2021, at 9:00 a.m., 11:00 a.m., 1:00 p.m., 2:00 p.m., and 3:00 p.m.
- October 21, 2021, at 10:00 am. and 11:00 a.m.

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

On a motion from Director Carr, the reports of the Independent Hearing Officers were approved, the vote being as follows:

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

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance and Personnel -

Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, set aside at the request of President Peterson.

Item 11, Report with Possible Action on the MPS School Nutrition Program, 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, Taylor, and President Peterson — 8.

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	Darnel Elliott	Building Service Helper I	$15.18/hr.	09/20/2021
4	Rosa Esparza	Building Service Helper I	$15.18/hr.	09/13/2021
2	David Gant	Building Service Helper I	$15.18/hr.	09/13/2021
2	Dartina Harris	Building Service Helper I	$15.18/hr.	09/13/2021
2	Rachel Lawson	Building Service Helper I	$15.18/hr.	08/30/2021
2	Donald McEuens	Building Service Helper I	$15.18/hr.	08/30/2021
2	Markayla Peavy	Building Service Helper I	$15.18/hr.	09/27/2021
2	Colonia Roberts	Building Service Helper I	$15.18/hr.	08/30/2021
2	Latasha Scott	Building Service Helper I	$15.18/hr.	09/13/2021
2	Andrew Anderson	Boiler Attendant Trainee	$37,102.00	09/20/2021
2	Shanah Bohanon	Children's Health Assistant	$19,307.00	09/07/2021
4	Shannon Lara	Children's Health Assistant	$21,645.00	09/07/2021
3	Kazou Yang Silvas	Children's Health Assistant	$20,476.00	09/20/2021
4	Antonio Cruz	Duplicating Equipment Operator I	$37,300.00	09/23/2021
7	Mikayla Wilson Carr	Duplicating Equipment Operator I	$33,570.00	09/27/2021
3	Asmaa Ali	Food Service Assistant	$15.18/hr.	09/27/2021
4	Karina Dominguez	Food Service Assistant	$15.18/hr.	09/27/2021
5	Kristin Hill	Food Service Assistant	$15.18/hr.	09/27/2021
4	Christina Horounziak	Food Service Assistant	$15.18/hr.	09/21/2021
3	Benedicto Azcueta	IT Service Technician	$51,312.00	09/01/2021
5	Adin Chiappa	IT Service Technician	$51,312.00	08/30/2021
2	Jonathan Dwyer	IT Service Technician	$51,312.00	08/30/2021
1	Anne Egan Waukau	Para Ed Assistant — Parent Involvement	$22,803.00	09/27/2021

Code	Name	Position	Salary	Date
2	Ampire Ntabala	Para Ed Assistant — Parent Involvement	$25,162.00	09/07/2021
2	Veronique Banks	Para Ed Assistant	$18,872.00	09/27/2021
4	Marilda Benitez	Para Ed Assistant	$18,872.00	09/07/2021
5	Daniel Benoit	Para Ed Assistant	$18,872.00	08/26/2021
2	Iris Blunt	Para Ed Assistant	$19,334.00	09/07/2021
2	Kishionda Branch	Para Ed Assistant	$18,872.00	09/07/2021
2	Malik Brown	Para Ed Assistant	$18,872.00	08/30/2021
2	Angela Callender	Para Ed Assistant	$19,334.00	09/02/2021
5	Naziha Cherchali	Para Ed Assistant	$19,334.00	09/03/2021
5	Dillon Cornette	Para Ed Assistant	$18,872.00	09/07/2021
5	Jennifer Dominguez	Para Ed Assistant	$22,803.00	08/26/2021
5	Gabriel Eagon	Para Ed Assistant	$18,872.00	09/13/2021
2	Lateasha Ellison Nolden	Para Ed Assistant	$18,872.00	09/20/2021
5	Karla Engel	Para Ed Assistant	$18,872.00	09/13/2021
7	Jessica Frohwirth	Para Ed Assistant	$20,028.00	09/13/2021
4	Laura Girona	Para Ed Assistant	$18,872.00	09/27/2021
2	Robin Gordon	Para Ed Assistant	$20,028.00	09/24/2021
2	Anesha Goss Rucks	Para Ed Assistant	$18,872.00	09/07/2021
2	Edie Holt	Para Ed Assistant	$22,110.00	09/20/2021
2	Darlene Hood	Para Ed Assistant	$19,334.00	09/07/2021
5	Emma Jarvey	Para Ed Assistant	$18,872.00	09/15/2021
4	Graciela Jimenez	Para Ed Assistant	$18,872.00	09/17/2021
2	Elise Joplin	Para Ed Assistant	$18,872.00	09/08/2021
2	Muzi Khumalo	Para Ed Assistant	$18,872.00	09/17/2021
5	Leonardo Konewko	Para Ed Assistant	$18,872.00	09/08/2021
5	Aubrey Krzynski	Para Ed Assistant	$18,872.00	09/17/2021
5	Tracy Lopez	Para Ed Assistant	$18,872.00	09/13/2021
5	Sara Manz	Para Ed Assistant	$20,722.00	09/07/2021
5	Venus Martin	Para Ed Assistant	$22,803.00	08/30/2021
2	Adanna McAlister	Para Ed Assistant	$20,722.00	09/13/2021
2	Damikius Merriwether	Para Ed Assistant	$20,028.00	08/31/2021
2	Ashanti Mobley	Para Ed Assistant	$18,872.00	09/13/2021
4	Karla Morales Negron	Para Ed Assistant	$18,872.00	08/31/2021
2	Roosevelt Morgan	Para Ed Assistant	$18,872.00	09/27/2021
5	Andrew Palmer	Para Ed Assistant	$18,872.00	09/07/2021
4	Yadira Pequeno Romero	Para Ed Assistant	$18,872.00	08/26/2021
4	Johnnerys Polanco	Para Ed Assistant	$19,334.00	09/08/2021
4	Maria Rivera	Para Ed Assistant	$22,803.00	08/26/2021
2	Crystal Scott	Para Ed Assistant	$21,416.00	09/27/2021
5	Kristina Sexton	Para Ed Assistant	$20,028.00	08/27/2021
5	Jenna Sterr	Para Ed Assistant	$26,604.00	09/13/2021
5	Amber Storm	Para Ed Assistant	$20,028.00	09/13/2021
5	Jane Szecsy	Para Ed Assistant	$20,028.00	08/27/2021
6	Robbyn Tafoya	Para Ed Assistant	$19,334.00	09/07/2021
5	Elizabeth Wickersheim	Para Ed Assistant	$22,803.00	09/13/2021
2	Lesa Williams	Para Ed Assistant	$19,334.00	09/27/2021
2	Kayla Wilson	Para Ed Assistant	$18,872.00	09/07/2021
2	KiAnaa Marshall	School Nursing Associate	$33,615.00	09/16/2021
2	Trina Brister	School Safety Assistant	$23,513.00	09/14/2021
2	Michael Cox	School Safety Assistant	$23,513.00	09/14/2021
2	Edward Lewis	School Safety Assistant	$24,993.00	09/14/2021
2	Santaja McIntosh	School Safety Assistant	$23,513.00	09/14/2021
2	Adriana Mooney	School Safety Assistant	$23,513.00	09/14/2021
2	Laresha Nabors	School Safety Assistant	$23,513.00	09/15/2021
2	Melody Harris	School Secretary I — 10-month	$27,060.00	08/30/2021
3	Saw Khu Nay Htee	School Secretary I — 10-month	$27,060.00	09/14/2021
2	Gustice Turpin	School Secretary I — 10-month	$27,060.00	08/26/2021
2	Brianna Wright	School Secretary I — 10-month	$25,147.00	09/13/2021
5	Haley Zodrow	School Secretary I — 10-month	$27,060.00	09/02/2021
4	Jellynes Ramos Perez	School Secretary I — 11-month	$27,662.00	09/07/2021
2	Diane Green	School Secretary I — 12-month	$38,544.00	08/30/2021

Code	Name	Position	Salary	Date
2	Ervin Coleman	School Engineer I	$54,275.00	08/23/2021
2	Althea Matlock	School Kitchen Manager I	$29,204.00	09/09/2021
4	Jose Castillo Covarrubias	School Kitchen Manager Trainee	$18.27/hr.	09/02/2021
5	Tracey Duchrow	School Kitchen Manager Trainee	$18.27/hr.	08/30/2021
4	Mario Rieder	Sheet Metal Worker	$47.44/hr.	09/20/2021
Promotions				
5	Annette Oliver	Accounting Assistant I	$43,251.00	09/13/2021
2	Audra Thompson Rivers	Food Service Assistant in Charge	$16.35/hr.	08/23/2021
2	Deniessa Boyd	Para Ed Assistant	$18,872.00	09/27/2021
4	Andrea Rivera Garcia	School Secretary I — 10-month	$29,929.00	09/20/2021
2	Valerie Colbert	School Engineer I	$49,698.00	08/23/2021
5	William Schafer	School Engineer I	$47,409.00	08/23/2021
2	Joy Rouse	School Kitchen Manager III	$36,350.00	08/09/2021
Rehires				
3	Arjean Manalili	Children's Health Assistant	$20,476.00	08/16/2021
2	Adella Davis	Food Service Assistant	$16.55/hr.	09/09/2021
2	Prince Grayson	IT Service Technician	$51,312.00	09/01/2021
2	Carolyn Jackson Malone	Para Ed Assistant — Parent Involvement	$27,629.00	09/13/2021
2	Tammy Mimis	Para Ed Assistant — Parent Involvement	$27,629.00	09/07/2021
7	Wendy Appleton	Para Ed Assistant	$20,028.00	09/07/2021
2	Candice Carrington	Para Ed Assistant	$19,334.00	09/20/2021
2	Naomi Jones	Para Ed Assistant	$22,110.00	09/13/2021
2	Kathy Thompson-Brown	Para Ed Assistant	$22,803.00	08/31/2021
2	Donald Vaughn	Para Ed Assistant	$22,803.00	09/13/2021
2	Annissa Words	Para Ed Assistant	$22,803.00	09/27/2021
2	Latanya Gill	School Safety Assistant	$26,781.00	09/01/2021
2	Brittany Kincaid	School Secretary I — 10-month	$31,842.00	09/07/2021

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
School Support Teachers					
5, r	Ohlendorf, Chad	School Support Teacher	01/MA	$67,802.00	9/20/21
4, nr	Soto, Angelie Marie D	School Support Teacher	01/BA	$48,168.00	8/26/21
5, nr	Thomas, Nicole	School Support Teacher	01/MA	$64,194.00	8/26/21
Teachers					
2, nr	Anton, Michelle	Spec Ed Multicateg.	01/MA	$58,784.00	8/26/21
5, r	Arndorfer, Megan	AMP HPE	01/MA	$67,802.00	8/26/21
5, nr	Barry, Isabelle H	Gen'l Elem & K8 — All Grades	01/BA	$63,009.00	8/31/21
5, nr	Bates, Kristin	Art	01/BA	$44,870.00	8/26/21
5, nr	Bressan, Katie Marie	Fed. Head Start — General	01/BA	$44,870.00	8/30/21
5, nr	Brown, Jenna	Spec Ed Multicateg.	01/BA	$44,870.00	8/26/21
5, nr	Cahill, Katlynn	English As Second Language	01/BA	$56,413.00	8/26/21
4, nr	Carneiro, Alexis N	Gen'l Elem & K8 — All Grades	01/BA	$44,870.00	8/26/21
4, r	Cruces Maya, Vanesa Maria	Early Childhood- Spec Ed	01/MA	$65,998.00	9/20/21
5, r	Fetting, Sabina GC	Gen'l Elem & K8 — All Grades	01/BA	$53,115.00	8/26/21
4, r	Frias, Abigail	Bilingual Education	01/MA	$53,373.00	9/7/21
5, r	Grudnowski, Christine M	Gen'l Elem & K8 — All Grades	01/MA	$67,802.00	8/26/21
3, r	Her, Yeu Sonia	ESL Alternative	01/MA	$67,802.00	8/26/21
5, r	Hirsch, Amelia	Kindergarten (Four-year-old)	01/BA	$53,115.00	9/13/21
5, r	Hoppe, Alison S	Gen'l Elem & K8 — All Grades	01/BA	$44,870.00	8/26/21
5, nr	Juzenas, Katie M	Gen'l Elem & K8 — All Grades	01/MA	$67,802.00	9/7/21
5, nr	Kaminski, Christina	Kindergarten (Four-year-old)	01/BA	$61,360.00	9/13/21

Codes	Name	Appointment	Level	Salary	Date
5, r	Kane, Georgia	Day-to-Day Teacher	01/BA	$53,115.00	8/18/21
5, nr	Kleinmann, Sarah L	Gen'l Elem & K8 — All Grades	01/MA	$67,802.00	9/20/21
4, r	Kuri Azamar, Jorge Farit	Health & Phy Ed	01/BA	$44,870.00	8/26/21
5, nr	Lauer, Jonathan	Title I Coordination	01/MA	$67,802.00	8/26/21
5, r	Linares Cambra, Maria	Bilingual Education	01/MA	$67,802.00	9/20/21
5, nr	Linares, Bradley	AMP HPE	01/MA	$47,962.00	8/26/21
5, nr	Mattie Moreno, Andres R	AMP HPE	01/BA	$48,168.00	9/20/21
4, nr	McGraw, Kathy Osiris	Bilingual Education	01/BA	$44,870.00	8/26/21
5, r	Meier, Marissa A	Gen'l Elem & K8 — All Grades	01/BA	$49,817.00	8/30/21
5, r	Mendoza, Jennifer Michelle	SAGE	01/MA	$67,802.00	8/26/21
5, nr	Meronk, Michelle A	Gen'l Elem & K8 — All Grades	01/MA	$67,802.00	8/26/21
4, r	Montanez Cruz, Victor	AMP Music	01/BA	$44,870.00	8/26/21
3, r	Nayak, Sangita R	Gen'l Elem & K8 — All Grades	01/MA	$60,587.00	8/26/21
5, r	Olson, Bethany	AMP Music	01/BA	$44,870.00	8/31/21
2, r	Page, Mathena	AMP Music	01/BA	$46,519.00	8/25/21
5, nr	Peters, Jenna	Early Childhood- Spec Ed	01/BA	$44,870.00	8/31/21
5, r	Pfister, Kathleen	Spec Ed Multicateg.	01/BA	$46,519.00	8/26/21
4, r	Polo Fernandez, Elba	Bilingual Education	01/MA	$67,802.00	9/20/21
4, r	Preciado Ortega, Marta	Foreign Language	01/BA	$48,168.00	9/20/21
5, r	Ramey, Morgan	Kindergarten (Four-year-old)	01/BA	$48,168.00	9/7/21
5, nr	Sanchez, Danielle A	Gen'l Elem & K8 — All Grades	01/BA	$58,062.00	8/26/21
6, r	Williams, Lynda Diaz	General Operations	01/BA	$46,519.00	8/26/21
5, nr	Wittig Stuckert, Denise C	Spec Ed Multicateg.	01/BA	$44,870.00	8/31/21
3, nr	Yang Vang, Suab Nikki	AMP Art	01/BA	$59,711.00	8/26/21
School Counselors					
5, r	Janes, Jennifer	Guidance	01/MA	$62,391.00	8/26/21
5, r	Neumann, Carolyn S	Guidance	01/MA	$67,802.00	8/26/21
4, r	Rodriguez, Yaneth	Guidance	01/MA	$47,962.00	8/26/21
Occupational Therapists					
5, nr	Helmeid, Katie M	99-457 Early Childhood	01/OTM	$67,940.00	8/26/21
Teachers, Early Start					
4, r	Arroyo, Marie	Foreign Language	01/MA	$64,194.00	8/9/21
2, r	Brito, Jessica P	English	01/MA	$56,980.00	8/16/21
5, r	Forster, Stephanie	Spec Ed Multicateg.	01/BA	$44,870.00	8/30/21
5, nr	Howie, Elizabeth	English	01/BA	$44,870.00	8/31/21
5, nr	Koga, Sean	AMP Music	01/MA	$47,962.00	9/13/21
5, nr	Lehman, Megan K	English	01/BA	$49,817.00	8/23/21
3, r	Lor, Yer	Kindergarten (Three-year-old)	01/BA	$44,870.00	9/13/21
5, nr	Martin, David A	AMP Music	01/BA	$63,009.00	9/27/21
5, nr	Nowak, Whitney L	English As Second Language	01/MA	$67,802.00	8/18/21
5, r	Olson, Steven Craig	Social Studies	01/MA	$47,962.00	8/30/21
5, nr	Prewitt, Claire J	Spec Ed Multicateg.	01/BA	$44,870.00	8/16/21
4, r	Reyes, Isamary	Foreign Language	01/BA	$56,413.00	8/17/21
4, r	Robles, Francisco E	Foreign Language	01/MA	$67,802.00	9/20/21
5, nr	Schwartz Redfox, Jonathan M	Science	01/BA	$46,519.00	8/20/21
3, r	Singh, Satnam	Mathematics	01/BA	$44,870.00	9/13/21
5, r	Wantoch, Erin	Spec Ed Multicateg.	01/MA	$49,766.00	8/9/21
2, r	Young, Desiree D	Multicateg. Comp. Sen	01/MA	$49,766.00	8/9/21
5, nr	Zelenak, Donna	Kindergarten (Four-year-old)	01/BA	$61,360.00	8/30/21
Teacher in Charge, Early-start					
5, r	DeLutio, Andrew Christopher	General Operations	01/BA	$66,307.00	9/9/21
Literacy Leader					
3, nr	Gone, Amitha Ruth	Literacy Programs	1C/MA	$58,844.00	8/26/21

Codes	Name	Appointment	Level	Salary	Date
Teacher Leader					
4, nr	Hernandez, Eduardo	Bilingual Education	1C/MA	$60,832.00	9/7/21
School Psychologist					
5, nr	Gullicksen, Kathleen C	Gen'l Elem & K8 — All Grades	FLT/51C	$57,844.00	8/18/21
Permit Teachers					
4, r	Benitez Borja, Delmy A	Multicateg. Comp. Sen	XX/4W2	$44,073.00	9/27/21
4, r	Caceres, Antonio D	Spec Ed Multicateg.	XX/4W2	$44,073.00	8/30/21
5, r	Christopher Hayes, Alexandra	AMP Art	XX/4W2	$44,073.00	8/26/21
4, r	Dzib, Quetzsally Maya	Bilingual Education	XX/4W2	$44,073.00	9/17/21
5, r	Glazewski, Mackenzie RM	Art	XX/4W2	$44,073.00	8/26/21
5, nr	Hansen, Denise	AMP Art	XX/4W2	$44,073.00	8/26/21
4, nr	McWilliams, Caitlyn	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	9/10/21
5, nr	Mejia Laitano, Adrian	Music	XX/4W2	$44,073.00	9/17/21
2, nr	Owens, Rodnay	AMP Music	XX/4W2	$44,073.00	8/26/21
3, nr	Park, Hae Jin	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	9/13/21
4, nr	Perez, Amanda Maria	Music	XX/4W2	$44,073.00	9/17/21
5, nr	Rangel, David	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	8/26/21
4, nr	Rivera de Garay, July Yanelvi	Bilingual Education	XX/4W2	$44,073.00	9/27/21
2, r	Smith, Michelle L	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	8/26/21
4, r	Soto, Rebeca	Bilingual Education	XX/4W2	$44,073.00	9/13/21
Permit Teachers, Early-start					
4, r	Echevarria, Lymari	Cat Math Mid	XX/4W2	$44,073.00	9/20/21
4, nr	Fawley, Cassandra A	English	XX/4W2	$44,073.00	8/30/21
2, r	Haralson, Rishon R	Graphic Arts	XX/4W2	$44,073.00	8/20/21
2, r	Hooker, Frederick	Foreign Language	XX/4W2	$44,073.00	8/9/21
2, r	Howard, Marques	Early Childhood- Spec Ed	XX/4W2	$44,073.00	9/13/21
5, r	Krause, Katelynn	Multicateg. Comp. Sen	XX/4W2	$44,073.00	8/30/21
2, r	Mwendwa, Pauline K	English	XX/4W2	$46,940.00	8/9/21
2, r	Ngeny, Daniel	Foreign Language	XX/4W2	$46,940.00	8/9/21
2, r	Smith, Jennine L	Science	XX/4W2	$44,073.00	9/13/21
2, nr	Williamson, Laquashia D	Mathematics	XX/4W2	$44,073.00	9/20/21

Code		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0
2	African American	13	0	0	0	13
3	Asian/Oriental/Pacific Islander	6	0	0	1	7
4	Hispanic	22	0	0	1	23
5	White	47	0	1	3	51
6	Other	1	0	0	0	1
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	23	0	0	0	23
	Female	66	0	1	5	72

nr Non-Residents
r Residents
B BA Bachelor's Level Teacher's
C MA Master's Level Teacher's

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave: September, 2021		
Denise Roscoe	Out of Assignment	9/03/2021
Carmen Fischer	Out of Assignment	9/14/2021
Maddie Gallo	Pulaski HS	9/18/2021
Illness Leave: October, 2021		
Alyssa Caballero	Burbank School	10/19/2021

Personal Leave: August, 2021

Ana Quezada	Whitman School	8/31/2021
LaTia Gebhart	Goodrich School	8/30/2021

Personal Leave: September, 2021

Christopher Johns	Whitman School	9/03/2021

Personal Leave: October, 2021

Nicole Drew	Administration Bldg.	10/05/2021
Tamika Marable	Lloyd Barbee Montessori	10/07/2021

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Dist	6.0	4	Laura Alvarez Porras	Teacher	Allen Field	09/17/2021
Personal	2.0	6	Kevin Anderson	Teacher	Grantosa	08/23/2021
Other Work	13.0	2	Deshondria Baggett	Teacher	Elm	08/27/2021
Personal	0.9	3	Rakesh Baruah	Teacher	Riverside	09/02/2021
Retire	23.0	5	David Benavides	Teacher	South Division	09/30/2021
Personal	22.3	5	Michael Beringer	Teacher	Fairview	08/25/2021
Personal	1.0	5	Laura Boban	Teacher	Roosevelt	09/17/2021
Retire	22.1	5	Scott Breden	Teacher	Westside Acad	10/15/2021
Retire	32.0	2	Robin Burns	Teacher	Goodrich	10/15/2021
Other Work	6.9	4	Wilson Calixto	Teacher	Spanish Imm	08/24/2021
Other Dist	5.9	5	Michelle Cattelan	Psych	Lincoln MS	06/04/2021
Personal	1.0	4	Erin Chamblin	Teacher	Rogers Street	08/25/2021
Personal	0.1	5	Alex Christopher Hayes	Teacher	Trowbridge	08/27/2021
Personal	0.1	5	Tamara DuPage	Teacher	Audubon	09/27/2021
Personal	0.1	5	Brett Follett	Teacher	Washington HS	09/24/2021
Personal	9.0	4	Marcelo Gallardo	Teacher	Roosevelt	09/03/2021
Other Dist	1.7	5	Gabriele Green	Inov Coach	Central Svcs	10/01/2021
Personal	16.9	5	Kathryn Hayes	Teacher	Fairview	09/10/2021
Personal	2.1	3	Yeu Her	Teacher	MACL	10/02/2021
Personal	1.0	5	Andrea Hill	Teacher	Rufus King MS	08/25/2021
Personal	23.7	5	Daniel Houlihan	Teacher	Milw Sign Lang	08/25/2021
Personal	22.0	2	Kimberly Hubbard	Teacher	Cass	09/17/2021
Personal	6.7	6	Lisza Johnson	Teacher	Pulaski	09/11/2021
Personal	1.0	5	Jane Keddie	Teacher	Grantosa	08/26/2021
Other Dist	3.1	5	Alyssa Kolb	Teacher	Central Svcs	10/05/2021
Other Dist	10.6	5	Zulay Kuehn	Teacher	Forest Home	08/25/2021
Retire	28.0	5	Kristin Leguizamon	Teacher	IDEAL	10/29/2021
Personal	1.0	3	Ganhua Lu	Teacher	Marshall	09/08/2021
Personal	3.0	2	Taylore McBride	Teacher	Story	08/26/2021
Personal	2.0	4	Maria Marrufo	Teacher	Hayes	08/26/2021
Personal	0.1	2	Michele Miller	Teacher	Riverwest	09/20/2021
Retire	24.5	5	Peggy Moncada	Teacher	81st Street	09/29/2021
Personal	0.1	5	Steven Naus	Teacher	Wedgewood Park	09/01/2021
Retire	15.8	4	Cesar Paredes	Teacher	ALBA	10/14/2021
Personal	6.1	5	Gloria Patten	Teacher	Auer	09/23/2021
Other Dist	1.7	5	Christy Pedriana	Teacher	Thurston Woods	08/26/2021
Other Dist	0.1	5	Sierra Polzin	Teacher	Vincent	10/08/2021
Other Dist	1.7	4	Rebecca Pritzlaff	Teacher	Congress	08/27/2021
Other Dist	3.0	5	Damon Rizzone	Teacher	South Division	08/09/2021
Retire	25.0	5	Susan Saller	Manager III	Central Svcs	10/30/2021
Retire	22.8	5	Cristina Salo Olson	Teacher	Mitchell	08/24/2021
Other Dist	3.0	5	Amanda Seiberlich	Teacher	Greentree Prep	09/10/2021
Personal	5.0	2	Michelle Sims	Teacher	Lancaster	08/26/2021
Personal	5.7	5	Stacy Skonecki	Teacher	Clement Ave	09/01/2021
Personal	0.1	5	Callie Spaltholz	Teacher	Hartford	09/23/2021
Other Dist	0.1	5	Kelly Vieaux	Teacher	53rd Street	08/26/2021

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Work	22.9	2	Zeeland Walsh	Teacher	Central Svcs	08/06/2021
Personal	12.0	5	Melissa Wescott	Teacher	Manitoba	09/29/2021
Personal	0.1	5	Denise Wittig Stuckert	Teacher	Alcott	10/05/2021
Personal	14.6	3	Trudy Yang	Teacher	Parkview	10/15/2021

Classified Retirements

Retire	17.8	5	Cathy Anderson	CHA	81st Street	08/24/2021
Retire	32.9	2	Cheryl Banks James	Para	Gaenslen	09/01/2021
Retire	26.7	4	Linda Barton	Secretary I	HS of the Arts	09/01/2021
Retire	27.6	5	Linda Daniels	FSA	Hamilton	10/01/2021
Retire	5.3	2	Brenda Edwards	Safety Asst	School Safety	09/04/2021
Retire	23.7	4	Mary Figueroa Parker	Para	Forest Home Ave	08/26/2021
Retire	2.6	5	Susan Finnegan	Secretary I	Rufus King MS	09/16/2021
Retire	24.6	5	David Frank	Boiler Att	South Division	09/09/2021
Retire	46.6	2	Gregory George	Para	Marshall	08/31/2021
Retire	7.3	2	Michael Harrison	Engineer I	Starms	09/21/2021
Retire	21.5	2	Richard Polk	Safety Asst	School Safety	08/26/2021
Retire	7.8	2	Leesa Robinson	Para	Early Childhood	08/26/2021
Retire	30.6	2	Terry Spears	Safety Tech	School Safety	09/03/2021
Retire	13.5	4	Amalia Valle	Para	Mitchell	09/10/2021
Retire	1.0	5	Richard Wood	Engineer I	Maryland Ave	09/11/2021

Certificated Resignations

Reason	Count	
Other Dist	11	22%
Personal	28	56%
Other Work	3	6%
Retire	8	16%
Total	50	100%

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for September 2021 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, Limited-term Employment (LTE) Contracts Exceeding Sixty 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	Sean Kane	Sr. Director, Facilities & Maintenance	Office of the Chief of School Administration	03	16A	$134,391
5, r	Janine Adamczyk	Director I, Procurement & Risk Management	Office of the Chief of Finance	03	14A	$108,665

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, nr	Lisa Haar	Supervisor II, Partnership Schools	Office of the Chief of Communications & School Performance	03	10A	$108,252
5, nr	Nicholas Straube	Facilities Planning Analyst II	Office of the Chief of School Administration	03	06A	$92,454
5, nr	Jamie Wimberly	Data Support Analyst III	Office of the Chief of Communications & School Performance	03	07A	$86,540
2, r	Andrea Blackmon	Accountant IV	Office of the Chief of Finance	03	06A	$78,322
5, r	Melissa Holwell	Special Education Supervisor	Office of the Chief of Academics	03	09C	$63,694
3, r	Somkhit Boonheuan	Planning Assistant III	Office of the Chief of Academics	03	02A	$57,750
4, r	Sara Villarreal	Planning Assistant III	Office of the Chief of Academics	03	02A	$47,665
2, r	Alex Erdmann	Planning Assistant III	Office of the Chief of Academics	03	02A	$47,665
2, r	Shakyna Tillis	Student Enrollment Assistant I	Office of the Chief of School Administration	03	01A	$45,942
4, r	Jessie Gonzales	Supervisor Safety Assistant III	Office of the Chief of School Administration	03	02C	$41,248
2, r	Stephanie Johnson	Associate II, Records Management	Office Board Governance	03	02C	$54,245
2, r	Jiquanna Cohen	Interim Manager I, Contract Compliance	Office of the Chief of Accountability & Efficiency	03	11A	$81,090

Recommended Reclassifications

Your Committee recommends that the following individuals be reclassified as indicated, to be effective upon approval by the Board:

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Kim Lewis	Trauma Informed Coach (Classified)	Office of the Chief of Communications & School Performance	03	05D	$65,331
2, r	Iesha Sanders	Trauma Informed Coach (Classified)	Office of the Chief of Communications & School Performance	03	05D	$63,442

Recommended LTE Contracts Exceeding 60 Days

Your Committee 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, nr	Nydia Flores	School Psychologist	Office of the Chief of Academics	$50.00	10/01/21-12/23/21
5, nr	Mary Ellen Ruzga	UNSIL World Fair Coordinator	Office of the Chief of Academics	$40.00	10/18/21-06/30/22
4, r	Tatiana Joseph	Multilingual/Multicultural Advisory Council Liaison	Office of the Chief of Academics	$35.00	09/02/21-03/02/22
5, r	Kathleen Porter	Science Lab Resource Instructor	Office of the Chief of School Administration	$30.00	09/01/21-03/01/22
2, r	Kathy Bonds	District Mentor	Office of the Chief of School Administration	$30.00	08/30/21-02/28/22
2, r	Nathaniel Gillon	District Mentor	Office of the Chief of School Administration	$30.00	08/30/21-02/28/22
5, r	Barbara Mack	District Mentor	Office of the Chief of School Administration	$30.00	09/07/21-03/28/22
5, r	Julie Nussberger	District Mentor	Office of the Chief of School Administration	$30.00	09/07/21-03/28/22

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, nr	Regina Stingley	District Mentor	Office of the Chief of School Administration	$30.00	09/07/21-03/28/22
2, r	Louise Young Benson	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21-12/31/21
4, r	Ruth Aviles	Induction & Support Specialist	Office of the Chief of Academics	$30.00	07/01/21-12/31/21
5, r	Barbara Koenig	Student Leadership Development	Office of the Chief of School Administration	$30.00	08/09/21-02/09//22
5, nr	Latora Lezotte	Reagan Musical Costumer	Office of the Chief of School Administration	$30.00	10/01/21-12/31/21
5, nr	Dave Siekman	Math Counts Facilitator	Office of the Chief of Academics	$30.00	09/15/21-05/30/22
2, r	QuWan Booker	School Safety Assistant	Office of the Chief of School Administration	$22.00	08/22/21-12/31/21
2, r	Gundy Berry	School Safety Assistant	Office of the Chief of School Administration	$22.00	08/22/21-12/31/21
2, r	Victoria Ashford	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Tanisha Baker	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Dajana Bowie	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Betty Brannon	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Angel Brown	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Destiny Copeland	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
4, r	Susana Flores	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Kajuana Franks	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Kevintre Hampton	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, nr	Tiffany Harris	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
4, r	Beatriz Janotta	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
5, r	Isabelle Klingbiel	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Jalessa Martin	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Sharon McGee	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
1, r	Constance Mayo	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Laquita Moody-Howled	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Uniquewa Moore	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
4, nr	Aurelia Islas	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
4, nr	Andrea Medrano Avila	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Keyanna Edwards	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Tasha Cruse	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Pamela Wilson	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21

Codes	Name	Position	Assignment	Hourly Wage	Dates
4, r	Elizabeth Sandoval	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Lashannon Turner	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
5, r	Megan Oleszek	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Laura Robinson	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Tammi Shareef	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
2, r	Anttwanette Robinson	Food Service Assistant	Office of the Chief of Finance	$15.00	09/16/21-12/16/21
4, r	Guillermo Rodriguez	Food Service Assistant	Office of The Chief of Finance	$15.00	09/16/21-12/16/21

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

Ayes — Directors Carr, Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 8.
Noes — None - 0.

The Board was in closed session from 6:32 to 8:27 p.m.

Upon resuming open session, Director O'Halloran moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 7.
Noes — Director Carr – 1.

* * * * *

(Item 3) Action on a Resolution to Honor the Life and Legacy of Ms. Sarah Grant and to Name the Dance Studio at the North Division Complex the Sarah Grant Dance Studio

Background

In September 2021, the Committee of North Division Music Department Alumni sent a communication to the Superintendent of Schools requesting that the following resolution be adopted to honor the life and legacy of Ms. Sarah Grant, a profound and dedicated teacher with MPS for many decades, and that a dance studio at the North Division Complex be named the Sarah Grant Dance Studio.

WHEREAS, Ms. Sarah Grant, was a profound and dedicated teacher with the Milwaukee Public Schools for many decades; and
WHEREAS, Ms. Sarah Grant, a graduate of Central State University, received her undergraduate degree in physical education and her master's degree from Columbia University of New York; and
WHEREAS, Ms. Sarah Grant began teaching at North Division High School in 1961; and
WHEREAS, Ms. Sarah Grant or "Mama Dou" as she was affectionally called spent 34 years at North Division and was the longest serving Department Chair in the history of the school; and
WHEREAS, Ms. Sarah Grant led the way in establishing interscholastic athletics in Milwaukee, Wisconsin and coached track, cheerleading and was a cofounder of N-Force; and
WHEREAS, Ms. Sarah Grant single-handedly sponsored the school's first student leadership conference; and
WHEREAS, Ms. Sarah Grant was a dedicated and inspirational teacher at North Division High School for decades and created opportunities for students to see themselves through dance; and
WHEREAS, Ms. Sarah Grant created the Nefertari Dancers in 1968 at North Division High School, which gave tribute to the history of black people when they walked as Kings and Queens of Egypt in the 14th Century B.C. Queen Nefertari was portrayed as a woman who symbolized blackness, beauty and power; and

WHEREAS, Ms. Sarah Grant prepared the students who were part of the Nefertari Dancers to perform locally and in many major cities throughout the United States; and

WHEREAS, Ms. Sarah Grant created a class that showed students a sense of discipline and pride in their heritage, gave them focus and commitment, and helped them learn to appreciate the art forms of other ethnic groups; and

WHEREAS, Ms. Sarah Grant provided students with opportunities of cultural study during numerous trips to Africa including studying the dance of the country with the people of the country; and

WHEREAS, Ms. Sarah Grant's wonderful work with the Nefertari Dancers over many years, African Americans are able to feel proud about themselves and their heritage. The Nefertari Dancers have made a significant impact in African American history; now, therefore, be it

RESOLVED, That Milwaukee Public Schools honors the life and legacy of Ms. Sarah Grant; and be it

FURTHER RESOLVED, That, consistent with honoring the life and legacy of Ms. Sarah Grant, the dance studio at the North Division Complex be named the Sarah Grant Dance Studio.

The Administration supports the request to honor this great woman who had a positive impact on the lives of countless MPS students through dance, travel, and the study and sharing of African American history.

Ms. Grant's family, the North Division school community, and North Division's alumni are all in support of the resolution and the request to name a dance studio at the North Division Complex after Ms. Sarah Grant. The request is in alignment with Administrative Policy 5.01, Facilities, which does not place restrictions on the naming of portions of school buildings, such as a library or dance studio. It has been the Administration's practice to support such requests from school communities who have conducted outreach and are in full agreement on such requests.

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

Fiscal Impact Statement

Costs associated with naming the dance studio at the North Division Complex will be absorbed in the school's budget.

Implementation and Assessment Plan

Upon approval by the Board, an embossed copy of the Resolution will be placed in a prominent place near the Sarah Grant Dance Studio at the North Division Complex.

Committee's Recommendation

Your Committee recommends adoption of the resolution.

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 Name the Auditorium at the North Division Complex the Arlene Skwierawski Auditorium

Background

In September 2021, the Committee of North Division Music Department Alumni sent a communication to the Superintendent of Schools requesting that the following resolution adopted to honor the life and legacy of Ms. Arlene Skwierawski, a profound and dedicated teacher with MPS for many decades, and that the auditorium at the North Division Complex be named the Arlene Skwierawski Auditorium.

WHEREAS, Ms. Arlene Skwierawski, was a profound and dedicated teacher with the Milwaukee Public Schools for many decades; and

WHEREAS, Ms. Arlene Skwierawski inspired students and transformed their lives; and
WHEREAS, Ms. Arlene Skwierawski was a beloved teacher at North Division for 25 years, and her biggest gift to her students was opening their minds, developing their talents, and bestowing upon them a capacity to dream; and
WHEREAS, Ms. Arlene Skwierawski dedicated her life to helping students realize their potential; and
WHEREAS, Arlene Skwierawski built a music department at North Division High School known as one of the best in the country; and
WHEREAS, Ms. Arlene Skwierawski worked to instill confidence in every student she worked with through music; and
WHEREAS, Ms. Arlene Skwierawski directed choirs and theater programs throughout Milwaukee for decades; and
WHEREAS, Ms. Arlene Skwierawski directed over 26 musical and dance performances, including 400 Years, The Wiz, Fiddler on the Roof, Porgy and Bess, We Are the Drum, and What Will It Take; and
WHEREAS, Ms. Arlene Skwierawski's leadership resulted in North Division's having received many esteemed awards in Milwaukee; and
WHEREAS, Ms. Arlene Skwierawski created the community theater CAPITA (City at Peace in the Arts) Productions; and
WHEREAS, Ms. Arlene Skwierawski traveled with students to perform at Carnegie Hall, President Jimmy Carter's Inauguration, churches throughout France, Africa, and across this country; and
WHEREAS, Ms. Arlene Skwierawski fought for equal justice and opportunity and marched with Fr. James Groppi for open housing; now, therefore, be it
RESOLVED, that Milwaukee Public Schools honors the life and legacy of Ms. Arlene Skwierawski; and be it
FURTHER RESOLVED, that consistent with honoring the life and legacy of Ms. Arlene Skwierawski, the auditorium at the North Division Complex be named the Arlene Skwierawski Auditorium.

The Administration supports the request to honor the life and legacy of this great woman who had a positive impact on the lives of countless MPS students through music, travel, and helping them realize their true potential by instilling confidence in them.

Ms. Skwierawski's family, the North Division school community, and North Division's alumni are all in support of the resolution and the request to name the auditorium at the North Division Complex after Ms. Arlene Skwierawski. The request is in alignment with Administrative Policy 5.01: Facilities, which does not place restrictions on the naming of portions of school buildings, such as a library or auditorium. It has been the Administration's practice to support such requests from school communities that have conducted outreach and are in full agreement on such requests.

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

Fiscal Impact Statement

Costs associated with naming the auditorium at the North Division Complex will be absorbed in the school's budget.

Implementation and Assessment Plan

Upon approval by the Board, an embossed copy of the Resolution will be placed in a prominent place near the Arlene Skwierawski Auditorium at the North Division Complex.

Committee's Recommendation

Your Committee recommends adoption of the resolution.

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

* * * * *

(Item 5) Action on the 2021-22 Salary Schedules

Background

On May 27, 2021, the Board approved across-the-board increases effective July 1, 2021. The proposed salary schedules for 2021-22, which align with the Board's action, are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.21, Salary Schedules: Staff

Fiscal Impact Statement

The total cost for the approved salary increases for FY22 is $16,197,048.07, which was previously approved in the FY22 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the 2021-22 Salary Schedules 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 for Approval of Job Descriptions for Occupational Health Nurse and Procurement, for Risk Management Specialist II, and for Restorative Practices Supervisor I

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth approval of the job descriptions for the Occupational Health Nurse, for Procurement and Risk Management Specialist II, and for Restorative Practices Supervisor I positions, as summarized below.

Occupational Health Nurse

Last Revised/Approved: October 2021
Reports to the Director, Employment Relations, Office of Human Resources
Pay Grade: 08A
Pay Range: $70,465-$101,577
FLSA Status: Exempt
Term of Employment: FT

Position Summary/Purpose

Assists Milwaukee Public Schools with the administration of the COVID-19 reporting and testing procedures. Works with staff to identify appropriate accommodations under the established guidelines and assists with the coordination of return-to-work plans.

Core Competencies

- Decision quality and problem-solving
- Communication and customer service
- Professionalism
- Equity, access, and inclusion

Essential Functions

- Oversees the District's COVID-19 testing programs, working closely with the Department of Health Services and testing companies to ensure that COVID-19 testing of students and staff is taking place as designed.
- Supports the District's COVID-19 notification procedures.
- Assists employees with claims for disability and provides an independent assessment of the same.
- Assesses standards in the workplace for the employees.
- Conducts training and educational programs in order to educate the staff about the safety and preventive measures.
- Develops new and enhanced strategies to optimize health and safety.
- Assists with managing workers' compensation cases, evaluates staff returning to work after injury or illness, and assists with possible accommodations.
- Works closely with the leave office and Risk Management as well as with the third-party administrators to assist with leave requests, workers' compensation claims, and return to work plans.
- Evaluates requests for job accommodation and conducts fitness-for-duty assessments.
- Coordinates with, and provides guidance to, supervisors regarding appropriate job accommodations.
- Assists the Department in determinations of leaves of absence for employees and monitors the leaves and documents the time period for which the leave is required.
- Actively supports the MPS Strategic Plan.
- Performs other duties as assigned.

Specialist II, Procurement & Risk Management

Last Revised/Approved: October 2021
Reports to the Director, Procurement & Risk, Office of Finance
Pay Grade: 09A
Pay Range: $73,895-$106,473
FLSA Status: Exempt
Term of Employment: FT

Position Summary/Purpose

Oversees Milwaukee Public Schools' risk-management and workers' compensation services under the Department of Procurement & Risk Management

Core Competencies

- Decision quality and problem-solving
- Communication and customer service
- Professionalism
- Equity, access, and inclusion

Essential Functions

- Compiles information on workers' compensation claims.
- Gathers written narratives from employees, witnesses, and involved administrators.
- Reviews statements and obtains additional information as required.
- Arranges requested tests and physical examinations.
- Monitors and reviews workers' compensation claims and processes claims for the District.
- Makes recommendations to the Director of Procurement & Risk Management regarding workers' compensation claims.

- Advises and oversees the preparation of litigated files for court or administrative proceedings, including necessary medical records, investigative reports, vocational reports, and other documentation in defense of claims.
- Analyzes all files related to litigated claims, including all records, reports, and files regarding employees', students', or third parties' accidents, and proposes strategies and makes recommendations to the Director of Procurement & Risk Management.
- Researches, analyzes, assembles, and summarizes data related to injuries for the Office of the City Attorney for the City of Milwaukee.
- Serves as the point of contact for the City Attorney's Office for purposes of strategis development related to workers' compensation cases.
- Acts as the liaison among the District, insurance brokers, insurance adjusters, attorneys, and any departments or third parties in insurance claims, legal matters, and liability inquires.
- Annually reviews with and advises the Director of Procurement & Risk Management and the Chief Financial Officer concerning the District's insurance programs, including general liability, property/casualty, executive risk, cyber liability, and excess lines of coverage.
- Recommends updates to insurance procedures, standards and policies as needed.
- Prepares and submits accurate reports, information, records, and data as required.
- Regularly updates the Director of Procurement & Risk Management of status of open claims.
- Reviews and evaluates requests for certificates of insurance for accuracy, completeness, and compliance with district policies.
- Monitors the caseload and work of Risk Managements' staff and reports issues or concerns to the Director of Procurement & Risk Management.
- Composes departmental correspondence.
- Handles complaints, concerns, and questions by telephone or in person.
- Assists the Procurement Team as necessary.
- Actively supports the MPS Strategic Plan.
- Performs other duties as assigned.

Job Requirements

Education Requirements

- A bachelor's degree in business, human resources, accounting, or a similar field is required, although an advanced degree is preferred.
- A law degree from an American Bar Association-accredited law school is preferred.

Experience Requirements

- Three or more years of experience in risk management or workers' compensation for a large entity.
- Public-sector experience is desired.
- A combination of education and experience may be considered.

Supervisor I, Restorative Practices

Last Revised/Approved: October 2021
Reports to the Director I, Equity & Inclusion, Office: Communications & School Performance
Pay Grade: 09A
Pay Range: $73,895-$106,473
FLSA Status: Exempt
Term of Employment: FT

Position Summary/Purpose

- 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 and to increase academic achievement.
- Coordinates the school-wide implementation of restorative practices by performing professional development as well as by monitoring and assessing progress.

- Models district-wide workshops for district stakeholders to help meet the needs of all students and staff throughout the district.

Core Competencies

- Decision quality and problem solving
- Communication and customer service
- Professionalism
- Equity, access, and inclusion

Management Competencies

- Develops others
- Manages through processes and systems
- Manages strategic agility and innovation
- Demonstrates functional/technical skills

Essential Functions

- Embeds restorative and culturally-responsive practices into content and delivery of professional development.
- Identifies, develops, implements, and evaluates curricula for restorative-practices professional development.
- Coordinates and provides restorative-practices professional development for district and school staff as well as district stakeholders.
- Supports coaches and district staff in implementing the restorative-practices course.
- Collaborates with district and school staff in restorative leadership and restorative discipline.
- Provides guidance to restorative practices coaches as it relates to regularly scheduled school implementation team (e.g., the Positive Behavioral Intervention and Supports Team, Behavior Intervention Team, Restorative Practices Team).
- Participates on school/district work teams to define, to implement, and to support best practices related to the effective use of restorative practices.
- Works collaboratively with a variety of staff and departments to ensure that professional development supports are aligned with district and school priorities.
- Maintains and monitors professional development provided to schools via district-approved method.
- Provides direction and acts as a resource to coaches and others.
- Prepares, analyzes, and presents various reports using schools' and the District's data.
- Actively supports the MPS Strategic Plan.
- Performs other duties as assigned.

See the attachments 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

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval of 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 job descriptions for the positions of Occupational Health Nurse, of Procurement and Risk Management Specialist II, and of Restorative Practices Supervisor I.

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

* * * * *

(Item 7) Action on Monthly Finance Matters: Authorization to Make Purchases; Emergency Purchases Due to COVID-19, Emergency Purchases and Change Orders in Excess of $25,000 and Cumulative Purchases in Excess of $50,000; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations

Purchases

——— Authorization to Purchase from Duet Resources, for Palmer Hamilton Cafeteria Contract Items (UW-Madison's contract #18-5665)

The Administration is requesting authorization to issue a purchase order to Duet Resource Group, inc., for Palmer Hamilton cafeteria items, including cafeteria furniture, for Washington High School of Information Technology. This purchase is being made under UW-Madison's contract #18-5665 for Miscellaneous Educational-related Furniture, Lot 2; Lounge Furniture, and will be in accordance with the quote dated August 31, 2021.

The total cost of goods purchased will not exceed $88,419.60.

Budget Code: GEHHIBDHITECTS $88,419.60

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

B 5770 Authorization to Extend a Blanket Agreement with Athletic Equipment Repair Corporation for Athletic Cleaning, Reconditioning, and Repair Services

The Administration requests authorization to extend a blanket agreement with Athletic Equipment Repair Corporation (AERC) to provide athletic cleaning, reconditioning, and repair services to school athletic departments as needed. These services are needed to keep athletic uniforms and equipment in safe and useable condition.

This vendor was chosen pursuant to RFB 5770, which closed on May 20, 2019. AERC was the lowest-complying bidder. The original blanket agreement provided for two additional one-year terms. This final extension will run from November 1, 2021, through October 31, 2022.

The Administration is requesting the approval of the contract and is seeking authorization of an amount not to exceed $295,409.45 during the final term of the blanket agreement.

Budget Code: Varies by location using services.....$295,409.45

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	3	No	0	0	NA	NA	100	10

——— Authorization to Purchase Elkay Bottle-filling Stations from Ferguson Facilities Supply (E&I Cooperative Contract CNR01322)

The Administration is requesting authorization to issue a purchase order to Ferguson Facilities Supply for Elkay Bottle-filling Stations, Item 4290438, model EZH20, for installation at all MPS schools. This purchase, which is being made under the E&I Cooperative Contract CNR01322, will be in accordance with the quote dated October 5, 2021.

The total cost of goods purchased will not exceed $720,000.00.

Budget Code: MBM007G2FMEMMBCOVD.....$720,000.00

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

Report on Emergency Purchases Due to COVID-19

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with a vendor for products related to the COVID-19 pandemic. Due to the emergency nature of this procurement, the purchase was not previously approved by the Board.

Vendor	Purchase Order	PO Total	Description of Goods	Procurement Basis
CDW-G LLC	P951843	$709,800	Chromebooks	ETB

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

Report on Emergency Purchases

In compliance with Administrative Policy 3.09(14)(a), the Administration is reporting emergency purchase orders. Due to the emergency nature of this procurement, the purchase was not previously approved by the Board.

Vendor	Purchase Order	PO Total	Description of Goods	Procurement Basis
Roofers Mart of WI	M1022532	$156,420	Aluminum Roof Coating	ETB

Facilities had issued two RFPs with no response. As a result, the order was placed with a prior vendor in order for the annual roof coating to occur during summer months as part of general maintenance work.

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

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.

Contract C027214 VCumberland Therapy Services

On July 1, 2018, as a result of RFP 970, the Administration entered into a contract with Cumberland Therapy Services to provide speech-language services as required by Individual Education Plans (IEPs) when staff vacancies exist or for short- and long-term employee leaves and existing vacancies. The original contract allowed for two one-year extensions, which have been executed. We are increasing this contract by $27,954.20, as we need to fill bilingual speech pathologists' vacancies.

Original Contract Amount.....$368,775.00
Increase.....$27,954.20
Adjusted Contract Amount.....$396,729.20

Contract P930740 Assetgenie, Inc.

On July 1, 2020, the Administration entered into an agreement with Assetgenie, Inc., to purchase 60,000 USB-C power adapters to support remote learning. This agreement was extended to 12/31/2021, and additional funds of $225,000 were added to purchase additional adapters to support remote-learning needs.

Original Contract Amount.....$1,500,00.00
Increase.....$225,000.00
Adjusted Contract Amount.....$1,725,000.00

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
Westside Academy	United Way	7,500.00	Support for Technology
	Total Monetary Donations over $5,000	*$7,500.00*	
Monetary Donations			
Franklin School	American Transmission Company	300.00	Trees for Threes Program
Fratney Street School	Matthew Knoester	300.00	Recruitment and Retention Fund
Goodrich School	Jeffrey and Donna Whittle	100.00	Rightie Pappenheim Memorial
Goodrich School	James and Linda Weitzer	25.00	Rightie Pappenheim Memorial
Goodrich School	Diane Digiulio and John Pappenheim	100.00	Rightie Pappenheim Memorial
Goodrich School	Richard Christine Woosencraft	25.00	Rightie Pappenheim Memorial
Goodrich School	Judith Beth Lohmann	30.00	Rightie Pappenheim Memorial
Goodrich School	Julie Raaum	50.00	Rightie Pappenheim Memorial
Humboldt Park School	The Blackbaud Giving Fund	2,000.00	Goodmann Donation
Obama SCTE	Kwik Trip, Inc.	6.54	Classroom Supplies
Riverside High School	Green Bay Packers	1,000.00	Packers 11 ON
Riverside High School	Richard Kathy Johnson	100.00	Assist with Girls Volleyball
Riverside High School	The Blackbaud Giving Fund	494.00	Classroom Supplies
South Division High School	Lydem, Inc.	300.00	Multicultural Club
Strategic Partnerships and Customer Service	Bill Eckert	175.00	Classroom Supplies
Strategic Partnerships and Customer Service	Joan Laack	25.00	Back-to-school Support
Strategic Partnerships and Customer Service	Oshkosh Logistics	250.00	Back-to school Support
Washington High School	Kapco, Inc.	500.00	Athletics Donation
	Total Monetary Donations	*$5,780.54*	
Non-monetary Donations			
Albert E. Kagel School	Donors Choose	238.97	Learning the Code
Albert E. Kagel School	Donors Choose	474.09	For the Love of Volleyball
Bradley Trade & Tech	Donors Choose	513.45	Books
Burdick School	Donors Choose	632.51	Books, Bookshelves
Clara Barton School	Neighbors Care	500.00	Classroom Supplies
Department of Specialized Services	Milwaukee Public Market	1,125.00	Summerfest Tickets
Emerson School	Hawthorne Elementary	675.00	27 Bookbags
Fifty-Third Street School	Donors Choose	329.94	Classroom Supplies
Goodrich School	Donors Choose	239.02	Learn to Rhyme

Location	Donor	Amount	Gift or Purpose
Goodrich School	Donors Choose	308.87	Counting Matchups
Goodrich School	Donors Choose	265.78	Makers Gonna Make
Goodrich School	Donors Choose	941.18	Essential Items for Hygiene
Goodrich School	Donors Choose	334.50	TPT Gift cards
Goodrich School	Donors Choose	284.78	Headphones for Learning
Goodrich School	Donors Choose	374.61	Essential Supplies for Early
Learners			
Goodrich School	Donors Choose	745.95	Nonfiction Books Needed
Goodrich School	Donors Choose	270.62	Dramatic Play Grocery Store
Goodrich School	Donors Choose	565.16	Home School Connections
Goodrich School	Donors Choose	421.00	Water Bottles and Snacks
Goodrich School	Donors Choose	253.04	Dramatic Play Doll Crib
Goodrich School	Donors Choose	153.05	Eliminate the Trackpad Stress
Goodrich School	Donors Choose	381.76	Let Us Grow
Grantosa Drive School	United Way	372.05	Classroom Supplies
Holmes School	Steren Management Co.	50.00	Amazon Gift card
Honey Creek Elementary School	Donors Choose	564.86	Small Group Instruction
Honey Creek Elementary School	Donors Choose	597.33	Classroom Supplies
Hopkins Street School	Lands' End	300.00	Classroom Supplies
James Fenimore Cooper School	Donors Choose	656.37	Writing Center Items
James Fenimore Cooper School	Donors Choose	172.28	Writing Center Items
Manitoba School	Donors Choose	220.06	Math Manipulatives
Manitoba School	Donors Choose	214.98	Class Set of Novels
Manitoba School	Donors Choose	303.53	Stools and Dry Erase Boards
Maple Tree School	Donors Choose	523.30	Classroom Supplies
Maple Tree School	Donors Choose	395.96	Classroom Supplies
Maple Tree School	Donors Choose	435.20	Classroom Supplies
Maple Tree School	Donors Choose	391.01	Classroom Supplies
Neeskara School	Linda's Kids Inc.	150.00	Classroom Supplies
Ninety-Fifth Street School	Donors Choose	193.19	Kargol Bingo Games
Ninety-Fifth Street School	Donors Choose	326.29	Kargol Incentives
Ninety-Fifth Street School	Donors Choose	360.04	Stephan Bookshelves
Ninety-Fifth Street School	Donors Choose	491.93	Kargol Classroom Incentives
Ninety-Fifth Street School	Donors Choose	637.88	Kargol Printer
Ninety-Fifth Street School	Donors Choose	607.06	Kargol Materials for Classroom
Ninety-Fifth Street School	Donors Choose	398.79	Gundrum Balance Equipment
Project STAY Senior Institute	Culver's	50.00	Free Meal Coupons
Riverside High School	Green Bay Packers Giveback	20,385.00	45 Xenith Helmets
Riverside High School	Donors Choose	157.00	Masks
Riverwest Elementary	Rodney Bourrage, Sr.*	250.00	Board Games and Toys
Riverwest Elementary	Neighbors Care	500.00	Classroom Supplies
Roosevelt Middle School	Professional Process Servicers, Inc.	2,500.00	Classroom Supplies
Siefert School	Donors Choose	159.58	Microphone Headset
Starms Early Childhood School	Donors Choose	379.84	Classroom Supplies
Strategic Partnerships and Customer Service	The Walraven Company	5,993.00	Take Home Pocket Folders
Strategic Partnerships and Customer Service	Cedarburg-Grafton Rotary Club	1,000.00	Classroom Supplies
Strategic Partnerships and Customer Service	DHL Express Milwaukee	120.00	Classroom Supplies
Strategic Partnerships and Customer Service	Marking Services, Inc.	420.00	Classroom Supplies
Strategic Partnerships and Customer Service	Hays Companies, Inc.	1,800.00	Classroom Supplies

Location	Donor	Amount	Gift or Purpose
Strategic Partnerships and Customer Service	Shonna Tucker	500.00	Classroom Supplies
Strategic Partnerships and Customer Service	Troubadour Bakery	750.00	Classroom Supplies
Strategic Partnerships and Customer Service	Mpirik	250.00	Classroom Supplies
Strategic Partnerships and Customer Service	The Real Good Life	150.00	Classroom Supplies
Trowbridge School	Donors Choose	409.49	Classroom Supplies
Wisconsin Conservatory	Donors Choose	216.52	Supplies for My Superstars
Wisconsin Conservatory	Donors Choose	256.61	Say No to Germs
Wisconsin Conservatory	Donors Choose	173.15	Classroom Basics Incentives
	Total Non-monetary Donations	*$54,810.58*	
Total Value of Donations for September 2021		$68,091.12	
**Donations from MPS Alumni*		*$250.00*	

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on contracts under $50,000, 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.

Committee's Recommendation

Your Committee recommends that the Board:

1. authorize the purchases, and
2. accept the donations as listed in the attachments, with appropriate acknowledgment to be made on behalf of the Board

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

* * * * *

(Item 8) Action on the Award of Professional Services Contracts

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 first 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, therefore, would run from November 1, 2021 through June 30, 2022.

The total cost of the contract in the first extension will not exceed $700,000.00

Budget Code: IMS-0-0-IMC-DW-ECTS.....(Instrumental Music — Contract Services) $700,000

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

RFB 5783 Authorization to Extend a Policy with United HealthCare Services, Inc., for Stop Loss Insurance

The Administration is requesting authorization to extend a policy with United HealthCare 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, 2020, through December 31, 2022, that could otherwise be paid from the period January 1, 2022, through December 31, 2023.

Contractor was chosen pursuant to RFB 5783. On December 19, 2019, the Board approved the contract with United HealthCare Services for an initial one-year term to run from January 1, 2020, through December 31, 2020, with the option to renew for one additional year. The Board then approved a one-year extension on December 17, 2020, to run from January 1, 2021, through December 31, 2021. The RFB included four one-year extensions upon written mutual agreement of the parties, at the same terms. In the spirit of full transparency, the Administration is notifying the Board of this discrepancy and seeking authorization to extend the second extension to run January 1, 2022, through December 31, 2022. In the event the Administration seeks to exercise the renewal options, the Administration will return to the Board for authorization to do so.

The total cost of the policy in the second extension will not exceed $1,524,603.00

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance — District-wide) $1,524,603

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	145,236	77,467	No	0	0	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 professional services contracts:

- Wisconsin Conservatory of Music, to provide music instruction support to approximately 35 MPS schools; IMS-0-0-IMC-DW-ECTS $700,000;
- United Healthcare Services Inc.., for stop loss insurance; DWC-0-0-EMB-DW-EMDI .....$1,524,603.

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 9) Action on the Award of Exception-to-bid Contracts

—— Authorization to Enter into a Contract with Wisconsin Center District for the 49th MPS Biennial Music Festival

The Administration is requesting authorization to enter into a contract with Wisconsin Center District ("WCD") for the 49th MPS Biennial Music Festival to be held May 2-May 6, 2022. The contractor will deliver the music festival with an approved safety plan for gatherings of over 250 people from the Milwaukee Health Department. Services include setting up, cleaning, staffing, video, and sound and lights for the music festival.

Under the current COVID-19 restrictions in the City of Milwaukee, all gatherings of more than 250 people must have an approved plan from the Milwaukee Heath Department. With the ability to physically distance the guests at the ceremony, the Panther Arena will host the music festival.

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)) and continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from May 2, 2022, through May 6, 2022. The total cost of the contract will not exceed $166,197.94.

Budget Code: CCM-0-0-MFE-DW-ECTS (Contract Services MSC/COCUR) $166,197.94

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 Robert Sesnon, CPA PC, for IFAS Support Related to the Upcoming Upgrade and Implementation of DPI's WISEdata

The Administration is requesting authorization to enter into a contract with Robert Sesnon, CPA PC, for IFAS support to include the implementation of the WISEData required by the State of Wisconsin's Department of Public Instruction and the upcoming IFAS upgrade.

Contractor will provide support to the District with the transition and implementation of WISEdata. The contractor will lead a process review with district staff to clearly articulate the reporting requirements. He will identify and address data issues as necessary to deliver accurate data to DPI along with implement reporting and other means to create the necessary data for submission as well as necessary follow-up. In addition, the contractor will assist with the migration of the BusinessPlus Enterprise Resource Planning system to the 20.11 release. This will include testing and updating workflow models, webforms, reports, recurring journal entries, and recurring calculations.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv).

The contract will run from November 1, 2021, through October 31, 2022. The total cost of the contract in the Initial Term will not exceed $200,000.

Budget Code: TSV-0-0-PSU-DW-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	NA	NA	NA	NA	0	0

—— Authorization to Contract with Wisconsin Center District for MPS High-school Graduation Ceremonies

The Administration is requesting authorization to enter into a contract with Wisconsin Center District ("WCD") for in-person graduation ceremonies for 16 MPS high schools. The contractor will be used to

deliver in-person graduation ceremonies for 16 high schools with an approved safety plan for gatherings of over 250 people from the Milwaukee Health Department. Services include setting up, cleaning, staffing, and video and sound for all ceremonies.

Under the current COVID-19 restrictions in the City of Milwaukee, all gatherings of more than 250 people must have an approved plan from the Milwaukee Heath Dept. With the ability to physically distance the guests at the ceremony, the Panther Arena will host the graduations for the 16 largest MPS high schools, with a maximum capacity of 1,800 in attendance per ceremony.

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) and continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv).

The contract will run from May 31, 2022, through June 3, 2022.

The original amount of the contract is $154,205.12, less $1,902.27 credit on file, which then comes to a total of $152,302.85.

Budget Code: OGA-0-0-ADS-LS-ECTS (Office of School Administration — Contract Services).....$152,302.85

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	NA	NA	NA	NA	0	0

—— Authorization to Issue a Purchase Order to Global Learning, Inc. for the After -school Academic Curriculum LitART

The Administration is requesting authorization to issue a purchase order to Global Learning, Inc., for after-school academic curriculum called LitART, which has been used as an academic curriculum in MPS's before- and after-school programs since 2013. The materials purchased will include books, curriculum, and training guides and additional curriculum supports for eight 21st Century Community Learning Centers (CLCs) and seven Safe Places.

LitART provides a hands-on activity-based curriculum that addresses multiple learning styles and engages and motivates students in reading, writing, mathematics, and recreation. The goals of the LitART program are to build oral language, fluency, thinking skills, reading comprehension, creativity, phonics knowledge, vocabulary, grammar, knowledge of literacy elements, and goal-setting skills, while supporting students' social and emotional development. The LitART curriculum employs research-based instructional strategies and is aligned to national and state reading standards.

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

The total cost of this purchase will not exceed $78,699.00

Budget Code: 000-00-W2C-RC-ESUP….....$78,699.00

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

Fiscal Impact Statement

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

- Wisconsin Center District for the 49th MPS Biennial Music Festival, CCM-0-0-MFE-DW-ECT $166,197.94

- Robert Sesnon, CPA PC for IFAS Support, TSV-0-0-PSU-DW-ECTS $200,00.00
- Wisconsin Center District for the MPS High-school Graduation Ceremonies, OGA-0-0-ADS-LS-ECTS $152,302.85
- Global Learning, Inc. for After-school Academic Curriculum LitART; 000-00-W2C-RC-ESUP $78,699.00

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 10) Action On Monthly Facilities Matters: FMS Award of Professional Services Contracts, Contract Extension and Modification, Contract Modification, and Material Purchase Recommendation; Report With Possible Action Regarding Air Quality

Award of Contracts

RFP #21-028 Authorization to Approve Contract Labor Contracts

In December 2018, the Board authorized the Department of Facilities and Maintenance Services to purchase contract labor services on a pre-approved basis for a variety of skilled-trade labor categories. The ability to use a list of pre-approved contractors allows the Department of Facilities and Maintenance Services to provide timely services to schools and departments. These contracted services, which are necessary to meet the needs and expectations of the schools, are meant to supplement the current staff at Facilities and Maintenance Services. The need for contract labor is somewhat unpredictable and is dependent on the availability of grant funds, discretionary funding at the school and departmental levels, and on the initiatives which the District implements throughout the year.

Contract labor is used for two main categories of work: new projects funded by schools, the District, or departments and infrastructure repair and maintenance funded by the DFMS's operations budget. A breakdown of expenditures by trade or technical area for January 1, 2021-August 5, 2021, is as follows:

Auto Mechanic..... $0	Locksmith.....$1,211	Refractory Mason.....$552
Building Laborer..... $3,711	Low-voltage Tech.....$19,342	Roofer.....$159,390
Carpenter $288,418	Mason/Bricklayer $0	Sheet Metal Worker.....$306,951
Electrician..... $383,260	Painter.....$255,728	Steamfitter.....$0
Glazier $11,371	Plasterer.....$20,274	Total $1,559,737
Heat and Frost Insulator..... $0	Plumber $109,529	

Funds to support the contract labor services are budgeted as part of individual projects or are funded by the individual school, department, or program. Services by the various contractors are not used until appropriate funds have been identified and encumbered.

A Request for Proposal (RFP) for Contract Labor Services in 20 skilled-trade and technical categories was released in September 2021. As in previous years, the purpose of the RFP is to "pre-approve" firms that will provide labor on an as-needed basis, depending upon the timing and scope of the project. The amount of contract labor services needed will vary from trade to trade and from one fiscal year to another.

Proposals were received for 14 of the 20 categories requested and were evaluated on the basis of cost, responsiveness to requirements, experience, references, and abilities to meet the needs of MPS.

The list of recommended contractors includes Historically Underutilized Businesses (HUB) contractors. Each contractor that has been recommended below has been reviewed and approved by Contract Compliance Services. Information relative to actual participation by the HUB firms will be included in the annual HUB report to the Board. Fifteen of the 20 positions have HUB firms recommended for participation.

ALLCON LLC
Electrician

Built 414 Electric, LLC
Electrician

Butters-Fetting Co., Inc.
Plumber
Sheet Metal Worker
Steamfitter

Dahlman Construction Co.
Building/Construction Laborer
Carpenter

Decibel Associates, LLC
Low-voltage Technician

Doral Corporation
Machinery Maintenance Mechanic

Gordon Solutions, LLC
Asbestos Carpenter
Carpenter
Glazier

Grunau Company, Inc.
Electrician Plumber
Sheet Metal Worker
Steam Fitter

Hurt Electric, Inc.
Electrician

JLS Lock & Key
Locksmith

Kaschak Roofing, Inc.
Roofer

Milwaukee Plumbing & Piping, Inc.
Plumber

Pieper Electric, Inc.
Electrician

Service Painting Corporation
Painter

Winghart Inc.
Plasterer

Zien Service
Plumber
Sheet Metal Worker
Steam Fitter

The hourly rates for each contractor have been provided in the attachments to the minutes of your Committee's meeting.

Contract Amount: Contracts will be issued on an as-needed basis in alignment with the pre-approved rate schedule.

Contract Period: January 1, 2022-December 31, 2024

Budget Code: Various, not to exceed.....$7,000,000.00

Contract Extension and Modification

——— Authorization to Approve a Professional Services Contract's Modification and Extension Agreement with Constellation New Energy — Gas Division, LLC, for Natural Gas Procurement and Supply Services.

A professional services contract for natural gas procurement and supply services was approved by the Milwaukee Board of School Directors at its regular monthly on May 26, 2016. The contract was extended in March of 2019, under the option of one three-year extension.

In order to ensure that natural gas price locks can be executed under the current terms of the contract for future deliveries beyond the current term, the proposed modification and extension allows for services to continue while the District solicits proposals.

The firm selected is Constellation New Energy — Gas Division, LLC, formerly known as Constellation Energy Services — Natural Gas, LLC

Transportation cost per dekatherm (Dth) is $1.02. The estimated expenditure authority requested is $7,000,000 per contract year. Total transportation, daily balancing, and basis cost is NYMEX + $1.02/dekatherm (Dth). The fixed contract volume per year is 857,700 dekatherms for the 21 months and is estimated not to exceed $7,000,000 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.

The contract period will be July 1, 2022, through March 31, 2024.

Budget Code: BLD 00 UTL XX EGAS GAS, not to exceed $7,000,000

Contract Modification

——— Authorization to Increase Contracts with ABM Industry Groups, LLC, and Clean Power, LLC, for Supplemental Cleaning Services

The Administration is requesting approval to increase the expenditure authority with ABM Industry Groups, LLC, and Clean Power, LLC, by an additional $4,000,000 per year, for a total expenditure authority not to exceed $6,000,000 for the final year of the contract. The additional funds will be used for supplemental cleaning services required for COVID-19-related cleaning and sanitizing services.

The vendors were chosen pursuant to RFP #388029, with a contract term of August 30, 2019, through August 29, 2022.

Budget Code: BLD 00 BLO DW ECTS, not to exceed.....$6,000,000

Material Purchase

——— Authorization for a Blanket Contract for the Purchase of HVAC Filters for Various MPS Sites.

Prime Contractor
JJ Supply Partners
5233 Thatcher Road
Downers Grove, IL 60515

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

Term: November 1, 2021-October 31, 2024

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.

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. DFMS is contracting with consultants to update documentation necessary to complete testing and balancing of the mechanical systems. along with outside contractors and in- house staff to perform the task.

The Administration will continue to pursue measures in ensuring good air quality in MPS's buildings and will report to the Board monthly 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 will identify any deficiencies in mechanical systems, and then evaluate potential deficiencies and establish a remediation plan if necessary. This defined process equates to performing a ventilation audit.

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

The item authorizes expenditures for:

Professional Services Contracts

Expenditure authority is requested for contract labor services on a pre-approved basis for 20 skilled-trade labor categories at various MPS sites; Code: Various, annually not to exceed $7,000,000.00 annually for a total over the three-year term of.....$21,000,000.00

Contract Extension and Modification

Constellation NewEnergy-Gas Division, LLC, for Natural Gas Procurement and Supply Services Modification and Extension; Code: BLD 00 UTL XX EGAS GAS, for an annual amount of.....$7,000,000.00

Contract Modification

Expenditure authority is requested for supplemental cleaning services required for COVID-19-related cleaning and sanitization services; Code: BLD 00 BLO DW ECTS, in the final year of the contract not to exceed.....$6,000,000.00

Material Purchase

JJ Supply Partners for the HVAC filters at various MPS sites; Code: Various.....$1,000,000.00

Implementation and Assessment Plan

Upon the Board's approval, the professional services contracts, contract extension and modification, contract modification, 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 extension and modification, contract modification, 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.

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(Item 11) 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

On December 21, 2017, the Board adopted Resolution 1718R-004 regarding the MPS School Nutrition Program and directed that updates on the implementation of the resolution be shared with the Board. In addition, on October 31, 2019, the Board adopted Resolution 1920R-002, also regarding the MPS School Nutrition Program, and directed that annual updates on breakfast participation be brought to the Board.

Despite staffing and food shortages, and nationwide supply-chain issues, MPS continues to serve meals to all of our students. To accomplish this, we are working with our vendors to find substitute products to ensure the least possible impact of food shortages and supply-chain issues.

In order to provide convenient and creative options for families, we continue to employ a "meals pick-up" arrangement for virtual-learning students at six central kitchens and meal delivery to highest-poverty ZIP codes (i.e., 53205, 53206, and 53233).

The October quarterly report regarding the School Nutrition Program follows.

COVID-19 Pandemic and MPS's Meals Service

	Summer Program	FY 22 School Year
	07/01-08/27/21	08/16-09/24/21
Breakfast	61,178	375,153
Lunch	84,037	687,208
Snacks	25,321	26,266
Total	170,536	1,088,627

To address emergency situations, we have

- ordered 14,000 shelf-stable emergency meals,

- actively worked to have 100,000-plus servings of several entree items to address food shortages
- applied for all available waivers from USDA/DPI to get through the difficulties which we are encountering due to the COVID-19 pandemic.

Delivery of Meals to Highest-poverty ZIP Codes

The free-meals program was provided to residents in the 53205, 53206, and 53233 ZIP codes through the USDA's Summer Food Service Program and in partnership with the MPS Foundation and the Greater Milwaukee Foundation — MKE Responds.

Meals were delivered to individual homes and bus stops in July and August 2021.

Interested families were selected on a first-come, first-served basis.

Meals Delivery Program, July & August 2021

	Children	Adults	Total
Breakfast	16,871	3,010	19,881
Lunch	16,871	3,010	19,881
Total	33,742	6,020	39,762

Fresh Fruit & Vegetable Program

Milwaukee Public Schools was awarded $1,684,100 under the USDA's Fresh Fruit & Vegetable Program.

Seventy-nine K-8 elementary schools were selected for 2021-22 school year.

Students will enjoy fresh fruit and vegetables two times per week.

Teachers will provide mini-nutrition education lessons with material provided by Nutrition Services

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

Separate consideration was given to this item. No action was taken.

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(Item 12) Report with Possible Action on Student Fees

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 30, 2021, the Board took action to adopt Resolution 2122R-012, which directed that, during the 2021-22 school year, the Board shall consider the logistics and feasibility of waiving all fees charged to students, including those for student activities (towels, swimsuits, school newspaper, assembly programs, locks for gym locker, etc.), supplementary subject-area materials, club activities, graduation ceremonies (caps and gowns) and athletic participation, instrument rental or music lessons, drivers' education, and work permits.

The Administration has begun research into this topic. This has included a survey to schools for each to identify the fees which they may be charging. We have also had a meeting with principals and departments. In addition, we have begun analysis of fees entered into the financial system.

Next steps include refining the data collected in both the school survey and fee data. In addition, we will have supplementary meetings with departments and principals.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.41, Student Fees, Fines, and Charges

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(Item 13) Report with Possible Action on Strategies Used to Maximize Fiscal Year 2021-22 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 amount of state aid which the District receives. Maximizing state aid decreases the amount of local property taxes needed to fund the District.

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 which the District will receive the next year.

Administrative Policy 3.11 give the Office of Finance authorization to oversee investment decisions. The District has board-approved investment policies that include:

- Other Post-Employment Benefits (OPEB)
- Long-term Capital Improvement Trust Fund (Fund 46).

The District invested in both OPEB and the Long-term Capital Improvement Trust Fund in fiscal year 2021. That investment counts toward shared costs, which help maximize State Equalization Aid in fiscal year 2022.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.11, Investment Policy

Fiscal Impact Statement

This item reports on expenditures made in the amount of $50,150,812 to Other Post-Employment Benefits (OPEB) and of $30,000,000 to the Long-term Capital Improvement Trust Fund to increase our eligibly for State General Aid in fiscal year 2021-22 through our fiscal year 2020-21 shared costs.

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REPORT OF THE 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 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 for the District. It covers family events conducted for the 2021-22 school year by parent coordinators and key partnerships, such as the longstanding collaboration with My Very Own Library to promote literacy and reading at home.

The report concludes with an overview of the District Advisory Council and effective tools used to communicate and to keep families informed.

Family and Community Engagement

Family & Community Engagement Principles

- Shared Leadership — provides avenues for family leadership and Increases two-way communication and involvement opportunities for families.
- Collaboration — serves as liaison to other departments to increase cross-collaboration and information sharing around family and community engagement.
- Building of Staff/School Capacity — develops and implements professional development for parent coordinators and other staff on best practices in family and community engagement.

Family Engagement

- Families
- Events
- Resource Fair
- Organizations
- Partnerships

Our Parent Coordinators

Tenure

Less than One Year 18.8%
One to Three Years..... 41.3%
Four to Five Years..... 8.8%
More than Five Years..... 31.3%

New Parent Coordinators

Central Region..... 11
East Region..... 9
Northwest Region..... 11
Southwest Region..... 10

District Advisory Council (DAC)

- Meets on the first Thursday of each month, October through June.
- Comprises the Executive Committee and family members
- Orientation occurs in October
- Elections are held in November

DAC's Monthly Attendance, by Year

	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
2019	85	107	93	99	108	92	0	0	0
2020	123	107	141	133	143	90	70	84	68

Virtual *Foro Latino* Family Forum. Monday, September 27, 2021

This free family event connects families of students with special education needs to community resources. It features a resource fair and engaging workshops on a range of topics. It provides information on special education and IEPs and referrals to agencies and resources, parent-support groups, youth services, and more.

Families..... 125
Workshops..... 10
Agencies..... 40

My Very Own Library

14 Schools
5,000 Students
50,000 Books

School Messenger — Family Outreach

Newsletters
Text Messages
Phone Calls
569,975 Total Messages

Next Steps

PC Playbook (toolbox)
Family-engagement Collaboration
Professional Learning Community
On-demand Learning

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 Bilingual Education and the District Multicultural Multilingual Advisory Council (DMMAC)

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

Background

In June 2014, the Milwaukee Board of School Directors adopted Resolution 1415R-003 regarding bilingual multicultural education. The Board's action promotes bilingualism through the implementation of essential aspects to enhance our one-way and two-way dual-language programs.

Our goals related to bilingual education are that students graduate academically prepared in English and Spanish and conversant in other languages and capitalize on the cultural and linguistic backgrounds of all English-learner students (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. This presentation will provide a brief overview regarding progress and next steps, as well as a DMMAC update.

Bilingual Multicultural Education

MPS Bilingual Schools

- 13,174 students
- 21 schools
- 38.1% English-language learners
- 23.0% students with disabilities
- 80.6% economically disadvantaged

American Indian.....0.5%
Asian.....4.9%
Black.....22.2%
Hispanic.....65.7%
Hawaiian/Pacific Islander..... 0.1%
Two or More..... 2.0%
White 4.6%

Bilingual Multicultural Education Department

Mission

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.

Program Updates

Bilingual

Updates

- Developed biliteracy year-at-a-glance
- *¡Arriba la Lectura!* biliteracy units
- *Galeria de lengua y cultura* biliteracy units
- Reading-adoption professional development
  - *¡Arriba la Lectura!*, K5-6th grade
  - *Galeria de lengua y cultura*, 7th-8th grade
- Biliteracy professional development — Biliteracy unit exploration, K5-8th grade

Next Steps

- Continue to develop biliteracy units pertinent to *¡Arriba la Lectura!* and *Galeria de lengua y cultura*
- Continue to offer professional development pertinent to the reading adoption and biliteracy pedagogy

English as a Second Language (ESL)

Work in Progress

- Developed newcomer units using new English-language development K-8 resources from Vista and National Geographic.
- Provided summer tutoring to 30 newcomer refugee youth in grades 9-12.
- Distributed Chromebooks and oriented 60 newcomer refugee families at the elementary and middle levels inn the use and care of the Chromebooks.
- Reapplied for the Refugee School Impact and Refugee Youth Mentoring grants.

Next Steps

- Implement the English-language development action plan, 2021-2024.
- Offer professional development on the English-language development framework to all schools that educate English learners.
- Continue to write units that model the use of the new English-language development resources.

Seal of Biliteracy (SBL)

Work in Progress

58 students graduated with the Seal of Biliteracy from eight different schools (Audubon, Bradley Tech, Golda Meir, King, Milwaukee School of Languages, Pulaski, Riverside, and South).

Next Steps

- Provide professional development for school-based coordinators and advisors to begin SBL work for FY22.
- Developed SBL timeline for FY22.

World Languages/Immersion

Work in Progress

- Low-incidence partner languages — Karen, May May, Swahili, and Vietnamese — included
- Developed a Path to Proficiency language-acquisition curriculum map and a lesson plan template.

Next Steps

- Begin a Swahili student cohort led by Ms. Selline Onalo from Riverside University High School.
- Purchase online interactive resources adoption: DawnSignPress for American Sign Language and Mango Languages for all other languages, including ESL.
- Purchasing e-portfolio: LinguaFolio

Andrew Douglas

Work in Progress

World Language expansion — Spanish

Golda Meir

Work in Progress

World Language expansion — Spanish and French

Morgandale

Work in Progress

World Language expansion — Spanish

Next Steps

The classes at the above three sites are taught through proximity learning. BME will work with HR to place a teacher, should one become available.

These additions join seven other world language/lB sites that offer language classes: AAL, Lowell, King Middle School, Morse, Pratt, Stuart, and Wedgewood.

Curtin

Work in Progress

Addition of 0.5 ESL teacher this year.

Next Steps

Provide services to ESL students and monitor growth of ELs at school. If numbers support, additional ESL allocation adjustments will be made.

Kagel

Work in Progress

Kagel School added sixth grade this year as the program continues to grow.

Next Steps

Addition of seventh grade for next school year.

Riverside

Work in Progress

This year added 11th-grade bilingual class.

Next Steps

Continue to work with the Administration and Student Services to grow program and to recruit bilingual students. Bilingual Multicultural Education Department will continue to provide PD and program support.

Hamilton

Work in Progress

This year added 10th-grade bilingual class.

Next Steps

Continue to work with the Administration and Student Services to grow program and to recruit bilingual students. Bilingual Multicultural Education Department will continue to provide PD and program support.

Marketing

Work in Progress

Working with BME and communications, two flyers were developed to assist with marketing of the programs offered for language instruction.

Next Steps

Continue to work to develop marketing materials. The input from the DMMAC's parents will be sought for future marketing ideas.

District Multicultural Multilingual Advisory Committee Update

First meeting: October 20, 2021 virtually (Zoom) at 5:30pm.

Current updates

Recruiting parents and families, engaging with community partners, and brainstorming with school staff to ensure that everyone has access to DMMAC.

Upcoming Meetings

- November 17, 2021
- December 15, 2021
- January 19, 2022
- February 16, 2022
- March 16, 2022
- April 20, 2022
- May 18, 2022
- June 8, 2022

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 7.15, Bilingual Instruction and Bicultural Education

Fiscal Impact Statement

N/A

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(Item 3) Report with Possible Action Regarding Data and Progress Associated with the Office for Civil Rights (OCR) 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

In 2014-15, the U.S. Department of Education's Office for Civil Rights (OCR) conducted a biennial review of data and discovered a disproportionality of African American students 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 in 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 took action to direct the Administration to report its progress on a monthly basis. The October 2021 report follows.

Monthly Discipline Disproportionality Report, September 1-28, 2021

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. This work is aligned to Resolution #05-14-5003 with the Office for Civil Rights. 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 the best course of action to address disproportionality
- continuing and expanding book studies
- forming a district committee to identify, to develop, and to implement strategies to reduce suspensions.

Promoting and Providing Resources to Schools on Alternatives to Suspension

Prevention of and Alternatives to Suspension

A district-wide directory of all supports available to schools and students is being created that lists available supports, their descriptions, their availability, and contact information.

An alternative-to-suspensions guidebook is being created, including building relationships/community with students, classroom-managed behaviors and strategies, and handling disciplinary measures as an administrator while using alternatives to suspension when appropriate. The guidebook will be finalized in October.

Ensuring That Counseling and Support Services Ae Being Used by Schools

District Discipline Disproportionality Team

The District Discipline Disproportionality (3D) Leadership Team is a diverse group of MPS staff members representing multiple departments that meets monthly to review and to examine district climate and disciplinary data , including sex, race, grade level, school, specific behavior, and staff member, with specific attention on disproportionality of discipline towards Black students. The Team met on September 9, 2021, and created a mission and vision statement, as well as action steps aligned to August's disciplinary data.

Mission

The mission of the 3D Leadership Team is to make data-based decisions to inform district climate and disciplinary systems, policies, and practices while advocating for students of color throughout the district.

Vision

The vision of the 3D Leadership Team is for staff members across the district to be supported and to be held accountable for creating safe and supporting learning environments for students of color, in which conflict and behavior are viewed as opportunities for learning and teaching.

Next steps

- Create a directory of all preventative and reactive supports for schools and students regarding school climate and students' behavior.
- Create a module on defining behaviors
- Elevate students' voices, with all traditional middle and high schools holding two student discipline committees. A Student Leadership Summit is being planned for October 2021.
- Back to basics of relationship building and Tier 1 supports in the classroom.

Professional Development

The following self-paced modules are available for all staff members throughout the district, listed with total number of staff members who completed the module in September.

	Staff Completed
Defining Behaviors	98
Student Voice	146
Talking about Race	11
Vulnerable Decision Points & Bias	65
Re-entry	83
Universal Supports through an Anti-racist Lens	119

All schools completed an opening-month professional development on disciplinary best practices and submitted agendas and sign-in sheets as evidence of completion of the PD.

Additional modules addressing bias and antiracism have been created and shared with staff members in the MPS Learning Management System (LMS), including:

- History of Race in Milwaukee
- Microaggressions
- Engaging Multiple Perspectives
- Allyship & Becoming Antiracist

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

Suspension Data through September 28, 2021

	Suspensions
Hispanic	133
American Indian	14
Asian	12
Black	1,089
Pacific Islander	0
White	33
2+ Races	16
Total, September 2021	1,297
Total, September 2019	*1,632*

Alternatives to Suspension Used

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	Total
Conference	19	1	0	70	0	5	2	97
Counseling	84	7	14	461	2	25	8	601
Detention	6	0	1	27	0	4	2	40
Mediation	10	0	1	71	0	4	1	87
Referral BIT	1	0	0	7	0	0	0	8
Restorative Conference	6	0	1	24	0	9	1	41

Continuing and Expanding Book Studies

Courageous Conversations about Race

A monthly session for staff members who have been engaging with the Courageous Conversations about Race's protocols took place on September 21, 2021. Individuals who have completed a Courageous Conversations book cohort were invited to engage online in breakout rooms, using the protocols learned to have a discussion on disciplinary practices throughout the district.

During August, a contract was approved for five sessions of the District Equity Leadership Team (DELT) to receive coaching support from Courageous Conversations about Race's Executive Director of Education, six sessions (two cohorts of each session) of Leadership for Racial Equity (LEADS) for all school principals and identified district leadership, and four sessions (two days each) of Courageous Conversations Experience for all school-based discipline champions and other identified district staff members.

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

Student & Community Voice

In collaboration with Milwaukee Succeeds, Student Discipline Committees at traditional middle and high schools are engaging in a year-long project around student voice to amplify recommendations regarding school and classroom climate. School committees will be attending our Fall Student Leadership Summit in October to kick-off this work. Committees are identifying a student recommendation and will begin working with staff members to implement. Committees will engage student voice across schools towards monitoring implementation and engaging all stakeholders.

Next Steps

A committee of stakeholders from across the district will be formed to examine the district's code of conduct and disciplinary levels. A variety of book studies will be formed, including Courageous Conversations about Race, Pushout, How to be an Antiracist, and These Kids Are Out of Control: Why We Must Reimagine Classroom Management for Equity.

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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REPORTS OF THE COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Report #1

This report was forwarded to, and acted upon by, the Board at its special meeting on October 14, 2021.

Report #2

Director O'Halloran 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 Amendments to the Preliminary Adopted FY22 Budget

Background

Attached for the Committee's consideration are additional amendments to the Superintendent's proposed FY22 budget, as summarized below:

Amendment #024 by Director Carr

To use funds from the District's October aid adjustment to allocate $300 per early-start classroom for the purchase of either window air conditioners or industrial fans to improve air quality . The intent is that the

funds would be added to each school's budget, and the purchases decisions would be school-specific and derived from community-based decisions at the school level.

Amendment #025 by Director Taylor

To use funds from the District's October aid adjustment to restore the position of Children's Court Liaison to the Office of Board Governance. Restoring this position will enable the District to assist families in navigating the juvenile court system in order to diminish the school-to-prison pipeline. The position is also intended to connect students released from adjudication directly to their education.

Amendment #026 by Director O'Halloran

To allocate funds for two positions that would provide coordination and support services between MPS and the MPS Foundation in a liaison capacity.

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.

Committee's Recommendation

Your Committee recommends that:

1. the $300,000 indicated in Amendment #024 be used for the purchase of premium fans for the early-start schools;
2. Amendment #025 be approved, with the Children's Court Liaison position to be placed in the Department of Student Services; and
3. Amendment #026 be approved, to be funded at $132,128 — $86,021 in salary, plus $46,107 (53.6%) in benefits.

Approved with the roll call vote to approve the balance of 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) Approval of Areas to Be Opened for Textbook Study During the 2021-22 School Year for Texts to Be Used Beginning with the 2022-23 School Year

Background

MPS Administrative Policy 7.26 and Administrative Procedure 7.26, Textbooks/Instructional Materials Adoption, provides that, as adoptions near expiration, the Administration shall report the subject areas, along with the titles of the textbooks/instructional materials for which adopted textbooks/instructional materials have been in use seven years or more and which 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 and Accelerated Learning Plan, general criteria for textbooks/instructional materials evaluation are provided to the textbooks/instructional materials evaluation committees. These criteria include availability of high-quality materials in Spanish for use in bilingual classrooms, alignment to the District's literacy and language-development goals, and alignment to adopted standards and graduation requirements. In addition, each evaluation committee will develop its own specific criteria applicable to the subject area under consideration.

The Administration may also recommend opening any subject areas for adoption study in which no textbook adoption is in effect, but in which an adoption is considered desirable.

Every student has the need for, and right to, textbooks/instructional materials that support learning and achievement. Since 2018, MPS has worked to develop and to refine a comprehensive plan to improve student outcomes. The plan has two main elements: Five Priorities for Success, a series of organizational-wide strategies to reinforce key efforts; and a regional development effort to increase the number of high-performing seats throughout the district while creating learning pathways for students and families and also improving the capacity of quality community-support activities. The District's goals guide all of MPS's efforts: Academic Achievement; Student, Family, and Community Engagement; and Effective and Efficient Operations.

The Administration is recommending opening the following subject areas for adoption study during the 2021-22 school year:

- K-8 Social Studies (60,000 students)
- High-school Citizenship (5,000 students)
- High-school U.S. History (5,500 students)
- High-school World History (4,000 students).

Due to the significant number of students with print disabilities, MPS needs to ensure that alternative formats (audio, large print, Braille, digital, accessible web-based, site license for electronic access), as well as supplemental intervention resources, are available at the time of the adoption of new textbook/instructional materials. Instructional materials include, but are not limited to, electronic resources (e-books) or other technology and manipulative materials. Publishers will be requested to provide information about availability of these formats.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.26, Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

While this item does not authorize expenditures, which will be for FY23, the estimated cost of implementing the textbook adoption for these areas is $14,910,000 (estimated at $180 per student), which includes $1.5 million for professional development.

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, shall be established to study and evaluate available materials and make recommendations to the Superintendent concerning textbook/instructional materials adoptions for the subject areas.
2. Principals and teachers are notified.
3. Parents are notified and invited to serve on the parent advisory committee for textbook/instructional material evaluation. In addition, community organizations such as the District Advisory Committee, La Causa, United Community Center, NAACP and

Urban League are invited to send parent representatives. In an effort to further increase parent involvement in the textbook/instructional material evaluation process, the Administration will also solicit parents through School Governance Councils.

4. Publishers are notified.
5. Teacher nominations and expressions of interest in serving on textbook/instructional materials evaluation committees for the various subject areas are obtained.
6. Textbook/instructional materials evaluation committees are appointed.
7. Curriculum specialists provide training for textbook/instructional material evaluation committee members on selecting culturally responsive materials that promote critical thinking.
8. Textbook/instructional materials evaluation committees establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. The committees obtain and evaluate available materials; meet with parents, publishers, representatives; and solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.
9. Curriculum Specialists and the Department of Procurement review the proposals submitted by the textbook/instructional material publisher.
10. Textbook/instructional materials evaluation committees formulate recommendations with respect to the subject areas and the materials under evaluation for possible adoption and present the recommendations for textbooks/instructional materials adoptions to the superintendent in a confidential report. The textbook/instructional materials evaluation committee may recommend a single adoption for a subject/course or; they may recommend delaying adoption pending further study.

Based upon the proposed timeline, textbook/instructional material evaluation committees will be appointed no later than December 2021. The committees will conduct the study during January 2022 and submit a recommendation to the Superintendent in February 2022. After considering the evaluation committees' report, the Superintendent will submit recommendations to the Milwaukee Board of School Directors for consideration in February or March 2022.

Committee's Recommendation

Your Committee recommends that the Board approve the following areas to be opened for textbook study for texts to be used during the 2022-23 school year:

- K-8 Social Studies (60,000 students)
- High-school Citizenship (5,000 students)
- High-school U.S. History (5,500 students)
- High-school World History (4,000 students).

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

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(Item 2) Report with Possible Action on MPS Montessori Strategic Plan

Your Committee reports having received the following report 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, is a framework for structural supports for our eight Montessori schools, which educate more than 3,500 students.

An update on the implementation of the Montessori Strategic Plan follows, covering items that have been completed, what is being worked on at this time, and providing an outline of future work. Included will be the MPSU pathways for Montessori training.

Montessori Strategic Plan Update

Montessori Strategic Plan's Progress

Completed Work

- Montessori Advisory Committee met in October
- Developed new Montessori Infinite Campus (IC) grade-book formats
- Conducted professional development with school staff regarding IC updates
- Submitted district textbook-adoption waiver
- Completed Montessori Summer school

Current Work

- Holding monthly Montessori principals' meetings
- Supporting orders for textbook-adoption alternative
- Establishing MPSU Montessori classroom
- Developing process and protocols for Montessori student teaching
- Collaborating with Bilingual Department for EL support in Montessori schools

Montessori Summer School

- Montessori curriculum
- 221 Montessori students from eight schools
- 78% daily attendance

Secondary Certification

CMSTEP — Cincinnati Montessori Secondary Teacher Education Program
Two-year Program: Began in the fall of 2020, virtual and in-person
Stakeholders' Visit — Director Leonard, Dr. Posley, District Administrators
Number of Adult Learners: 16

Next Steps

November 2021

- Montessori Advisory Committee meeting on November 1 at 5:30 p.m.
- Cincinnati Montessori Secondary Teacher Education Program — in-person session
- Continued work on developing Montessori inventory

December 2021

- Montessori Advisory Committee meeting on December 6 at 5:30 p.m.
- Professional development for all Montessori schools
- Implementation of teacher-retention survey
- Continued work on EL-support process

January 2022

- Montessori Advisory Committee meeting on January 10 at 5:30 p.m.
- Continued work on Secondary expectations

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 2.12, Advisory Committees: Administration-originated

Fiscal Impact Statement

This item does not authorize expenditures.

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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 is the instructional framework for the 2021-22 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 serves as the foundation for instruction in the classroom and professional development for school staff, school leaders, and families.

For the past three years, the Ambitious Instruction Plan has focused on reading, writing, and mathematics. With Ambitious Instruction: Accelerating Learning, closing the opportunity gap in reading, writing, and mathematics remains priority work for the District; however, 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), and Wisconsin Academic Standards.

Ambitious Instruction: Accelerating Learning promotes the following daily experiences:

1. consistent opportunities to work on grade-appropriate assignments;
2. strong instruction in which students do most of the thinking in a lesson;
3. deep engagement in what they're learning; and
4. teachers who hold high expectations for students and believe they can meet grade-level standards.

Each content area and the bilingual, world language, early childhood, and career and technical programs have organized their instructional design to address Ambitious Instruction: Accelerating Learning.

Attached to the minutes of your Committee's meeting is an overview of Ambitious Instruction Accelerating 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

Fiscal Impact Statement

N/A

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(Item 4) Report with Possible Action Regarding Black Lives Matter Week Campaign and Planning 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.

Background

At its regular meeting in July 2020, the Board referred Resolution 2021R-010, commonly known as the Black Lives Matters Resolution, to the Committee on Student Achievement and School Innovation. At its meeting in August 2020, meeting, the Board took action to adopt Resolution 2021R-010.

Since the Board's action, the Administration implemented the resolution for the 2020-21 school year. This included assembling the 2020 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee and creating sub-groups. The Administration will continue this important work for the 2021-22 school year and has begun its planning.

For the 2021-22 school year, the Committee and its sub-groups are being updated and will meet regularly. The Administration will continue to provide quarterly reports to the Board on its planning for the current school year relative to three key areas: curriculum & professional development, Week of Action, and monthly school projects.

All sub-groups will include student representation to ensure that student voice is heard.

Black Lives Matter Year of Purpose's Goals

Core Committee Members, 2021-22

Curriculum and Professional Development

- Dr. Latish Reed, Chair
- Felice Beal, Administrator
- Nuntiata Buck, Co-chair
- Shauna Perry-Finch
- Paul Moga
- Dr. Patricia Ellis
- Stanley McWilliams
- Cendi Trujillo Tena (LIT), Student
- Robert Lang
- Karen Anderson
- Jill Holmes
- Renee Laird Adelon
- Sara Rolf

Week of Action

- Dr. Ebony Davis, Chair
- Felice Beal, Administrator
- Richard Watkins-Administrator, Co-chair
- Derrick Rogers
- Cynthia Williams
- Ryan Hurley
- Patrice Townsend
- Sequanna Taylor, Milwaukee Board of School Directors\
- Janet Moreno
- Zion Rogers
- Jaiden Alvarado
- Amira Randolph, Student

Monthly School BLM Projects

- Ingrid Henry-Walker, Chair
- Dr. Toni Dinkins, Administrator
- Jeremiah Jackson, Co-chair
- Nina Scott
- Erika Ashford, School Safety
- Celeste Ochonogor
- Dr. Christlyn Stanley
- David Valdes
- Kentrell Galmore, Student

Committee's Goals

Curriculum & Professional Development

- Share the Racial-equity Readiness Questionnaire with all staff by end of first semester.
- Create framework for developing learning modules.
- Work in alignment with Monthly Activities to add the State's standards to the activity and information provided to schools.
- Develop professional development modules for sensitive BLM topics/principles (exx., how to dialogue with students without bias, language to avoid, Courageous Conversations about Race, etc.)

Monthly Activities

- Establish monthly activities for all schools to implement during instruction
  - October 14, Wear Your Black Lives Matter at School t-shirt in honor of George Floyd's memory
  - November, Justice for George: Restorative Justice
  - December, International People with Disabilities Day: Globalism & Collective Value

- Ensure that schools will receive three months of activities in advance to enhance academic alignment and planning.
- Plan end-of-the-year Student Showcase to highlight students' BLM projects.
- Create a BLM flyer for families that will share information regarding the principles of BLM and what students will learn throughout the school year.

Week of Action

- Create a theme for the week of action.
- Implement "Black Lives Matter Action Day" aligned to the theme of the month for each month of the school year. Will run from January 28, 2022, through May 27, 2022.
- Develop a list of learning excursions that schools can access to enhance understanding of cultural relevance and the BLM principles.

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 5) Report with Possible Action Regarding an Equity Workgroup

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 June 2021, the Board adopted Resolution 2122R-004 by Director Peterson to create an equity workgroup regarding enrollment, as attached. In alignment with the Board's action, the Administration is providing its first report on the composition of the workgroup and its initial meeting.

The initial meeting of the Equity Workgroup included the principals of Rufus King International School, Milwaukee School of Languages, Vincent High School, Milwaukee High School of the Arts, Riverside University High School, and Reagan High School, as well as 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.

Discussion at the first meeting centered on the current early-admissions process, starting with the strengths and areas for improvement related to the current practice.

- Areas of Strength
  - collaboration between schools and Central Services
  - consistent process
  - one application for all schools
  - writing assessment to allow equitable access to all students.
- Areas for Improvement
  - families are given an all-or-nothing approach if they don't get into a particular school
  - resources expended are disproportionate to enrollment outcomes
  - select-criteria schools get filled; non-select criteria schools are considered for remaining students

— application process must be streamlined.

There was discussion regarding additional factors currently not part of the process:

1. consideration for students of MPS employees
2. select-criteria school requirements
3. customizing criteria to the school
4. providing schools with more student data
5. using feeder programs for high schools
6. consistency in ensuring that students from all schools are able to participate in the process
7. optimizing the number of families applying.

The Equity Workgroup is currently recruiting parents and students from schools both with entrance requirements and without entrance requirements. Schools have been asked to identify parents and students interested in joining the Equity Workgroup to participate in future discussions surrounding the early-admissions process. Staff members being considered may include, but are not limited to, teachers with children at criteria schools, teachers who may have enrolled their children in other school districts, school counselors working with families, and potential families with students in grade 7.

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

N/A

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(Item 6) Report with Possible Action Regarding the MPS/MKE Early Childhood 1,825 Initiative

Your Committee reports having received the following report 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 are the most important 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.

The following report provides an update on the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

MPS/MKE Early Childhood 1,825 Initiative

Preliminary Early Childhood Demographics, 2021-22

- 9,964 students
- 3.6% English-language learners
- 15.0% students with disabilities

- 65.8% economically disadvantaged students

Black	50.5%	Two or More	4.8%
Hispanic	27.0%	American Indian	0.3%
White	10.8%	Native Hawaiian/Pacific Islander	0.1%
Asian	6.4%		

Early Childhood Initiative

Early Childhood Staff Development

Focus and Goals

Provide high-quality professional learning opportunities for all early-childhood care providers and educators

Completed Work

Completed S.O.L.E.Y. (Supporting Oral Language in the Early Years) Series'event
District-offered professional development for early childhood educators

Current Work

Secure speakers on language development as part of the ongoing S.O.L.E.Y. Series

Future Work

Continue partnership work and support Bridges to Schools activities as well as rollout the S.O.L.E.Y. Series sessions

Equitable Resources

Focus and Goals

Ensure that early childhood programs are equitably equipped with resources needed to meet the needs of the children and families they serve

Completed Work

Continued partnership work on the Bridges to School Coordinator's hiring process and collaboration toward the Initiative's goals with Milwaukee Community Schools partners

Current Work

Continue partnership work on the Bridges to School project with Milwaukee Community Schools partners

Family Support and Transition

Focus and Goals

Provide families with support as students transition from early care centers to MPS

Completed Work

Shared family-and-community-engagement resources with MPS's strategic partnerships and via MPS's website

Future Work

Roll out and monitor Ready4K parent resource and continue providing family resource to the community

Instruction

Focus and Goals

Ensure that high-quality, research- based instruction is provided for all early childhood children and students

Completed Work

Attended professional development on developmentally-appropriate practice and aligned early childhood information within the Ambitious Instruction plan

Current Work

Plan for implementation of district-wide early-childhood professional development aligned to Ambitious Instruction cycles

Future Work

Support the roll-out and implementation of Early Childhood screener and Ambitious Instruction plan

Social Emotional Learning & Cultural and Linguistic Needs

Focus and Goals

Provide support for students to address SEL needs as well as take into consideration the cultural and linguistic needs of students

Completed Work

District-offered professional development on social, emotional, and mental health supports

Current Work

Promote and support "Positive Parenting" workshops for parents' education

Future Work

Continue support of the "Positive Parenting" workshops

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

N/A

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(Item 7) 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, continues to meet regularly to further discuss the needs in 53206 schools. The following presentation provides an overview of the progress that has been made to date.

53206 Initiative Update

53206 Promise Partnership's Vision

We believe in and envision 53206 as a neighborhood of promise that is a destination for families. A community committed to nurturing children from cradle to career with a seamless continuum of opportunities that encourages each child's mental, physical, and academic development and success. A community for families where children play, grow, and learn as they transition successfully through various academic and developmental milestones. A place where students, families, and educators are the beneficiaries of the coordinated and collective impact of community-driven data and a shared agenda that provides the equitable access and distribution of resources to deliver on this promise. A collaborative of schools, local government, non-profits, and faith-based organizations that champions student learning and increased academic achievement for students to thrive in the 21st\ century.

Promise Partnership Schools' Demographics

- Eight schools
- 1,896 students
- 0.2% English-language learners
- 26.1% students with disabilities
- 86.4% economically disadvantaged students

African American	93.2%
Hispanic	3.3%
Two or More	2.1%
Asian	0.5%
White	0.5%
American Indian	0.4%
Hawaiian/Pacific Islander	0.1%

Focus Pillars

- Alignment: Academics, Pathways, and Engagement
- Filling Gaps: Equitable Access and Opportunity
- Strengthening Outcomes: College and Career Readiness

Strategic Priorities, 2021-22

- Professional development for 53206 staff on culturally-relevant practices
- High-quality instructional practices and instructional materials
- Teacher retention and supports
- Student enrollment and retention
- Project-based learning and Project Lead the Way
- College and career mapping for students
- Physical and mental health supports for students and families
- Trauma-support specialists' Comprehensive Delivery Plan

Updates

Completed

- District adopted textbooks and materials to begin instruction on day one.
- Develop a timeline for all network professional development
- Tutoring/Homework Academic Plan for each school
- Created program coordinator's position description
- Protocol for Promise Partnership Schools Review
- MPS Culturally-responsive Teaching Standards to guide instructional and engagement strategies
- Schools updated websites with information of relevant concern to students, families and the larger community
- Advisory Council

In Progress

- Schools to create collaborative structures to review curriculum goals, data and metrics
- Network parent coordinators will work with Family and Community Engagement Specialist to develop a standard of care for family and community engagement
- College- and career-focus mapping
- Hire 53206 program coordinator

• Culturally-responsive Leadership Standards
• Develop plan for project-based learning and Project Lead the Way (PL TW)
• School Community Partnership for Mental Health
• Trauma-support comprehensive plan
• Each school will establish a partnership with a college or university
• Common assessments for units of study in math and writing
• College- and career-focus branding
• Schools will use the Family and Community Engagement Framework to engage families to focus on "Schools" and "Tools" Standards
• Teacher retention and supports
• Develop and use common formative assessments in math and writing to support a data-driven culture

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

Committee's Recommendation

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

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(Item 8) 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 2020-21 monthly Regional Showcase item provides a thorough picture of each 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 25 schools and serves 8,051 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, 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 toward 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 Schools

K-5

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

Stuart

K-8

Carson Academy	Grantosa	Thoreau
Congress	Lancaster	Thurston Woods

Academic Specialty

Craig Montessori	Milwaukee German Immersion School	Milwaukee Sign Language

Demographics, 2021-22

- 8,051 students
- 25 schools
- 1.7% English-language learners
- 19.7% students with disabilities
- 75.9% economically-disadvantaged students

Black	77.4%
Asian	5.9%
White	5.9%
Two or more	5.5%
Hispanic	5.0%
American Indian	0.4%
Hawaiian/Pacific Islander	0.1%

2018-19 State Report Cards

Accountability Rating Category	Accountability Score Range	
	Min	Max
Significantly Exceeds Expectations	83	100
Exceeds Expectations	70	82.9
Meets Expectations	58	69.9
Meets Few Expectations	48	57.9
Fails to Meet Expectations	0	47.9

	Overall Score
Parkview Elementary	84.9
Milwaukee German Immersion	79.3
Hampton Elementary	76.9
Bryant Elementary	73.4
Maple Tree Elementary	70.8
Grantosa Drive Elementary	70.4
Engleburg Elementary	69.3
Goodrich Elementary	69.0
Milw. Sign Language Elementary	67.5
Congress Elementary	67.3
Kilbourn Elementary	67.0
Stuart Elementary	66.1
Thoreau Elementary	65.3

	Overall Score
Kluge Elementary	65.1
Craig Montessori School	64.9
Barton Elementary	64.5
Thurston Woods Avenue	64.1
Eighty-First Elementary	63.8
Ninety-Fifth Street Elementary	63.4
Hawthorne Elementary	63.3
Carson Elementary	55.5
Emerson Elementary	53.2
Bruce Elementary	52.4
Browning Elementary	48.8
Lancaster Elementary	38.9

Hawthorne Elementary

Demographics

- 242 students
- No English-language learners
- 18.6% students with disabilities
- 93.0% economically-disadvantaged students

American Indian	0.8%
Black/African American	88.0%
Hispanic	5.4%
White	0.4%
Hawaiian/Pacific Islander	0.8%
Two or More	4.5%

School Report Card

- Meets Few Expectations 2016-2017, 2017-18, and 2018-19

- School Growth — We increased from 39.4 in 2017-18 to 51.8 in 2018-19
- Deduction for Absenteeism

Hawthorne's Vision

Hawthorne School believes in providing a community where families and staff collaborate to create a safe and nurturing environment by providing standards-based instruction with academic rigor and support for both academics and behavior.

School Programs

- Head Start Program
- SURGE Grant (Advance Learners) — Gifted and Talented Program
- Sharp Literacy
- Camp Hawthorne (CLC)
- Green Schools Consortium of Milwaukee — Playground Renovation

Points of Pride

- Incentives — academic, attendance, behavioral
- Wide range of student activities, including soccer, running, basketball, cheerleading, flag football
- Family engagement, including monthly SEC & PTO meetings, family fun nights, and holiday food and backpack giveaways
- Equitable systems of support — recognized by the Wisconsin Rtl Center in 2018-19 and 2020-21
- Dedicated staff with many veteran teachers and low turnover rate

School Partnerships

- Milwaukee Urban League
- Black Arts MKE
- Horace Mann
- Costco
- Dr. Lei and Family
- MATC (Child Education Department)
- Hunger Task Force (Penny Drive)
- Target (Reusable Bags for Chromebooks)
- Aurora Healthcare (Thanksgiving vouchers)

Opportunities for Growth

- Work to decrease the academic achievement gap
- Increase accelerated instruction
- Continue standards-based teaching on grade level
- Continue conversation on relationship building through culturally-responsive instruction and classroom management
- Increase attendance
- Reduce absenteeism
- Emphasize social emotional learning curriculum and increase associated activities
- Maintain and improve positive culture and climate

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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ITEMS DEFERRED

Having been previously deferred, the Board gave consideration to Superintendent's Communication #2, Action on a Request to Approve the 2021-22 (FY22) Proposed Fall Budget Adjustments to the Adopted FY22 Budget.

Director Gokalgandhi moved to divide the question in order to vote on the resolution concerning the Construction fund separately from those of the School Operations and Extension funds. 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 question being on the School Operations and Extension funds, Director Taylor moved to adopt the following resolution:

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 $1,108,020,898 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 2022 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 $18,891,246 will be required for the operation of the Milwaukee Parental Choice Program; and that $254,169,431 will be required for the operations of the Milwaukee Public Schools and that a total of $273,060,677 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 2022, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of $37,339,247 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2022 Fiscal Year, and that $29,725,000 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 2022, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 7.
Noes — Director Car - 1.

The question being on the Construction Fund, Director Garcia moved to adopt the following resolution:

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 $4,049,797 will be required for the 2022 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $2,923,868 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2022, said amount to be in addition to the money received from other miscellaneous sources.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Taylor, and President Peterson — 7.
Noes — Director Car - 1.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the October reports of its delegates to the District Advisory Council and to the Head Start Policy Council for activities from the meetings of June 2021.

* * * * *

(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 and October 2021 included the following:

Academic Achievement

- Attended event at Benjamin Elementary School
- Attended Fratney open house (outdoors)
- Attended Back to School Welcome at Rogers St.
- Visited with the Superintendent Mitchell Street School
- Visited Doerfler School
- Visited Allen Field School
- Participated in a meeting regarding changing the FoRT test
- Attended Work group meeting on Standardized tests
- Participated in the monthly SASI Meetings
- Pratt Elementary School. Welcomed and met First Lady Dr. Jill Biden, observed parent round table discussion with Dr. Biden.
- Joined a discussion about issues at Rufus King High School
- Lunch with staff of Ed Secretary Cordova at 1515 W Lapham
- Engaged in discussion with Principal of Forest Home Avenue School
- Attended the Fratney playground opening
- Participated in the equity work group's meeting
- Meeting with working group on Standardized testing
- Attended Fall Student Leadership meeting
- Attended the ribbon-cutting event at Obama's HVAC program and new HVAC classroom.

Effective and Efficient Operations

- Met several times with Dr. Posley, Dr. Mann and Dr. Leverett to plan retreat

• Received a leadership update from Milwaukee Succeeds
• Visited Golda Meier to see possible building modifications
• Chaired a special Board meeting
• Participated in monthly AFP committee meetings
• Participated in monthly SPB meetings
• Followed up with Dr. Posley and Jennifer Smith and Director Marva Herndon regarding issues at one high school
• Joined fellow Board members at a retreat at Vincent High School
• Chaired regular monthly board meetings
• Met with Matt Chason
• Met with Heather Dietzel, sustainability coordinator
• Engaged with Erick Shambarger, Environmental Sustainability Director, City of Milwaukee

Student, Family, and Community Engagement

• Joined a meeting with staff from Audubon High School to hear their concerns
• Attended public meeting at Walt Whitman
• Was interviewed by CBS on school closings
• Participated in monthly PACE meetings
• Engaged with Common Ground
• Press conference regarding schools moving to virtual learning
• Discussion with Danae Davis, Dave Celata, Clintel Hasan Regarding MPS's budget
• Bridges Collaborative meeting
• Attended VOCES gala
• Engaged students, staff and parent in a meeting at South Division
• Attended Quarterly Tribal Consultation Meeting
• Joined in the planning work for the Bridges reginal convening
• Met with head of Common Ground and ASC; discussion with Superintendent regarding concerns at one high school.
• Attended meeting with cross-educational sector groups led by MPS Foundation board president
• Met with Mayor Barrett
• Participated in Gaenslen School Community Feedback session
• Enjoyed the celebration at North Division to recognize the five green school playground initiatives in MPS that were completed
• Spoke at the Common Ground's annual assembly
• Joined the Bridges (New Century Foundation) conference convening meeting
• Attended the meeting of the Districtwide Multilingual Multicultural Committee (DMMAC)
• Was interviewed by *Milwaukee Journal Sentinel*

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NEW BUSINESS

(Item 1) Action on a Request to Revise Administrative Policy 6.33, Clinical Education, Student Teaching, Student Administrator, and Field-placement Students

Referred to the Committee on Legislation, Rules and Policies.

* * * * *

The Board adjourned at 8:51 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 18, 2021

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

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

Before commencing with 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:

•Linda Lewis, a Food Service Assistant from Obama SCTE;

•Giovanni Florentino, a ninth-grader at Hamilton High School.

APPROVAL OF MINUTES

The minutes of the Board's special and regular meetings of October 2021 will be presented next month.

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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

COVID-19 Vaccine Approved and Available for Children Ages 5 to 11

As of November 2, 2021, the Centers for Disease Control and Prevention recommends the pediatric COVID-19 vaccine for children 5-11 years of age. The vaccination protects students, families, friends, and our schools and communities from COVID-19.

Milwaukee Public Schools will continue to put forth the effort to make the vaccine convenient and accessible to families and is partnering with the Milwaukee Health Department to offer the COVID-19 vaccine at 12 school sites throughout the city.

Appointments are not needed. See below for a complete schedule of clinics' dates, times, and locations:

Allen-Field School, 730 W. Lapham Blvd.	November 19, 2021, and December 10, 2021	9:30 a.m.-12 p.m.

Bethune Academy, 1535 N. 35th St.	November 22, 2021, and December 13, 2021	9:30 a.m.-12 p.m.
Brown St. School, 2029 N. 20th St.	November 10, 2021, and December 1, 2021	9:30 a.m.-12 p.m.
Franklin School, 2308 W. Nash St.	November 23, 2021, and December 14, 2021	1:00-4:00 p.m.
Hartford Ave. University School, 2227 E. Hartford Ave.	November 8, 2021, and November 29, 2021	9:30 a.m.-12 p.m.
Kilbourn School, 5354 N. 68th St.	November 12, 2021, and December 3, 2021	1:00-4:00 p.m.
LaFollette School, 3239 N. 9th St.	November 23, 2021, and December 14, 2021	9:30 a.m.-12 p.m.
Longfellow School, 1021 S 21st St.	November 11, 2021, and December 2, 2021	1:00-4:00 p.m.
Milw. Marshall High School, 4141 N. 64th St.	November 9, 2021, and November 30, 2021	9:30 a.m.-12 p.m.
Obama School of Career & Tech Ed., 5075 N. Sherman Blvd.	November 12, 2021, and December 3, 2021	9:30 a.m.-12 p.m.
Townsend St. School, 3360 N. Sherman Blvd.	November 8, 2021, and November 29, 2021	1:00-4:00 p.m.
Victory School, 2222 W. Henry Ave.	November 18, 2021, and December 9, 2021	1:00-4:00 p.m.

Important Information

• The Pfizer vaccine is the only vaccine currently approved for youth.
• The Pfizer vaccine requires a second dose three weeks after the initial dose.
• Vaccines are highly effective in preventing COVID-19 illness and hospitalization.
• A consent form signed by a parent/guardian is required for children to receive the vaccine.
• Vaccines are free of charge. Insurance is not needed.To view a list of all school vaccine clinics across the city, visit the Milwaukee Health Department's COVID-19 webpage.

For more information about vaccines, visit the Wisconsin Department of Health Services and the Centers for Disease Control and Prevention

MPS Opens HVAC Lab at Obama SCTE

Students at MPS's Barack Obama School of Career and Technical Education now have access to training and college credits to prepare for careers in the heating, ventilation, and air conditioning (HVAC) field. Generous support from Milwaukee Area Technical College (MATC) and Johnson Controls, through the MPS Foundation, have contributed to the construction of a new HVAC lab. The HVAC field, along with other skilled trades, is a high-demand area for jobs that offer excellent salaries and career growth.

MPS and MATC have partnered to develop a curriculum to train students for HVAC industry certification and to become eligible for high-paying jobs upon graduation. The program includes dual enrollment at MATC, allowing students to earn free college credits. Students who successfully complete the program can earn up to 16 credits — a full semester at MATC.

A generous equipment donation from Johnson Controls will allow students to train with the latest high-tech tools and modern equipment for in-demand jobs. Johnson Controls is investing $15 million at community colleges over five years to expand college associate degree and certificate programs in HVAC, fire and security, and digital building automation systems across the United States.

The Johnson Controls' investment includes the hiring of a success coach dedicated to both Obama High School and traditional MATC students training in HVAC. Students will receive real-world experience, internship opportunities, and professional connections.

MPS is grateful to partners MATC and Johnson Controls for their investment in helping to prepare students for successful careers after graduation.

Barack Obama School of Career and Technical Education is located at 5075 N. Sherman Blvd. in Milwaukee.

MPS Students, Begin Career Training in High School!

MPS youth apprentices are getting on-the-job training while still in high school! Students in the program attend school half the day and spend the rest of their day in paid jobs. Training prepares them for high-paying, in-demand jobs in growing fields. Some students in the program continue their employment full-time after high school.

Who is eligible? High-school juniors and seniors can participate. Sophomores and juniors attended the information session on November 17, 2021, to learn more. Most employers prefer that students have at least 2.0 GPAs and 90% attendance rates (some exceptions may be possible).

Career areas include:

- Agriculture, Food, and Natural Resources
- Architecture & Construction
- Arts, AV Technology, and Communications
- Engineering
- Finance
- Health Sciences
- Hospitality and Tourism
- Information Technology
- Manufacturing
- Transportation, Distribution, and Logistics.

Milwaukee Public Schools and Verizon Partner to Create Learning Lab for Students

Milwaukee Public Schools is proud to announce our Verizon Innovative Learning Lab at O.W. Holmes School made possible through a partnership with Verizon, Heart of America, and the J. Orin Edson Entrepreneurship + Innovation Institute at Arizona State University. The lab is currently being used by students at the school, giving students and teachers access to emerging technology such as Augmented and Virtual Reality (AR/VR), Coding, 3D Printing & Artificial Intelligence (AI).

As part of Verizon's commitment to digital inclusion under Citizen Verizon, the company's responsible business plan for economic, environmental, and social advancement, Verizon Innovative Learning, working through its nonprofit partners, provides free technology, free internet access, and hands-on learning experiences to help under-resourced students receive the education they deserve and help prepare them for today's digital economy.

"This partnership with MPS and Verizon aligns with the district's priorities for success, which include improving academic achievement, improving district and school culture, and strengthening collaboration," MPS Superintendent Dr. Keith P. Posley said. "It continues our emphasis on the STEM fields while preparing our students for future success. We are grateful to Verizon for this lab which will help give our young people the tools they need to compete in today's job market."

Powered by a next-gen, technology-infused curriculum that aims to fundamentally change the way teachers teach and students learn, Verizon Innovative Learning gives students the opportunity to do more. In partnership with non-profit partner, Heart of America, which leads the transformation of the state-of-the-art space in collaboration with the schools and district teams, and the J. Orin Edson Entrepreneurship + Innovation Institute at Arizona State University, which provides an immersive curriculum and training for the teachers, the space enables hands-on experience for students in emerging technologies.

Celebrate Native American Heritage Month

In honor of Native American Heritage Month, we celebrate the accomplishments, cultures, histories, and perseverance of Native nations. The following are some ways to celebrate Native American peoples during November and at all times of year.

Start your day, meeting, or gathering with a Land Acknowledgement.

If you are in Milwaukee, use the Milwaukee Public Schools' Land Acknowledgement.

We acknowledge that Milwaukee lies on traditional Menominee, Potawatomi, and Ho- Chunk homeland along the southwest shores of Lake Michigan, part of North America's largest system of freshwater lakes. On this site, the Milwaukee, Menominee, and Kinnickinnic rivers meet, and the people of Wisconsin's Menominee, Ojibwe, Ho-Chunk, Oneida, and Mohican sovereign nations remain present to this day.

See the First Nations Studies page for more information about Land Acknowledgements.

Honor Native American Veterans

Native Americans have consistently enlisted in the Armed Forces at higher rates per capita than have any other racial group. The National Museum of the American Indian has information about how Native Americans have served in all major wars in our country's history, paired with anecdotes and photographs from veterans. The Library of Congress has recorded audio and video interviews with Native American veterans about their experiences serving in the U.S. military.

Read Books by Native American Authors

The American Indian Library Association publishes recommended books by Native American authors every two years. Additionally, the American Indians in Children's Literature blog by Dr. Jean Mendoza and Debbie Reese publish their recommended lists annually, and their site contains detailed reviews of books about Native Americans, checking for accuracy and authenticity.

Learn about First Nations of Wisconsin

Wisconsin is home to 11 federally-recognized tribes and one tribe seeking federal recognition. Watch the Tribal Histories series by PBS Wisconsin to hear tribal storytellers sharing the culture and oral traditions that have shaped their communities across generations. View articles, maps, and videos with stories about culture and language from Native communities around the central Great Lakes on The Ways.

For additional information and resource recommendations, contact First Nations Studies in MPS.

Wisconsin Music Educators Association (WMEA) Recognizes School Board Director Marva Herndon

Milwaukee Public Schools (MPS) joins the Wisconsin Music Educators Association (WMEA) in recognizing Milwaukee Board of School Directors member Marva Herndon as the recipient of the 2021 WMEA Distinguished School Board Member Award. Each year, the WMEA recognizes a school board member who is an advocate for the importance of music as part of a well-rounded education.

Director Herndon has served on the Board of School Directors since 2019 as a representative of District #1. A graduate of MPS's West Division High School (now Milwaukee High School of the Arts), she is well-known in the education community throughout Wisconsin for her research and fierce commitment to public education, challenging the policies that have defunded and cut services to public schools and demanding the public schools which all children deserve.

"We are delighted to honor Director Herndon for her work and advocacy for public education," MPS Superintendent Dr. Keith P. Posley said. "She is a champion for public schools and recognizes the positive impact they have on our young people in Milwaukee, specifically through music education. Director Herndon is more than deserving of this recognition and the district applauds her continued support of Milwaukee Public Schools."

This year's award winners were highlighted as part of the 2021 Wisconsin State Music Conference at the President's Welcome Reception on Wednesday, October 27 at the Monona Terrace Convention Center in Madison, Wisconsin.

Susan Richardson from Milwaukee German Immersion School Honored at White House Ceremony

Under blue skies on the South Lawn of the White House, President and First Lady Joe and Jill Biden honored a group of about 100 Teachers of the Year on October 18, 2021. MPS is proud to share that Susan Richardson, who teaches third grade at Milwaukee German Immersion School, was among the honorees who took part in the award ceremony.

Awardees were named in autumn 2020. The ceremony, normally held in spring, was pushed back to October due to COVID-19. Yet the delay did not dampen the thrill of traveling to Washington, D.C., to be honored for hard work and dedication. Richardson shared, "I am carrying with me our students in Wisconsin, who continue to relentlessly show up every day through the pandemic. I carry with me the teachers in Wisconsin, who are tirelessly making miracles happen during a time that feels like the work never ends. I'm especially proud to be carrying with me the staff at Milwaukee German Immersion School.

Our whole MPS community is incredible, and I am honored to be representing our state and my district, which is full of passionate teachers."

Richardson has taught at Milwaukee German Immersion School since 2013. A Wisconsin native, she was attracted to the immersion experience for her own children and for her career. Her teaching philosophy centers on triggering curiosity in her students — when students get excited by discussing questions, ideas, and theories, they eagerly seek answers and successfully learn content. Richardson is recognized for promoting equity in her instruction and for building relationships with students to serve their individual needs.

MPS also congratulates Koren Jackson, a special education teacher at Transition High School, who has taught in MPS since 1999. Koren was also selected as a Teacher of the Year in fall 2020.

Congratulations, Susan and Koren!

MPS Celebrates School Psychology Week, November 8-12, 2021

National School Psychology Week is being celebrated November 8-12, 2021! Promoted by the National Association of School Psychologists since 2002, this annual observance celebrates the work of school psychologists in supporting students' wellness, achievement, and personal growth.

MPS currently employs about 163 school psychologists, all of whom have master's or doctoral degrees and are certified in school psychology. School psychologists have a wide range of roles and responsibilities as special education evaluation team members, violence-prevention specialists, building-based psychologists, crisis team members, ropes and challenge supervisors, suicide-prevention trainers, multi-tiered intervention specialists, and anti-racism educators. This team supports individual students, groups of students, staff, and families in evaluating and responding to current needs. They also engage proactively with students to promote confidence, to reduce risk-taking, and to help children and teens navigate daily challenges.

As the pandemic has evolved, the school psychology team has actively met to discuss the changing needs of students, to respond to new challenges, and to implement plans for outreach to children and families. School psychologists were an integral part in helping students and staff cope with virtual learning, social distancing, and school closures.

The theme of this year's National School Psychology Week is "Let's Get in GEAR (Grow, Engage, Advocate, Rise)." The theme offers a challenge to grow both personally and professionally, to engage in best practices, to advocate for children's access to mental health and learning resources, and to rise toward resilience and renewal despite the challenges of the past.

This week, we show our appreciation to our school psychologists, who have the skills to assist students and staff in growing and working together while shifting gears to meet the demands of school and life. School psychologists also help facilitate positive change by improving school culture, identifying systems-level change, and advocating for school and individual needs.

Thank you, school psychology team!

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

* * * * *

(Item 2) Action on a Request for a Closed Session Pursuant to Wisconsin Statutes, §19.85(1)(d), 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

Wisconsin Statutes, §118.07(4)(cp), requires all public and private schools in Wisconsin to conduct a safety drill prior to January 1 of each year. The governing school board is to review and to approve the drills and to provide a letter to that effect, which will be forwarded to the Wisconsin Department of Justice's Office of School Safety prior to January 1, 2022.

As of October 27, 2021, all Milwaukee Public Schools conducted safety drills. The drills consisted of standard code red or code yellow responses. Schools use the District's and schools' safety plan. Issues of concern are addressed at the school level with staff. Drills can last anywhere from a few minutes to several minutes, depending on various factors, including the size of the school and prior preparations.

The drills were completed appropriately, rendering discussions at the school level as to what needs improvement.

Last year no drills were conducted due to the virtual status of schools.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.03, Security.
Wisconsin Statutes, §19.85(1)(d).

Fiscal Impact Statement

N/A

Superintendent's Recommendation

The recommendation is that 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.

Item deferred to 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

Background

It is necessary for the Board to retire to a closed session pursuant to Wisconsin Statutes, §19.85(1)(g), which allows a governing body to retire to closed session in order to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.04, Executive Sessions
Wisconsin Statutes, §19.85(1)(g).

Recommendation of the Office of Board Governance

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

Item deferred to the end of the agenda.

* * * * *

(Item 2) Update on the Development of an Election-district Apportionment Plan for the Election of Members of the Milwaukee Board of School Directors, Pursuant to Wisconsin Statutes, §119.08(1)

Background

The Wisconsin Statutes specify the constitution of school board districts as follows:

119.08 Election of board members. (1)(a) The board shall consist of one member elected at-large and 8 members elected from numbered election districts determined by the board. The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city.

(b) Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1) redetermining the aldermanic district boundaries.

The Milwaukee Common Council is set to act on aldermanic redistricting, which starts the Board's 60-day timeline to act on a plan for redistricting, by the end of the month.

Consistent with the process established with the last redistricting, which took place in 2011, the Office of Board Governance has been in constant communication with the City Clerk's Office regarding the development of the Board's redistricting process. Representatives from the City's Clerk's Office and the City's Legislative Reference Bureau, which develops the City's redistricting process and plans for the election wards and the aldermanic districts, have extended the offer to provide the District again with demographic data, mapping, and technical assistance for the development of the Board's redistricting plan.

Analysis

State Statutes, §62.08(1), which deals with aldermanic districts, requires that aldermanic districts be "as compact in area as possible and contain, as nearly as practicable by combining contiguous whole wards, an equal number of inhabitants according to the most recent decennial federal census of population." Similar requirements apply to the Board's districts.

Data, including a table listing the population by the Board's districts, will be developed and provided to the Board to assist in the planning process.

Since 1991, various court decisions have affected the criteria that elected bodies may use in reapportionment. An opinion from Hogan and Hartson discussing the U.S. Supreme Court's April 19, 2001, decision in the North Carolina redistricting case states:

The court reiterated its prior holdings that race may be a consideration in electoral redistricting, but not the "dominant and controlling" one. The High Court's recent decisions in this area have struck down a number of election districts where the jurisdiction in question relied too heavily upon race, but the court has left unclear the extent to which race could be permissibly be considered.

The opinion concludes with a summary of the issues facing the Board:

While the Court's decision in Hunt thus gives some additional guidance to school districts facing redistricting issues, such school districts, like other electoral bodies, face the daunting task of reconciling the protection of minority voting rights based on race under the Voting Rights Act with the limitations on redistricting based on race created by the Supreme Court in Hunt's predecessor Shaw v. Reno.

When the Board redistricted in 2001, therefore, it established the guideline of increasing opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest. These guidelines were also used in the 2011 process.

During the previous process, the Office of Board Governance requested an opinion from the City Attorney's office regarding the criteria that the Board may establish for redrawing its districts. A copy of that opinion will be provided to Board members as a part of the information used in the redistricting planning process.

At this time, the Office of Board Governance is presenting the Board with the following proposed timeline, which adheres to state statutes:

Redistricting Process Update, November 2021

The City of Milwaukee's Common Council's aldermanic redistricting process is slated to be complete by the end of November 2021, which starts the 60-day timeline for the Milwaukee Board of School Directors to act on and complete a plan for redistricting. The following update is being provided for informational purposes:

The City's Judiciary and Legislation Committee met to consider Milwaukee County's ward maps on November 15, 2021.

The City's Legislative Reference Bureau is working on completing draft aldermanic maps to be presented at a townhall meeting hosted by Ald. Hamilton on Friday, November 19, 2021, beginning at 6 p.m. The link to register for this virtual event is

https://us02web.zoom.us/webinar/register/WN_mPSGNvAyR9a4zraTyrGc-w.

The City's Judiciary and Legislation Committee will hold a special meeting to provide public hearing on the aldermanic district map in Room 301-B of City Hall on Monday, November 22, 2021, beginning at 1:30 p.m.

If passed by the Committee, the aldermanic district map will be delivered to the Common Council for deliberation at its regular meeting of Tuesday, November 23, 2021.

If adopted by the Common Council, the resolution enabling the district map would be delivered to the Mayor for his consideration. The Mayor's signing of the map would then end the redistricting process for this Census at the City of Milwaukee level and start the timeline for the MPS Board to begin its process.

Draft Proposed Reapportionment/Redistricting Schedule (Subject to Revision)

December 2021 Milwaukee Board of School Directors:
Adoption of the Reapportionment/Redistricting Schedule and Process
December 2021 Milwaukee Board of School Directors:
Public Hearing and Consideration of Reapportionment/Redistricting Item
December/January 2022 Milwaukee Board of School Directors and Legislative Reference Bureau meet on individual board-district maps
January 2022 Board Clerk:
Publication of Proposed Reapportionment/Redistricting Plan
January 2022 Milwaukee Board of School Directors:
Public Hearing and Consideration of Proposed Reapportionment/Redistricting Plan
January/February 2022 Milwaukee Board of School Directors:
Adoption of the Board's Reapportionment/Redistricting Plan

Statute, Administrative Policy, or Board Rule Implication Statement

The proposed redistricting plan will be developed pursuant to Wisconsin Statutes, §119.08(1)(a), which states, in part, "The election districts shall be substantially equal in population and the boundaries of

the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city," and Wisconsin Statutes, §119.08(1)(b), which directs,

Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1).

Fiscal Impact Statement

Any costs associated with the redistricting process and the plan's development will be charged to the contingency budget.

Implementation and Assessment Plan

The Office of Board Governance also will secure the services of the Milwaukee City Clerk's Office to assist district staff in developing a plan for apportioning the Board's election districts.

When the City adopts its aldermanic districts, the Board will be provided with at least one plan no later than the Board's regular January 2022 meeting; The plan established for developing the Board's election districts would, at a minimum, increase opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest;

Public hearings will be held both while the apportionment plan is being developed and after the plan has been prepared.

The Office of Board Governance will work with the Board's president to ensure that all board members return their input in a timely manner and the scheduling of meetings.

* * * * *

(Item 3) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

At the federal level, Congress has passed the bipartisan infrastructure bill, and work continues toward passage of President Biden's Build Back Better agenda.

At the state level, Senate Bill 373, was passed into law. The law is intended to create a new financial transparency system related to school districts' funding and expenditures.

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 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 October through mid-November.

Report to the Milwaukee Board of School Directors

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

During the reporting period, the Office of Accountability and Efficiency continued to implement the FY22 OAE Work Plan.

Accountability and Efficiency Services

Between October 18, 2021, and November 8, 2021, Accountability and Efficiency Services fulfilled two requests for information/research, five constituent inquiries, and two requests for data analysis/visualization. Accountability and Efficiency Services also completed one special project and closed two whistleblower reports.

Accountability and Efficiency Services also piloted the automation of analysis of the District's sending and receiving enrollment reports using business-analytics tools. This type of automation, which is part of the OAE's strategic planning around data analysis, will allow Accountability and Efficiency Services to field recurring requests for analysis with greater efficiency.

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) fulfilled five requests for lists of certified HUB firms.

CCS also focused efforts on re-engaging MPS high schools with the student-engagement program. CCS's team members conducted outreach to 33 MPS high schools, which included surveying students' interest in the student-engagement program. To date, CCS has received responses from eight schools. As a result, CCS will host three work-readiness sessions during student Academic and Career Planning (ACP) classes. Sessions will be held at Audubon, Alliance, and Pulaski.

CCS's team members attended a ribbon-cutting ceremony at North Division High School celebrating the third cohort of MPS/Green Schools Consortium of Milwaukee (GSCM) Schoolyard Redevelopment Projects. The event, which was hosted by Reflo, a CCS alternative-placement site, showcased North Division's new spaces for outdoor learning and environmental sustainability through stormwater management and increased urban biodiversity. The event also highlighted a North Division student who completed an environmental internship program focused on the environment, climate education, climate justice, and sustainability themes. CCS looks forward to the continued partnership and the opportunity to sponsor interns for the upcoming cohort.

CCS's team members also attended a strategic planning session hosted by a Mission Aligned Partner (MAP). The purpose of the session was to brainstorm and to discuss how to continue aligning CCS/MAPs resources to create additional paid, work-based learning opportunities for high-school students. During the

session, the need for recruitment of additional alternative-placement sites for student intern opportunities was identified. As a result, CCS will survey community-based organizations within ZIP codes 53206, 53215, 53218 to identify additional alternative-placement partnerships. These are the ZIP codes with the highest representation of eligible students in the student-engagement program.

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

* * * * *

(Item 2) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Background

The Office of Accountability and Efficiency is requesting a closed session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections.

The closed session would be held pursuant to:

- Wisconsin Statutes, §19.85(1)(c), which allows a governmental body to 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; and
- Wisconsin Statutes, §19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons…which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.35, Whistleblower Protections

Fiscal Impact Statement

NA

Recommendation of the Office of Accountability and Efficiency

The recommendation is that the Board retire to closed session to consider this item.

Item deferred to the end of the agenda.

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

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

That the 17 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times were forwarded for the Board's consideration:

- October 29, 2021, at 9:00 a.m., 10:00 a.m., 11:00 a.m., and 2:30 p.m.
- November 1, 2021, at 11:00 a.m. and 12:00 p.m.
- November 3, 2021, at 11:00 a.m.
- November 5, 2021, at 9:00 a.m.
- November 9, 2021, at 9:00 a.m., 10:30 a.m., 11:30 a.m., 12:30 p.m., 1:30 p.m., and 2:30 p.m.
- November 11, 2021, at 9:00 a.m.
- November 12, 2021, at 9:00 a.m. and 11:00 a.m.

Also forwarded for the Board's information were the monthly expulsion summaries.

Director Herndon moved to accept the reports of the Independent Hearing Officers. The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, and President Peterson — 5.
Noes — None.

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REPORTS OF THE STANDING COMMITTEES

Separate consideration was requested of the following items from the Committee on Accountability, Finance and Personnel:

Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-Term Employment (LTE) Contracts Exceeding Sixty Days, has been set aside at the request of the Administration.

Item 5, Action on a Request to Approve Prevailing Wage Rates, has been set aside, as approval requires a two-thirds affirmative vote.

Item 12, Report with Possible Action Regarding a School Safety Plan as Required by Wisconsin Statute 118.07(4)(bm) and Other Associated Requirements, has been set aside, as it was forwarded to the Board without recommendation.

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

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, and President Peterson — 5.
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				
5	Teodros Alemayehu	Building Service Helper I	$15.18/hr.	10/25/2021
2	Sierra Edwards	Building Service Helper I	$15.18/hr.	10/25/2021
2	Ladaisha Gatson	Building Service Helper I	$15.18/hr.	10/11/2021
2	Leandra Kimbrough	Building Service Helper I	$15.18/hr.	10/25/2021
5	David Krautkramer	Building Service Helper I	$15.18/hr.	10/11/2021
2	Fabian Lenard	Building Service Helper I	$15.18/hr.	10/11/2021
2	Carol Matthews	Building Service Helper I	$15.18/hr.	10/04/2021
2	Daquan May	Building Service Helper I	$15.18/hr.	10/11/2021
2	Melvin Perry	Building Service Helper I	$15.18/hr.	10/08/2021
2	Ereka Sheets	Building Service Helper I	$15.18/hr.	10/25/2021
2	Anautica Taylor	Building Service Helper I	$15.18/hr.	10/04/2021
2	Marcus White	Building Service Helper I	$15.18/hr.	10/18/2021
2	Ayisah Bentley-Junior	Food Service Assistant	$15.18/hr.	10/04/2021
2	Dajana Bowie	Food Service Assistant	$15.18/hr.	10/19/2021
2	Angel Brown	Food Service Assistant	$15.18/hr.	10/26/2021
2	Cheryl Campbell	Food Service Assistant	$15.18/hr.	10/18/2021
4	Selerina Castillo	Food Service Assistant	$15.18/hr.	09/29/2021
4	Yaneth Cerda Rios	Food Service Assistant	$15.18/hr.	10/04/2021
2	Angela Clay	Food Service Assistant	$15.18/hr.	10/19/2021
4	Susana Flores Baez	Food Service Assistant	$15.18/hr.	10/14/2021
5	Isabelle Klingbeil	Food Service Assistant	$15.18/hr.	10/14/2021
2	Mona Laura	Food Service Assistant	$15.64/hr.	10/13/2021
5	Jennifer Martinson	Food Service Assistant	$15.18/hr.	10/04/2021
2	Uniquewa Moore	Food Service Assistant	$15.18/hr.	10/14/2021
5	Heather Schultz	Food Service Assistant	$15.18/hr.	10/26/2021
5	Peter Van Eyck	Food Service Assistant	$15.18/hr.	09/30/2021
2	Eugenia White	Food Service Assistant	$15.18/hr.	10/04/2021
2	Nashena White	Food Service Assistant	$15.18/hr.	09/20/2021
6	Shacora Jennings	Para Ed Assistant — Parent Involvement	$18,872.00	10/21/2021
1	Tamera AmadeiBourne	Para Ed Assistant	$18,872.00	10/26/2021
4	Yalitza Baez Febus	Para Ed Assistant	$18,872.00	10/22/2021
2	Vincent Barnes	Para Ed Assistant	$22,803.00	10/11/2021
5	Dustin Boyer	Para Ed Assistant	$18,872.00	10/11/2021
2	Amilyan Brown	Para Ed Assistant	$18,872.00	10/26/2021
7	Kenitra Childress	Para Ed Assistant	$22,803.00	10/18/2021
4	Xochilt Cisneros	Para Ed Assistant	$18,872.00	10/29/2021
2	Edgar Davis	Para Ed Assistant	$18,872.00	10/04/2021
4	Amara Garcia	Para Ed Assistant	$18,872.00	10/26/2021
2	Jacques Hayes	Para Ed Assistant	$20,722.00	10/18/2021
2	September Ikpeme	Para Ed Assistant	$18,872.00	10/04/2021
2	Kristie Johnson	Para Ed Assistant	$22,803.00	10/07/2021
2	Van Johnson	Para Ed Assistant	$18,872.00	10/04/2021
3	Lee Klein	Para Ed Assistant	$20,722.00	10/18/2021
4	Cynthia Maldonado Santiago	Para Ed Assistant	$20,028.00	10/12/2021
4	Merari Marin	Para Ed Assistant	$20,028.00	10/19/2021
4	Princess McClain	Para Ed Assistant	$19,334.00	10/28/2021
4	Dulce Mora Garcia	Para Ed Assistant	$18,872.00	10/13/2021
4	Amarilys Pastor	Para Ed Assistant	$22,803.00	10/28/2021
6	Hannah Thomas Clarke	Para Ed Assistant	$18,872.00	10/18/2021
4	Melissa Valentin	Para Ed Assistant	$18,872.00	10/25/2021
2	Kawana Hickman	School Nursing Associate	$40,190.00	10/18/2021
2	Jerrod Brown	School Safety Assistant	$23,513.00	10/11/2021

Code	Name	Position	Salary	Date
2	Jade Channels	School Safety Assistant	$23,513.00	10/05/2021
2	Danisha Childs	School Safety Assistant	$24,099.00	10/05/2021
2	Chiquitla Collins	School Safety Assistant	$23,513.00	10/05/2021
2	Shatavia Ellis	School Safety Assistant	$23,513.00	10/27/2021
2	Tomicka Evans	School Safety Assistant	$23,513.00	10/27/2021
2	Chimere Gilliam	School Safety Assistant	$23,513.00	10/05/2021
2	Raymone Hampton	School Safety Assistant	$23,513.00	10/11/2021
2	Tyshawna Jackson	School Safety Assistant	$23,513.00	10/11/2021
7	Nikeyia Jones	School Safety Assistant	$23,513.00	10/05/2021
2	Ontaria Jones	School Safety Assistant	$24,993.00	10/27/2021
2	Dejanira Madison	School Safety Assistant	$24,099.00	10/27/2021
2	Deonna Marrero	School Safety Assistant	$23,513.00	10/11/2021
2	Allante Mayon Denson	School Safety Assistant	$24,099.00	10/27/2021
2	Kierra McGee	School Safety Assistant	$23,513.00	10/05/2021
2	Troyonnia Mcgee	School Safety Assistant	$23,513.00	10/05/2021
4	Gilda Morrobel	School Safety Assistant	$23,513.00	10/27/2021
2	Marisha Partee	School Safety Assistant	$23,513.00	10/27/2021
5	Keith Phelps	School Safety Assistant	$23,513.00	10/11/2021
2	Alonda Rogers	School Safety Assistant	$23,513.00	10/11/2021
2	Zhane Russell	School Safety Assistant	$23,513.00	10/27/2021
2	Martisha Swift	School Safety Assistant	$23,887.00	10/27/2021
2	Cassandra Tenner	School Safety Assistant	$23,513.00	10/05/2021
2	Cheron Walker	School Safety Assistant	$23,513.00	10/05/2021
2	Brittany Williams	School Safety Assistant	$23,513.00	10/27/2021
2	Takia Woulard	School Safety Assistant	$24,099.00	10/11/2021
2	Fiasha Kimble Holmes	School Secretary I — 12-month	$32,327.00	10/18/2021
2	Jamikqua Lewis	School Secretary I — 12-month	$34,814.00	10/11/2021
2	Shante Wilder	Social Work Aide II	$17,394.00	10/14/2021

Promotions

2	Dominique Martin	Food Service Assistant in Charge	$17.26/hr.	10/04/2021
4	Jeanetta DeLeon	Human Resources Assistant	$45,618.00	10/18/2021
2	Jazzmen Aldridge	School Secretary I — 12-month	$33,570.00	10/04/2021
4	Bernard Gama	School Bookkeeper — 12-month	$51,213.00	10/18/2021
4	Mary Martinez	School Bookkeeper — 12-month	$41,309.00	10/11/2021
2	Ryan Jackson	School Engineer I	$48,553.00	10/04/2021
2	Velecia Scott	School Kitchen Manager III	$30,240.00	10/08/2021
2	Diante Harris	Secretary II	$37,849.00	10/25/2021

Rehires

2	Priscilla Brooks	Children's Health Assistant	$21,465.00	10/18/2021
2	Victoria Ashford	Food Service Assistant	$17.92/hr.	09/29/2021
2	Sharon McGee	Food Service Assistant	$16.10/hr.	10/14/2021
2	Laquita Moody-Howled	Food Service Assistant	$15.18/hr.	10/14/2021
2	Cheri Tucker	Food Service Assistant	$15.18/hr.	09/27/2021
2	Bonnie Baker	Para Ed Assistant	$22,803.00	10/27/2021
2	Jaleeza Blue	Para Ed Assistant	$18,872.00	10/26/2021
2	Latrail Cole	Para Ed Assistant	$22,110.00	10/04/2021
2	Brooksie McWilliams	Para Ed Assistant	$19,334.00	10/11/2021
2	Tameika Cross	Para Ed Assistant — Hourly	$17.85/hr.	10/04/2021
4	Francisco Aponte	School Safety Assistant	$28,570.00	10/05/2021
4	Anitra Galindo	School Secretary I — 10-month	$31,842.00	10/04/2021

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date

Teachers

5, nr	Fenske, Andrew	Health & Phy Ed	01/BA	$63,009.00	10/18/2021
4, r	Gomez Arroyo, Virginia	Bilingual Education	01/BA	$63,009.00	10/21/2021
3, nr	Jang, Hana	Gen Elem & K8 — All Grades	01/BA	$44,870.00	10/26/2021

Codes	Name	Appointment	Level	Salary	Date
5, nr	Kaftan, Alexander Filippo	Reg (5 Yr) Kindergarten	01/BA	$44,870.00	10/8/2021
5, nr	Reiger, Melissa	Multicateg. Comp. SEN	01/MA	$58,784.00	10/4/2021
5, nr	Ticha, Jonathan	Gen Elem & K8 — All Grades	01/BA	$61,360.00	10/18/2021
Teachers, Early Start					
2, nr	Berry, Jennifer M	Spec Ed Multicateg.	01/MA	$58,784.00	10/18/2021
5, r	Flack, Laura	Multicateg. Comp. SEN	01/BA	$44,870.00	10/11/2021
School Support Teachers, Early Start					
2, r	Stallworth, Cornell	School Support Teacher	01/MA	$55,176.00	10/26/2021
Teacher Trauma-informed Coaches					
5, nr	Gerou, Christopher	General Operations	01/2FM	$69,108.00	10/26/2021
Permit Teachers					
2, r	Bach, Danielle	Gen Elem & K8 — All Grades	XX/4W2	$44,073.00	10/5/2021
3, nr	Domblesky, Joseph Manuel	Gen Elem & K8 — All Grades	XX/4W2	$44,073.00	10/11/2021
4, r	Mori, Angelica M	Bilingual Education	XX/4W2	$44,073.00	10/1/2021
2, r	Stewart, Arieal	Regular (Five-year-old) Kindergarten	XX/4W2	$44,073.00	10/4/2021
Permit Teachers, Early Start					
5, r	Al Bassam, Ali A	Spec Ed Multicateg.	XX/4W2	$44,073.00	10/6/2021
5, r	Anderson, Wade M	Mathematics	XX/4W2	$44,073.00	10/11/2021
2, r	Fearen, Phaedra	Mathematics	XX/4W2	$44,073.00	10/18/2021

Summary

Code		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0
2	African American	5	0	0	0	5
3	Asian/Oriental/Pacific Islander	2	0	0	0	2
4	Hispanic	2	0	0	0	2
5	White	8	0	0	0	8
6	Other	0	0	0	0	0
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	7	0	0	0	7
	Female	10	0	0	0	10
B, BA	Bachelor's Level (Teachers)					
C, MA	Master's Level (Teachers)					
nr	Non-residents					
r	Residents					

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave: September, 2021		
Brodi Van Riper	Riverwest Elementary	9/14/2021
Stephanie Spicuzza	Administration Bldg.	9/27/2021
Illness Leave: October, 2021		
Caryn Willis	Golda Meir	10/21/2021
Personal Leave: August, 2021		
Rachel Story	Marshall High School	8/23/2021
Personal Leave: October, 2021		
Debby Oury	Elm Creative Arts	10/11/2021
Eboness Briant	Administration Bldg.	10/12/2021
Jennifer Sanders	Administration Bldg.	10/12/2021
Brianna Bennett	Milwaukee School of Languages	10/18/2021
Personal Leave: November, 2021		
Cara Callan	Administration Bldg.	11/01/2021

Personal Leave: December, 2021		
Clara Mayorga	Bay View High School	12/06/2021
Personal Leave: January, 2021		
Anna Wetherbee	Craig Montessori	1/04/2021
Military Leave: October, 2021		
Antonio Kitchens	Lincoln Middle School	10/11/2021

Report on Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	31.0	2	Valerie Benton	Teacher	Alcott	11/08/2021
Personal	1.1	5	Sara Berube	Teacher	Wedgewood	10/08/2021
Retire	17.5	5	Thomas Breitrick	Teacher	Central Svcs	10/07/2021
Retire	20.7	2	Cheryl Brown	SSW	Central Svcs	11/01/2021
Other Dist	23.6	5	Melony Bukosky	Teacher	95th Street	10/24/2021
Retire	35.2	5	Katherine Cashmer	Teacher	Humboldt Park	11/26/2021
Personal	0.1	5	Chynna Chung	Teacher	Obama SCTE	09/30/2021
Personal	2.0	6	Gabrielle Dryden	Teacher	Lincoln MS	10/01/2021
Other Work	26.1	5	William Ewert	Teacher	Riley	10/13/2021
Personal	1.0	5	Maddie Gallo	Teacher	Pulaski	10/15/2021
Retire	23.3	5	John Girouard	Teacher	Milw Sch Lang	05/27/2022
Other Work	22.1	2	Natosha Harris	Principal	Hopkins Lloyd	10/22/2021
Personal	1.1	5	Rebecca Hougard	Teacher	Clarke	10/26/2021
Personal	19.1	2	Cecelia Jordan	Teacher	Milw Sign Lang	12/03/2021
Retire	36.9	5	Michelle Kartz	Teacher	Bay View	01/06/2022
Other Dist	4.9	5	Bethany Kavanagh	Teacher	Cass	09/30/2021
Personal	0.1	5	Sarah Kleinmann	Teacher	Barton	10/06/2021
Retire	17.1	5	Allan Laird	AP	Hamilton	09/30/2021
Retire	22.0	6	Clare Maas	Teacher	Allen Field	10/31/2021
Personal	23.7	2	April Mackey	Teacher	Central Svcs	09/24/2021
Retire	20.0	2	Toyree Madison	Teacher	Marshall HS	01/04/2022
Other Work	12.2	5	Kelly Muck	Teacher	Riverside	10/22/2021
Retire	32.4	5	Gale Niemczynski	Teacher	Grant	11/01/2021
Personal	5.8	5	Jeanette Nowak Goniu	Teacher	Lincoln MS	10/08/2021
Personal	21.1	5	Kristine Richards	Teacher	Allen Field	10/01/2021
Personal	0.2	5	Bryant Rominger	Teacher	JMAC	10/15/2021
Retire	22.0	5	Mary Silva	SST	Garland	10/29/2021
Personal	0.2	4	Martin Torres	Teacher	Washington HS	10/20/2021
Other Dist	2.1	5	Sara Viduski	Teacher	Hawley	10/13/2021
Personal	1.0	5	Owen Ward	Teacher	Rufus King MS	10/14/2021
Other Work	2.2	5	Kelsey Weismann	Teacher	Allen Field	10/19/2021
Personal	29.5	2	Sharney Wilks	Teacher	Metcalfe	08/09/2021

Classified Retirements

Retire	7.8	2	Melanie Brooks	Para	Cass	10/15/2021
Retire	3.1	2	Sally Burnside	Safety Asst	School Safety	10/02/2021
Retire	25.6	5	Ann Marino	Para	Cooper	10/09/2021
Retire	19.6	5	Ross Nowak	Engineer II	Garland	10/02/2021
Retire	13.8	2	Patricia Rodgers	CHA	Neeskara	10/06/2021
Retire	14.7	4	Manuel Rodriguez	Para	Riverside	10/02/2021

Summary — Certificated Resignations

Reason	Count	
Personal	14	44%
Retire	11	34%
Other District	3	9%
Other Work	4	13%
Total Certificated Resignations:	32	100%

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for October 2021 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 above, to be effective upon approval by the Board.

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

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

Recommended Appointments

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

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
2, r	Steven Howell	Principal II — Marshall	Office of the Chief of School Administration	03	15A	$135,568
5, r	Travis Pinter	Senior Director, Specialized Services	Office of the Chief of Academics	03	16A	$123,000
2, r	Nebritt Herring	Principal I — Lincoln Center of the Arts	Office of the Chief of School Administration	03	14T	$113,912
2, r	Rochelle Johnson-Bent	Manager I, Procurement	Office of the Chief of Finance	03	11A	$107,000
2, r	Ruth Stark Jordan	School Performance Coordinator III	Office of the Chief of Communications and School Performance	03	08A	$100,770
2, nr	Ebony Lewis	Director I, Gender & Identity Inclusion	Office of the Chief of School Administration	03	14A	~~$90,386~~ $93,386
2, r	Chrystal White	Assistant Principal I — Carson	Office of the Chief of School Administration	03	10C	$91,825
5, nr	Alicia Andrews	Assistant Principal I — Bethune	Office of the Chief of School Administration	03	10C	$84,975
2, r	Tangela Anderson	Accountant IV, Contracted Schools	Office of the Chief of Communications & School Performance	03	06A	$80,306
2, r	Shalanda Driver	School Performance Coordinator III	Office of the Chief of Communications and School Performance	03	08A	$79,135
5, r	Deanna Herman	Technology Support Technician II	Office of the Chief of Communications & School Performance	03	04A	$70,830
2, r	Jamella Acosta	Coordinator III, BLMA (SEL)	Office of the Chief School of Administration	03	08A	$70,465
5, nr	Kaiten Morgan MacEwen	Dietitian Specialist I	Office of the Chief of Finance	03	08A	$70,465
5, nr	Theodore Wegner	Contract Law Specialist I	Office of the Chief of Finance	03	08A	$70,465
5, r	Joseph Schueller	Programmer/Tech II	Office of the Chief of Finance	03	04A	$68,733
5, nr	Lisa Delval	Special Education Program Supervisor	Office of the Chief of Academics	03	09C	$65,024
2, r	Lakiesha Russell	Restorative Practice Coach, Equity & Inclusion	Office of the Chief of Communications & School Performance	03	05D	$59,275

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, nr	Eric Steimel	Accountant II, Finance	Office of the Chief of Finance	03	04A	$53,246
2, r	Kimberly Foster	Administrative Assistant III, BLMA	Office of the Chief of School Administration	03	03A	$49,518
5, r	Elissia Brennan Adamczyk	Assistant Analyst	Office of Accountability & Efficiency	03	00A	$37,006

Recommended LTE Contracts Exceeding 60 Days

Your Committee recommends that the Board approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Ann Kubes	ESSER III Extracurricular Engagement Project Manager	Office of the Chief of Finance	$40.00	11/01/21-04/30/22
5, nr	Christopher Geiser	Accompanist Music Department	Office of the Chief of School Administration	$30.00	08/10/21-12/23/21
2, r	Vivian King	Independent Hearing Officer	Office of the Chief of School Administration	$30.00	08/16/21-02/15/22
5, nr	Therese Salzer	Youth Transition Consultant	Office of the Chief of Academics	$30.00	10/01/21-03/31/22
4, r	Gabriella Sustache	Reagan Musical Choreographer	Office of the Chief of School Administration	$30.00	10/10/21-01/20/22
2, r	Stephen Gonzalez	Truck Driver (Light) — Mail Services	Office of the Chief of School Administration	$27.00	10/1/21-12/31/21
2, r	Jacqueline Davis	Administrative Assistant	Office of the Chief of Human Resources	$25.00	09/13/21-12/03/21
2, r	Christina Robinson	Data Support Analyst LTE	Office of the Chief of Academics 10/22/21	$15.00	to 04/22/22

Code	
Native American	
African American	
Asian/Oriental/Pacific Islander	
Hispanic	
White	
Other	
Two or More Ethnic Codes	

Director O'Halloran moved to approve the committee's recommendation, inclusive of the amendment to the attachment to this item. The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, and President Peterson — 5.
Noes — None.

* * * * *

(Item 3) Action on Negotiated Collective-bargaining Agreements with PAMPS (Psychologists' Association in the Milwaukee Public Schools) and MTEA (Milwaukee Teachers' Education Association) — Teachers, Educational Assistants, and Bookkeepers/Accountants

Background

As required by state law, the Milwaukee Board of School Directors (MBSD) has engaged in negotiations with its certified collective-bargaining units on the subject of base wages. Negotiations have been completed between the MBSD and the following bargaining units:

- PAMPS (Psychologists' Association in the Milwaukee Public Schools)

- MTEA — Bookkeepers/Accountants (Milwaukee Teachers' Education Association)
- MTEA — Educational Assistants (Milwaukee Teachers' Education Association)
- MTEA — Teachers (Milwaukee Teachers' Education Association)

The agreements have a term of one year (July 1, 2021, through June 30, 2022) and provide for a base-wage increase for the units of 1.23%. The 1.23% base-wage increase was effective July 1, 2021.

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 funding for these wage increases was approved by the Board in the FY22 budget.

Implementation and Assessment Plan

The 1.23% base-wage increase was implemented July 1, 2021.

Committee's Recommendation

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

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

* * * * *

(Item 4) Action on a Request to Approve an Incentive for Fully Vaccinated Students Ages 5-11 and a One-time Bonus for Staff

Background

On Tuesday, November 2, 2021, the Centers for Disease Control and Prevention (CDC) endorsed the recommendation that children 5 to 11 years old be vaccinated against COVID-19 with the Pfizer-BioNTech pediatric vaccine. In an effort to ensure a healthy and safe learning and work environment for students and staff, the Milwaukee Board of Schools Directors approved a vaccine mandate for staff and an incentive for fully vaccinated students ages 12 years and older. This item requests extending the incentive to students ages 5-11 who apply for the incentive and are fully vaccinated by January 14, 2022. Vaccination is the most effective method of reducing the spread of COVID-19.

Staff have been impacted in many ways due to the COVID-19 pandemic. Staff have been flexible in meeting the needs of students and families and have demonstrated their versatility through their readiness to provide learning virtually and face-to-face, taking on additional work to help with vacancies, and ensuring protocols are followed to mitigate the impact of the COVID-19 pandemic. To show appreciation for the hard work which staff has done to support district operations and student learning this year, a one-time bonus is proposed.

The recommendation is that the Board authorize the following:

1 a $100 vaccine incentive per student ages 5-11 who apply for the incentive and are fully vaccinated by January 14, 2022, and

2. a one-time $250 bonus per benefit-eligible staff member.

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 6.20, Contracts, Employee Benefits, and Compensation Plans

Fiscal Impact Statement

Currently there are about 31,287 students ages 5-11 that may be eligible for the vaccination incentive. If all the students apply and are fully vaccinated, the fiscal impact would be $3,128,700.

The estimated fiscal impact of the staff bonus would be $2,550,250, based on about 10,201 benefit-eligible staff.

The total fiscal impact for the student vaccination incentive and the staff bonus would be an estimated $5,678,950, depending on participation.

Implementation and Assessment Plan

Upon approval by the Board, the incentive program and one-time bonuses will be scheduled and implemented.

Committee's Recommendation

Your Committee recommends approval of the Administration's recommendation, with the one-time bonus to include part-time building service helpers and part-time food service assistants.

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

* * * * *

(Item 5) 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 2020.

Based on the need to remain competitive in the current market for building trades, the Administration recommends that the Board move forward with an updated prevailing wage structure for this unit.

The Administration recommends that the Board approve the prevailing wage rates, as presented below, effective as of July 1, 2021.

Description	FY21 Current Rate	FY22 Prevailing Wage
Bricklayer	$40.75	$42.38
Bricklayer Chargeman	$42.79	$44.50
Building Laborer	$32.95	$33.92
Carpenter	$38.97	$39.49
Carpenter Chargeman	$40.92	$41.47
Electrician	$42.84	$44.39
Electrician Chargeman	$46,06	$47.72
Elev Constructor (BLDG)	$51.09	$52.80
Insulator Chargeman	$39.30	$40.62
Laborer Chargeman	$34.64	$35.65
Locksmith	$38.97	$39.49
Locksmith Chargeman	$40.92	$41.47
Mach Maint Chargeman	$42.70	$43.70
Mach Maint Repairman	$41.20	$42.20

Description	FY21 Current Rate	FY22 Prevailing Wage
Painter	$34.45	$35.95
Painter Chargeman	$34.83	$36.33
Pipe Insulator	$37.43	$38.68
Plasterer	$36.72	$37.98
Plumber	$46.40	$48.50
P!umber — Rest.Jour. l	$42.17	$44.27
Plumbing Chargeman	$49.19	$51.41
Roofer	$36.35	$37.00
Roofer Chargeman	$36.85	$37.50
Sheet Metal Chargeman	$51.00	$52.25
Sheet Metal Worker	$47.44	$48.60
Steamfitter	$47.79	$48.81
Steamfitter Chargeman	$50.18	$51.25

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

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 FY22.

Implementation and Assessment Plan

Upon Board's approval, the new wage rates shall be implemented as required.

Committee's Recommendation

Your Committee recommends that the Board approve the prevailing wage rates, as presented above, effective as of July 1, 2021.

Approval of this item, per Board Rule 1.14 requires an affirmative two-thirds vote of the Board's membership. With less than the required membership in attendance, this item will be held as unfinished business.

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Reports on Change Orders in Excess of $25,000 and Emergency Purchases Due to COVID-19; Report of Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under $50,000 and Cumulative Total Report; Report on COVID-19 Expenditures; Report on Monthly Grant Awards; 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. The increase in blanket spending authority is being requested to allow for a potential large purchase for families through the federal Emergency Connectivity Fund (ECF), for which MPS is awaiting a funding commitment.

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. CDW has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract. This contract extension will run from December 1, 2021, through November 30, 2022. The total cost of the contract in this extension year will not exceed $18,500,000.

Budget Code: Varies by location ordering goods $18,500,000

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

——— Authorization to Purchase from Ewald's Chevrolet Ford, LLC, Oconomowoc Four Ford Vehicles for the Department of Recreation and Community Services (Milwaukee Recreation) (WI State Contract)

The Administration is requesting authorization to use a state contract to purchase from Ewald's Chevrolet Ford, LLC, Oconomowoc, four Ford vehicles for use by the Department of Recreation and Community Services (Milwaukee Recreation). This purchase will be made under the State of Wisconsin's Contract #505ENT-M21-VEHICLES-03. The vehicles to be purchased are

- three 2022 Ford T-250 High Roof Transit Cargo Vans at $34,423 each, for a total of $103,269.00; and
- one 2022 Ford T-250 Medium Roof Transit Cargo Van at $37,354, for a total of $37,354.

Two vehicles are replacements for the mobile unit program, one is a replacement for the vehicle at the warehouse, and the final vehicle is a new purchase (not replacement) for the outdoor education program.

This will be a one-time purchase, and funds expended will not exceed $140,623.

Budget Codes: CSV-0-0-PRC-RC-ERVH .(Vehicle Replacement — Extension Fund)
$68,846
STS-0-0-FGR-RC-ERVH (Vehicle Replacement — Extension Fund)
$34,423
OAS-0-0-PRC-RC-ERVH (Vehicle Purchase — Extension Fund
$37,354
Total $140,623

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

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 C029592 Quality Healthcare Options

On July 22, 2020, the Milwaukee Board of School Directors and Quality Healthcare Options, Inc., entered into Professional Services Contract number C029592, with a term of October 1, 2020, through September 30, 2021. The contract is being extended for a term of October 1, 2021, through September 30, 2022. Additional funds are now necessary to sustain services for the second year.

Original Contract Amount $49,880.60
Increase $49,750.00
Adjusted Contract Amount $99,630.60

Contract C028819 Drive USA

On September 1, 2021, the Milwaukee Board of School Directors and Drive USA, Inc., d/b/a Arcade Driver's School, entered into Professional Services Contract number C029918, with a term of September 1, 2021 through August 31, 2022. Additional funds have been secured to offset the elimination of City of Milwaukee's funding for the MPS Drive program as well as to increase the capacity to serve additional students.

Original	Contract	Amount	$566,940.00
Increase			$188,964.00
Adjusted Contract Amount	$755,904.00		

Report on Emergency Purchases Due to COVID-19

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with a vendor for products related to the Covid-19 pandemic. Due to the emergency nature of this procurement, the purchase was not previously approved by the Board.

Vendor	Description of Goods	Purchase Order	PO Total	Procurement Basis
AssetGenie Inc	Power adapters for Chromebooks to support remote-learning needs.	P951610	$758,000.00	ETB — Emergency (Administrative Policy 3.09(14))

Report on Preliminary COVID-19 Expenditures through September 30, 2021

Summary Expenditure Type	FY20	FY21	FY22 (1st Qtr)	Total
Educational supplies and materials	$492,539	$349,133	$49,663	$891,335
Technology upgrades , platforms/software/licenses, Chromebooks, hotspots and power adapters	$49,129	$24,591,182	$587,199	$25,227,510
Personal protective supplies and sanitation	$538,284	$7,793,263	$506,270	$8,837,818
Recreation		$37,211		$37,211
Stop, Grab & Go distribution sites	$2,311,645	$5,550,565	$39,386	$7,901,595
Technology/Virtual learning staff development		$238,727	$102,436	$341,164
Transportation	$4,679,989	$3,475,503		$8,155,492
Translation and interpretation services	$15,400			$15,400
Total	$8,086,986	$42,035,584	$1,284,955	$51,407,525

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			
Fratney Street School	Joan C. Levine Revocable Trust	20,000.00	Classroom Supplies
Total Monetary Donations Over $5,000		*$20,000.00*	
Monetary Donations			
Audubon High School	Kingfish Solutions LLC	221.00	Athletics
Audubon High School	Kingfish Solutions LLC	167.43	Athletics
Burbank School	State Collection Service, Inc	200.00	Money for School Supplies
Cass Street School	Steven & Kathryn J. Baptie	3,500.00	Classroom Supplies
Cass Street School	Pilot Club of Milwaukee	100.00	Classroom Supplies
Fairview School	Valerie & Ryan Scofield	100.00	PBIS
Fernwood School	Rebekah Storma	35.00	Coffee Cart Donation
Fernwood School	King Solutions, Inc	27.00	Classroom Supplies
Fernwood School	Julie Attermeier	25.00	In Memory of Nicole Martin
Fernwood School	Jessica Hess	20.00	Practical Life Supplies
Fernwood School	Lisa Johnson	20.00	Practical Life Supplies
Fernwood School	Bryon Cherry	20.00	Practical Life Supplies
Fernwood School	Brian Mueller	20.00	Practical Life Supplies
Fernwood School	Leah Lavois	20.00	Coffee Cart Donation

Location	Donor	Amount	Gift or Purpose
Fernwood School	Raphael Ramos	10.00	Practical Life Supplies
Fernwood School	Carly Schwebke	10.00	Practical Life Supplies
Fernwood School	James Kelley	10.00	Practical Life Supplies
Fernwood School	Erica Yoblin	10.00	Practical Life Supplies
Fernwood School	Jillian Wonio	10.00	Practical Life Supplies
Fernwood School	Kelsey Keith	10.00	Practical Life Supplies
Fernwood School	Kathryn Fitzgibbons	10.00	Practical Life Supplies
Fernwood School	Ryan Hurley	10.00	Practical Life Supplies
Fernwood School	Rachel Scannell	10.00	Practical Life Supplies
Fernwood School	Danielle Miller	10.00	Practical Life Supplies
Fernwood School	Marisa Mytys	10.00	Practical Life Supplies
Fernwood School	Jason Capriotti	10.00	Practical Life Supplies
Fernwood School	Annie Margaret	10.00	Practical Life Supplies
Fernwood School	Sean Lynch	10.00	Practical Life Supplies
Fernwood School	Lindsay Petersen	10.00	Practical Life Supplies
Fernwood School	Oscar Niles II	10.00	Practical Life Supplies
Fernwood School	Kari Wellhausen	10.00	Coffee Cart Donation
Fernwood School	Yavuz Tonelli	5.00	Practical Life Supplies
Franklin School	Pilot Club of Milwaukee	100.00	Classroom Supplies
French Immersion School	Anonymous Donor	15.00	African Dance
Gaenslen School	Pilot Club of Milwaukee	100.00	Classroom Supplies
German Immersion School	Nikolas Rohne*	1,000.00	Classroom Supplies
German Immersion School	Menasha Corporation Foundation	1,000.00	Classroom Supplies
German Immersion School	The Blackbaud Giving Fund	8.24	Classroom Supplies
Greenfield School	Miguelina Ricardo	50.00	Support Soccer Teams
Gwen T. Jackson School	Milwaukee Brewers	32.00	Classroom Supplies
Hampton School	New Life Community Church	115.00	Classroom Supplies
Hampton School	Dedra Dozier	50.00	Classroom Supplies
Honey Creek Elementary School	King Solutions, Inc	45.55	Classroom Supplies
Howard Avenue Montessori	Jon & Betsy Herden	100.00	Classroom Supplies
Howard Avenue Montessori	Kelly A Anderson	75.00	Classroom Supplies
Howard Avenue Montessori	Jason Wilhelm	75.00	Classroom Supplies
Howard Avenue Montessori	Valerie & Ryan Scofield	75.00	Classroom Supplies
Howard Avenue Montessori	Betsy Herden	75.00	Classroom Supplies
Howard Avenue Montessori	Parent/Guardian of Meenali Dua	25.00	Classroom Supplies
Howard Avenue Montessori	Paul Sickel	25.00	Classroom Supplies
Howard Avenue Montessori	Matthew Wood	25.00	Classroom Supplies
Howard Avenue Montessori	Angela Blahnik	10.00	Classroom Supplies
Howard Avenue Montessori	Marina Dimitrijevo	5.00	Classroom Supplies
King Elementary School	Advent MSO LLC	896.00	Back to School Supplies
King Elementary School	Milwaukee Jazz Festival Incorporated	2,500.00	Classroom Supplies
King Elementary School	Brandt Mylott & Renee Joos	200.00	Band Class Donation
Longfellow Elementary	Ernst & Young, LLP	1,000.00	Classroom Supplies
MacDowell Montessori	Juneau Letter Winners Alumni Association*	2,000.00	Alumni Athletic Equipment & First Aid
Manitoba School	Everbrite Donation	320.00	Classroom Supplies
Milwaukee High School of the Arts	Ellen S Wruck	50.00	In Memory of Jeradyth Meyer
Milwaukee High School of the Arts	Ann Meyer	25.00	In Memory of Jeradyth Meyer
Milwaukee School of Languages	German Immersion Foundation, Inc	2,000.00	Classroom Supplies
Morgandale School	Barbara J Luepke	25.00	Obando Memorial
Morse Middle School	Richard & Nansi Hawkins	200.00	Classroom Supplies
Morse Middle School	Richard & Nansi Hawkins	200.00	Monthly Gift to Morse
Recreation and Community Services	Jodi Lynn Vitello	50.00	Food for Picnic

Location	Donor	Amount	Gift or Purpose
Ronald Reagan High School	Susan Haim	300.00	Special Ed
South Division High School	Lynden, Inc	300.00	Multicultural Club
Strategic Partnerships and Customer Service	Marilyn Kros	1,000.00	MPS Mitten Tree
Strategic Partnerships and Customer Service	Shake Shack Enterprises LLC*	271.28	Alumni Donation
Strategic Partnerships and Customer Service	Trombetta	250.00	Classroom Supplies
Strategic Partnerships and Customer Service	Kenneth Stauffer	100.00	Back to School Supplies
Strategic Partnerships and Customer Service	Christine Jameson	25.00	Back to School Supplies
Total Monetary Donations		$19,368.50	
Non-monetary Donations			
Albert E. Kagel School	Donors Choose	461.23	Scholastic Magazine
Allen-Field School	Donors Choose	254.98	Completion Ceremony Gifts
Bradley Trade & Tech	Donors Choose	699.33	Classroom Supplies
Bradley Trade & Tech	Donors Choose	297.13	Classroom Supplies
Bradley Trade & Tech	Donors Choose	150.67	3D Pen Supplies
Burbank School	Martin Luther Lutheran Church	500.00	Classroom Supplies
Burbank School	St Vincent De Paul	200.00	Classroom Supplies
Burbank School	Patrick & Amy Shields	50.00	Clothes & Shoes for Students
Cass Street School	Donors Choose	406.63	Classroom Furniture
Clarke Street School	Froedtert	300.00	Classroom Supplies
Clemens School	Shoes That Fit	495.00	33 Pairs of New Shoes
Department of Specialized Services	Milwaukee Public Market	1,125.00	Summerfest Tickets
Fernwood School	Donors Choose	528.88	The Wonder of Reading
Fernwood School	Donors Choose	445.17	Montessori Minds Blooming
Fernwood School	Ryan Hainey	15.00	Practical Life Supplies
Fernwood School	Yavuz Tonelli	10.00	Practical Life Supplies
Fernwood School	Sean Lynch	10.00	Practical Life Supplies
Fernwood School	Ryan Hainey	10.00	Practical Life Supplies
Fernwood School	Jessica Hess	5.00	Practical Life Supplies
Fernwood School	Lindsay Petersen	5.00	Practical Life Supplies
Fernwood School	Sean Lynch	5.00	Practical Life Supplies
Fernwood School	Annie Margaret	5.00	Practical Life Supplies
Fernwood School	Jason Capriotti	5.00	Practical Life Supplies
Fernwood School	Marisa Mytys	5.00	Practical Life Supplies
Fernwood School	Danielle Miller	5.00	Practical Life Supplies
Fernwood School	Rachel Scannell	5.00	Practical Life Supplies
Fernwood School	Ryan Hurley	5.00	Practical Life Supplies
Fernwood School	Kathryn Fitzgibbons	5.00	Practical Life Supplies
Fernwood School	Kelsey Keith	5.00	Practical Life Supplies
Fernwood School	Jillian Wonio	5.00	Practical Life Supplies
Fernwood School	Erica Yoblin	5.00	Practical Life Supplies
Fernwood School	James Kelley	5.00	Practical Life Supplies
Fernwood School	Raphael Ramos	5.00	Practical Life Supplies
Fernwood School	Carly Schwebke	5.00	Practical Life Supplies
Fernwood School	Brian Mueller	5.00	Practical Life Supplies
Fernwood School	Bryon Cherry	5.00	Practical Life Supplies
Fernwood School	Lisa Johnson	5.00	Practical Life Supplies
Fernwood School	Yavuz Tonelli	5.00	Practical Life Supplies
Fifty-Third Street School	Donors Choose	516.68	Cleaning Supplies
Fifty-Third Street School	Donors Choose	349.50	Classroom Supplies
Forest Home Avenue School	Donors Choose	417.57	Classroom Supplies
Forest Home Avenue School	Donors Choose	321.21	Classroom Supplies
Forest Home Avenue School	Donors Choose	262.33	Headphones for Students

Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	Donors Choose	253.44	Writing Materials
Franklin School	Donors Choose	984.10	Classroom Supplies
Franklin School	Donors Choose	347.31	Library Resources
Fratney Street School	Donors Choose	1,812.34	Sand Water Table
Fratney Street School	Donors Choose	623.66	Storage Cabinet for Green Space
Fratney Street School	Donors Choose	423.04	Materials & Books for K3
Fratney Street School	Donors Choose	422.92	Learning Materials for Pre-K
Fratney Street School	Donors Choose	336.54	Animal Toys for Dual Language Learners
Fratney Street School	Donors Choose	298.22	Materials Books for Pre-K
Fratney Street School	Donors Choose	290.84	Sell Coqui Tree Frog Dolls
Fratney Street School	Donors Choose	283.61	Notebooks & Math Journals
French Immersion School	Donors Choose	185.84	Books
German Immersion School	Donors Choose	681.24	Classroom Supplies
Goodrich School	Donors Choose	473.61	Safe Space for Students
Goodrich School	Donors Choose	337.54	Writing on Our Own
Goodrich School	Donors Choose	313.84	Immigration Book Study
Goodrich School	Donors Choose	192.36	Learning to Read is the Key
Green Tree Prep	Community Warehouse Woolworth	2,000.00	Hand Sanitizers
Green Tree Prep	Dr. Katrina Fisher	339.98	Pizza for Students on Third Friday
Hartford University School	Donors Choose	589.38	Classroom Supplies
Hopkins Street School	Stonecreek Coffee	552.50	Coffee
Kilbourn School	Donors Choose	377.30	Classroom Supplies
Kilbourn School	Donors Choose	370.53	Classroom Supplies
Kilbourn School	Donors Choose	359.85	Classroom Supplies
Kilbourn School	Donors Choose	295.44	Classroom Supplies
Kilbourn School	Donors Choose	234.52	Classroom Supplies
Kilbourn School	Donors Choose	215.88	Classroom Supplies
Kilbourn School	Donors Choose	208.04	Classroom Supplies
King Elementary School	Sophia Smith*	2,500.00	Sleepover for Education
King Elementary School	United Way	904.92	Classroom Supplies
Kluge School	Donors Choose	430.24	Classroom Supplies
Kluge School	Donors Choose	265.79	Classroom Library: Read Aloud
Kluge School	Donors Choose	157.17	Social Distance Supplies
MacDowell Montessori	Donors Choose	922.18	Storage Cabinet
MacDowell Montessori	Donors Choose	768.62	Math Beads
MacDowell Montessori	Donors Choose	664.00	Science Equipment
MacDowell Montessori	Donors Choose	636.72	Maps
MacDowell Montessori	Donors Choose	573.53	Geography Supplies
MacDowell Montessori	Donors Choose	495.88	Early Learning
MacDowell Montessori	Donors Choose	458.57	Math Materials
MacDowell Montessori	Donors Choose	443.44	Maps
MacDowell Montessori	Donors Choose	420.78	Math Materials
MacDowell Montessori	Donors Choose	333.48	Life Science
MacDowell Montessori	Donors Choose	233.00	Teacher Resource
MacDowell Montessori	Donors Choose	212.70	Time Subscription
MacDowell Montessori	Donors Choose	147.14	Exercise Supplies
MacDowell Montessori	Donors Choose	135.82	Cleaning Supplies
Maple Tree School	West Granville Presbyterian Church	777.93	Classroom Supplies
Maple Tree School	Donors Choose	419.11	Classroom Supplies
Maple Tree School	Donors Choose	406.52	Classroom Supplies
Maple Tree School	Donors Choose	280.68	Classroom Supplies
Marvin Pratt	Donors Choose	700.30	Classroom Supplies
Marvin Pratt	Donors Choose	418.35	Books

Location	Donor	Amount	Gift or Purpose
Mitchell School	Donors Choose	408.65	Scholastic Story works Material
Mitchell School	MDRC Corporate	250.00	Gift Cards
Morgandale School	Donors Choose	767.31	Snacks for K4
Morgandale School	Donors Choose	734.87	Face Shields Therapy Material
Morgandale School	Donors Choose	504.94	Therapy Materials
Morgandale School	Donors Choose	468.02	LED Boards
Morgandale School	Donors Choose	420.67	Writing Journals
Morgandale School	Donors Choose	391.67	Dry Erase Boards Supplies
Neeskara School	Donors Choose	829.19	Books
Neeskara School	Donors Choose	678.06	Classroom Fans
Neeskara School	Donors Choose	360.73	Science Materials
Neeskara School	Donors Choose	304.02	Classroom Vornado Fans
Ninety-Fifth Street School	Donors Choose	319.88	Corcoran Books
Ninety-Fifth Street School	Donors Choose	657.04	Art Supplies
Ninety-Fifth Street School	Donors Choose	531.22	Kargol Incentives
Ninety-Fifth Street School	Donors Choose	504.26	Books
Ninety-Fifth Street School	Donors Choose	483.62	Stangel Doll House Toys
Ninety-Fifth Street School	Donors Choose	443.73	Kargol Snacks
Ninety-Fifth Street School	Donors Choose	398.79	Gundrum Balance Equipment
Ninety-Fifth Street School	Donors Choose	371.18	Stephan Books
Ninety-Fifth Street School	Donors Choose	357.31	Kargol Miscellaneous
Ninety-Fifth Street School	Donors Choose	354.50	Bukosky School Supplies
Ninety-Fifth Street School	Donors Choose	347.38	Kargol Supplies
Ninety-Fifth Street School	Donors Choose	324.25	Kargol Lap Desk
Ninety-Fifth Street School	Donors Choose	309.63	Kargol Autism Materials
Ninety-Fifth Street School	Donors Choose	305.52	Spivey Paper
Ninety-Fifth Street School	Donors Choose	293.32	Spivey Books
Ninety-Fifth Street School	Donors Choose	291.27	Kargol Skills Supplies
Ninety-Fifth Street School	Donors Choose	278.68	Shields Books
Ninety-Fifth Street School	Donors Choose	272.79	Kargol Weighted Animals
Ninety-Fifth Street School	Donors Choose	258.77	Bukosky Books
Ninety-Fifth Street School	Donors Choose	258.69	Kargol Clothes
Ninety-Fifth Street School	Donors Choose	249.65	Harrington Speech Materials
Ninety-Fifth Street School	Donors Choose	230.58	Mcilhone Supplies
Ninety-Fifth Street School	Donors Choose	226.06	Mutz Books & Supplies
Ninety-Fifth Street School	Donors Choose	220.36	Kargol Pre-K Supplies
Ninety-Fifth Street School	Donors Choose	183.34	Mcilhone Books
Ninety-Fifth Street School	Donors Choose	180.98	Mcilhone Books
Ninety-Fifth Street School	Donors Choose	169.17	Stangel Reading Materials
Ninety-Fifth Street School	Donors Choose	167.91	Kargol Supplies
North Division High School	Donors Choose	476.35	Hip Hop History Book
North Division High School	Donors Choose	437.02	Cubes/Room Dividers
North Division High School	Donors Choose	277.64	Logitech/Bose Speakers
North Division High School	Donors Choose	267.27	Light Tracing Pads
North Division High School	Donors Choose	267.10	Crayons, Fabric, Muffin Pans
North Division High School	Donors Choose	230.05	Hip Hop History Books
Project Stay Senior Institute	Black White Barbershop	350.00	Haircuts
Project Stay Senior Institute	Reina Rose Nails Aesthetics	220.00	Beauty Services
Project Stay Senior Institute	Starbucks	125.00	Coffee & Danish
Project Stay Senior Institute	Calvary Presbyterian Church	50.00	Personal Hygiene Products
Project Stay Senior Institute	Restoration Church	35.00	Water
Project Stay Senior Institute	Sarah Deneve	30.00	One Large Bag of Toys
Riverside High School	Donors Choose	703.31	Non-Fiction AP Books
Riverside High School	Donors Choose	561.97	YA Books
Riverside High School	Donors Choose	495.63	Mobile Books
Riverside High School	Donors Choose	327.82	Feminine Hygiene Supplies
Siefert School	Donors Choose	361.63	Poetry Books
Siefert School	Donors Choose	326.63	Workbooks

Location	Donor	Amount	Gift or Purpose
Siefert School	Donors Choose	158.15	Teaching Materials
Spanish Immersion School	Donors Choose	154.71	Classroom Supplies
Story School	Donors Choose	195.87	Classroom Supplies
Story School	Donors Choose	143.43	Classroom Supplies
Trowbridge School	Donors Choose	379.35	Classroom Supplies
Trowbridge School	Donors Choose	313.99	Classroom Supplies
Trowbridge School	Donors Choose	168.95	Classroom Supplies
Trowbridge School	Donors Choose	150.29	Classroom Supplies
Victory School	Donors Choose	588.85	Classroom Supplies
Vincent High School	Donors Choose	656.37	Classroom Furniture
Vincent High School	Donors Choose	323.44	Literacy Language
Vincent High School	Donors Choose	316.62	Volleying for Greatness
Walt Whitman School	Donors Choose	1,317.12	Student Books
Walt Whitman School	Donors Choose	220.81	Student Chairs
Walt Whitman School	Green Bay Packers	90.00	Green Bay Packers Football Sign
Walt Whitman School	Costco	25.00	Gift Card
Wisconsin Conservatory	Donors Choose	244.78	Covid Won't Stop Our Learning
Wisconsin Conservatory	Donors Choose	214.66	Keeping It Together
Zablocki School	Donors Choose	1,052.24	Science & Community Garden Supplies
Zablocki School	Donors Choose	768.94	Calm Down & Sensory Room Materials
Zablocki School	Donors Choose	426.49	Water Bottles/Stickers
Zablocki School	Donors Choose	344.81	Math Manipulatives
	Total Non-monetary Donations	*$64,342.35*	
Total Value of Donations for October 2021		$103,710.85	
	**Donations from MPS Alumni*	*$5,771.28*	

Committee's Recommendation

Your 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 to approve the balance of the Committees' reports.

* * * * *

(Item 7) Action on the Award of Professional Services Contracts

RFP 965 Authorization to Contract with Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers, for Occupational Medical Services

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; coordinate 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 achieve full staffing of schools.

Concentra was chosen as the highest-ranked vendor pursuant to RFP 965, which closed on October 26, 2017. In December 2017, the Board approved a contract with Concentra with an initial term of January 1, 2018, through December 31, 2020, with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. Concentra has met the performance metrics codified in the contract;

therefore, MPS is exercising the second one-year option to extend the contract. This contract renewal will run from January 1, 2022, through December 31, 2022.

The total cost of the contract in this second extension will not exceed $250,000.

Budget Code: DWC-0-0-EMB-DW-ECTS (Contracted Services — Employee Benefits)
$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
10,539	5,763	7,775	No	NA	NA	NA	NA	400	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 is the following professional services contract:

- Occupational Health Centers of the Southwest P.A., d/b/a Concentra Medical Centers ("Concentra"), for occupational medical services;
  DWC-0-0-EMB-DW-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 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 Contracts

Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System on Behalf of University of Wisconsin-Milwaukee's Center for Urban Population Health for Research Evaluation

The Administration is requesting authorization to extend a contract with the Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin-Milwaukee's Center for Urban Population Health for Research Evaluation (CUPH) to conduct both process (formative) and outcome (summative) evaluation of the Milwaukee Public Schools' AIMing for Quality Arts and Achievement project. The services include:

- identifying sources for evaluation data and creating data-collection systems as needed;

- attending project meetings with stakeholders to stay informed of changes in the project and progress;
- analyzing qualitative and quantitative data to track the project's progress and to determine its impact on students;
- preparing performance-feedback memos and annual reports to inform project 'sstaff of evaluation results; and
- providing ongoing support to the project team through a developmental-evaluation approach.

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 original contract provided for two one-year options to extend upon mutual consent. This will be the second extension of this contract. This second contract extension will run from January 1, 2022, through December 31, 2022.

The total cost of the contract in this extension year will not exceed $63,000.00.

Budget Code: SDV-0-S-QU2-CI-ECTS (AIMing for Quality Arts — Contracted Services) $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
NA	NA	NA	NA	0	NA	NA	NA	0	10

Authorization to Extend a Contract with devX, LLC, for the Development of STEM Fabrication Labs

The Administration is requesting authorization to extend the contract with devX, LLC, ("devX") to develop and to furnish digital fabrication labs in up to six schools. The fabrication labs will serve as a place for students to play, to create, to learn, and to invent through hands-on STEM activities. The contractor will provide customized, detailed digital fabrication lab design and a framework for implementation. Additionally, the contractor will provide consulting services related to the acquisition and installation of equipment. To ensure that staff maximize the use of the fabrication labs, devX will provide strategically-designed professional development.

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 original contract provided for two one-year options to extend upon mutual consent. This will be the second, and final, extension of this contract. This second contract extension will run from January 1, 2022, through December 31, 2022.

The total cost of the contract in this extension year will not exceed $95,000.00.

Budget Code: SDV-0-S-7S2-EO-ECTS (Contracted Services) $95,000.00

devX, LLC

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	NA	NA	NA	300	10

——— Authorization to Issue a Contract to C&S Transportation, Inc., for Yellow Bus Services

The Administration is requesting authorization to issue a contract to C&S Transportation, Inc., for yellow bus services to address the school bus/bus driver shortage. C&S Transportation, Inc., is the only vendor that has drivers and buses available to fill the needs of our students.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to delivery and emergency need (Administrative Policy 3.09(7)(E)(1)(b)(viii) and (3.09 (14)).

The contract will run from November 19, 2021, through July 1, 2022. The total cost of the contract will not exceed $100,000.00.

Budget Code: RTS-0-0-TRS-DW-EPPT $100,000.00

C & S Transportation, Inc. HUB PARTICIPATION

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 Contract to Johnson Controls, Inc., to Upgrade Hardware for Outdated Engines and to Move to New Virtual Servers at Various Sites

The Administration is requesting authorization to issue a contract to Johnson Controls, Inc., to upgrade hardware for updated engines and to move from old server to new virtual servers at various sites. Johnson Controls, Inc., will also update hardware for outdated engines for schools that are already on the newer server at various sites.

Johnson Controls, Inc., is the manufacturer of the Metasys Building Automation System, and its direct-service branch office is the only channel in Milwaukee County authorized by Johnson Controls to install a Metasys virtual server to supply Metasys-branded controllers and to migrate MPS site controls onto the new server.

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 one-of- a-kind and continuity (Administrative Policy 3.09(7)(E)(1)(b)(i) and (7)(E)(1)(b)(iv)).

The contract will run from December 1, 2021, through November 30, 2022. The total cost of the contract will not exceed $172,127.00.

Budget Code: OPR-0-0-7G2-FM-ECNCCOVD (Construction Contracts — Covid Operations) $172,127.00

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:

- Board of Regents of the University of Wisconsin System on behalf of University of Wisconsin Milwaukee Center for Urban Population Health, for research evaluation; SDV-0-S-QU2-CI-ECTS $63,000
- devX, LLC, for the Development of STEM Fabrication Labs; SDV-0-S-7S2-EO-ECTS $95,000

- C&S Transportation, Inc., for yellow bus services;
  RTS-0-0-TRS-DW-EPPT $100,000
- Johnson Controls, Inc., to upgrade hardware for outdated engines
  and to move to new virtual servers for various sites;
  OPR-0-0-7G2-FM-ECNCCOVD $172,127

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 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Extend Contracts with Follett School Solutions, Inc., and Mackin Educational Resources for Library Books and Materials

Background

The Administration is requesting authorization to waive Administrative Policy 3.09(9)(e) and to extend contracts with Follett School Solutions, Inc., and Mackin Educational Resources for library books and library materials.

The request for a third extension and fourth year is based on projected supply-chain issues resulting in greater start-up costs. Schools throughout the district will be able to place purchase orders as needed throughout the term of these contracts. These contractors will be used to deliver library books and library materials throughout MPS.

Contractors were chosen pursuant to RFP 986, which closed October 3, 2018. The original contracts provided for two one-year options to extend if certain performance metrics were met. The performance metrics codified in the contracts have been met. MPS is exercising a stand-alone item for a waiver for the fourth year with the intent to issue a bid for these services during the 2021-22 school year.

Each contract will run from January 1, 2022, through December 31, 2022. The total cost of the contracts in this extension will not exceed $1,600,000, which reflects awards of $800,000 to Follett School Solutions, Inc., and $800,000 to Mackin Educational Resources.

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: Various School Budget Accounts — Library Resources $1,600,000

Follett School Solutions, Inc.

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,200+	150	720	No	5%	5%	TBD	NA	300	10

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
525	144	338	No	5%	5%	TBD	NA	300	10

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve contract extensions for Follett School Solutions, Inc. and Mackin Educational Resources, as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Issue Contracts to ENA Services, LLC; CDW Government, LLC; and Sentinel Technologies, Inc., for eRate Services

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into contracts with ENA Services, LLC, for internet access service and connectivity; CDW Government, LLC, for wireless access points, switches, controllers, transceivers, and licenses; and with Sentinel Technologies, Inc., for installation of wireless access points and switches.

Three separate competitive RFPs — 1055, 1058, and 1060 — were issued in July, August, and September, respectively, and were posted for the time period required by E-Rate's rules.

It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for internet access service and connectivity; and 85% of the wireless access points, switches, controllers, transceivers and licenses; however, due to the E-rate's budget cap based on $167 per student times the 2020 student enrollment for this category of service, sufficient E-rate funds are not available to pay for the installation of wireless access points and switches.

Given the significant amount of work required to implement a new vendor for these complex services, the Administration requests a waiver of Administrative Policy 3.09(9)(e) to allow for the possibility of contract terms longer than three years. The contracts will run from July 1, 2022, through June 30, 2023, (the "Initial Term") with four additional one-year options to extend. The Administration will return to the Board each year to request authorization.

RFP	Service	Total Contract Amount	Anticipated E-Rate Reimbursement	MPS's Anticipated Share
1055	Internet Access Service and Connectivity	$247,200	$222,480	$24,720
1058	Wireless Access Points, Switches, Controllers, Transceivers, and Licenses*	$11,419,422	$9,394,952	$2,024,470
1060	Installation of Wireless Access Points and Switches**	$148,806	$0	$148,806

RFP	Service	Total Contract Amount	Anticipated E-Rate Reimbursement	MPS's Anticipated Share
Total		$11,815,428	$9,617,432	$2,197,996.00

*$366,537 of total costs are ineligible under E-Rate. As such, the 85% E-Rate share is based on total E-Rate-eligible costs of $11,052,884.
**Unless the FCC changes its five-year budget formula, E-rate funds based on a per-student formula are insufficient to pay for the installation of equipment.

Upon the Board's approval, the District will sign the contracts prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY22-23 budget process.

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) $11,815,428.00

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve contracts for ENA Services, LLC; CDW Government LLC; and Sentinel Technologies, Inc., 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 11) Action on Monthly Facilities Matters: FMS Award of Construction Contracts, Report with Possible Action on Air Quality

Construction Contracts

Energy-conservation Corridor Ceiling & Lighting Upgrade

Wedgewood Park Multi-Plex

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

Low Bidder, Base Bid of $979,797.00

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	20%	60%	$611,750.00	20%	100	10

Funds are available for the Energy-conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE CT ECNC7 (Project No. 7181). The project's start date is scheduled for November 19, 2021, and completion date is August 5, 2022.

Riverside University High School

Prime Contractor
Burkhart Construction Corporation
3271 Endeavor Drive
Richfield, WI 53076

Low Bidder, Base Bid of $1,356,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	3	5	No	20%	43%	$583.800.00	20%	100	10

Funds are available for the Energy Conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE CT ECNC7 (Project No. 7182). The project's start date is scheduled for November 19, 2021, and completion date is August 5, 2022.

South Division Multi-plex

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

Low Bidder, Base Bid of $2,259,233.00, plus $79,793.00 for Mandatory Alternate #1, to provide and to install new exterior lighting, for a total cost of $2,339,026.00

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	20%	66%	$1,496,793.00	20%	100	10

Funds are available for the Energy-conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE CT ECNC7 (Project No. 7532). The project's start date is scheduled for November 19, 2021, and completion date is August 5, 2022.

Summary

Total construction contract dollars awarded $4,674,823.00
Total dollars HUB participation $2,692,343.00
% of HUB participation 58.59%
% Minority employees within company 29.29%
% Women employees within company 22.31%

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 begiven 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 MPS's buildings are safe

and clean. DFMS is contracting with consultants to update documentation necessary to complete testing and to balance the mechanical systems, along with outside contractors and in- house staff to perform the task.

The Administration will continue to pursue measures in ensuring good air quality in MPS's buildings and report to the Board monthly. The report will include updates on procuring consultants and the status of findings during the site investigations as part of their scope, steps toward procuring contractors to perform testing and balancing and identify any deficiencies in mechanical systems, and then evaluate potential deficiencies and establish a remediation plan if necessary. This defined process equates to performing a ventilation audit.

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

Construction Contracts Requested for Approval:

- ALLCON, LLC, for energy-conservation corridor ceiling and lighting upgrade at Wedgewood Park Multi-Plex; Code: FCM 00 ECE CT ECNC7 $979,797.00
- Burkhart Construction Corporation, for energy-conservation corridor ceiling and lighting upgrade at Riverside University High School; Code: FCM 00 ECE CT ECNC7 $1,356,000.00
- ALLCON, LLC, for energy-conservation corridor ceiling and lighting upgrade at South Division Multi-plex; Code: FCM 00 ECE CT ECNC7 $2,339,026.00

Total $4,674,823.00

Implementation and Assessment Plan

Upon Board's approval, the construction contracts as attached to the minutes of your Committee's meeting will be executed.

Committee's Recommendation

Your recommends that the Board approve the construction 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 12) Report with Possible Action Regarding School Safety Plans as Required by Wisconsin State Statutes, §118.07(4)(bm), and Other Associated Requirements

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

Background

Wisconsin Statutes, §118.07(4)(bm), requires all public and private schools in Wisconsin to have school safety plans to be followed in the case of emergency situations:

118.07(4)(bm)
(4)

(a) Each school board and the governing body of each private school shall have in effect a school safety plan.

(b) A school safety plan shall be created with the active participation of appropriate parties, as specified by the school board or governing body of the private school. The appropriate parties may include the department of justice, local law enforcement officers, fire fighters, school administrators, teachers, pupil services professionals, as defined in s. 118.257 (1) (c), and mental health professionals. Before creating or updating a school safety plan, a school board or governing body of a private school shall, in consultation with a local law enforcement agency, conduct an on-site safety assessment of each school building, site, and facility that is regularly occupied by pupils. The on-site assessment shall include playgrounds, athletic facilities or fields, and any other property that is occupied by pupils on a regular basis.

(bm) A school safety plan shall include all of the following:

1. An individualized safety plan for each school building and facility that is regularly occupied by pupils. The individualized safety plan shall include any real property related to the school building or facility that is regularly occupied by pupils.
2. General guidelines specifying procedures for emergency prevention and mitigation, preparedness, response, and recovery.
3. Guidelines and procedures to address school violence and attacks, threats of school violence and attacks, bomb threats, fire, weather-related emergencies, intruders, parent-student reunification, and threats to non-classroom events, including recess, concerts and other performances, athletic events, and any other extracurricular activity or event.
4. The process for reviewing the methods for conducting drills required to comply with the plan.

The respective school board is to review and to approve the safety plans every three years, or when changes are made, and to provide a letter of certification to the Wisconsin Department of Justice's Office of School Safety prior to January 1, 2022.

All MPS schools have prepared school safety plans (see example attached to the minutes of your Committee's meeting) and are consistent with prior years' plans.

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

Item was deferred to the end of the agenda.

* * * * *

(Item 13) Report with Possible Action Regarding the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff

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

Background

The Bilingual Task Force has met twice since the start of the 2021-22 school year. The Bilingual Task Force met on Wednesday, October 27, 2021, for the first meeting of the school year. During this meeting, there was an overview of the progress made toward the four points of focus asked for by the Milwaukee Board of School Directors:

1. financial support from MPS and the specific out-of-pocket costs to future bilingual and world language teachers;
2. protocols so that bilingual and world language teachers complete their student teaching on the job at MPS;

3. alternative ways of assessing the language proficiency of bilingual employees and how to engage DPI on standards for bilingual and related certification; and
4. the most efficient and effective way to reorganize programs and support systems to advocate and to nurture educators for the expansion of bilingualism in MPS.

There was time for questions and answers, and next steps were discussed. The information shared at this meeting was shared again on Monday, November 1, 2021.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

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 Legislation, Rules and Policies presents the following report:

(Item 1) Action on a Request to Revise Administrative Policy 6.33, Clinical Education, Student Teaching, Student Administrator, and Field-placement Students

Background

In order to continue to promote the opportunity for individuals to student teach in Milwaukee Public Schools, the Administration is proposing the necessary revisions to Administrative Policy 6.33, Clinical Education, Student Teaching, Student Administrator, and Field-placement Students, below.

ADMINISTRATIVE POLICY 6 . 3 3
CLINICAL STUDENTS ~~EDUCATION,~~ STUDENT TEACHING, STUDENT ADMINISTRATOR,
PRACTICUM STUDENTS, INTERNS, AND FIELD-PLACEMENT STUDENTS

(1) GENERAL

(a) As one of its contributions to the development and strengthening of the education profession, the Milwaukee Public Schools recognizes its responsibility for providing opportunities for clinical ~~education~~ students, student teachers, student administrators, practicum students, interns, and field-placement students to be placed within our district upon request from colleges and universities with approved certification programs in education.

(b) Clinical students ~~educations,~~ student teachers, student administrators, practicum students, interns, and field-placement students shall not be assigned to buildings in which their spouses, significant others, domestic partners, or dependents are otherwise assigned.

(c) Clinical students ~~education,~~ student teaching, placement of student administrators, practicum students, interns, and field placement are done on a credit basis through an arrangement between the student and the college or university. ~~Consequently, clinical education, student teachers, student administrators, or field placement students shall not be on the payroll of the Milwaukee Public Schools at any time during which credits are being earned.~~

(d) Staff members of the Milwaukee Public Schools who are ~~enrolled in~~, clinical students ~~education~~ or are student teachers, student administrators, practicum students, interns, or field-placement students may, upon agreement with the college or university involved, fulfill this

requirement ~~by taking a personal leave of absence for the period of time~~ while working in their current position. Employees that need to complete the requirements may work in their current position to satisfy required hours unless a reassignment is required in order to meet program licensing requirements. ~~during which the credits shall be earned. The procedure for getting an approved personal leave is as follows:~~

~~1. The employee must submit the Request for Study Leave to the Benefits Office of the Office of Human Resources.~~

~~2. Upon approval, the Benefits Office of the Office of Human Resources shall provide the policy regarding leaves of absence for the employee's review and reference.~~

~~3. The unpaid leave will impact on the employee's Board paid benefits status.~~

~~4. The employee shall be off the payroll, and any fringe benefits which the employee may wish to continue may be purchased through direct payment to the Benefits Office of the Office of Human Resources.~~

(e) Monetary stipends from the college or university for placement of students shall be given to the Milwaukee Public Schools Foundation.

(2) STUDENT TEACHING, STUDENT ADMINISTRATOR, AND FIELD-PLACEMENT PROCESS

(a) When a college or university wishes to place students with MPS, the college/university must contact the Department of Procurement and Risk Management -Contract law Specialists. The college/university must sign the Global Agreement between the Milwaukee Board of School Directors (MBSD) and Educate Wisconsin LLC f/k/a Norda, Inc. for conducting clinical education and/or field placement/student teacher programs. This signed agreement is reviewed by the Department of Procurement and Risk Management ~~the Benefits Office of the Office of Human Resources. The MPS Benefits Office of Human Resources~~ The Department of Procurement and Risk Management sends the signed agreement to the MPS's Superintendent for approval and signature.

(b) Upon the approval of the Global Agreement the college or university then submits the criminal background check ~~student's~~ application for ~~Participation in a Clinical students, Education~~, student teaching, student administrator, practicum students, interns, or field-placement students ~~Program~~ to the ~~Classified Staffing~~ Office of Human Resources for a background check.

(c) The MPS ~~Classified Staffing~~ Office of Human Resources will notify the college or university of the approval or non-approval of the student.

(d) If the ~~student~~ request for placement has been approved, the Office of Human Resources will forward it ~~district sends the request for placement~~ to the Division of Induction and Support. ~~MPS principal or school leader.~~

(e) The principal or school leader will submit a list of recommended cooperating teachers to the Division of Induction and Supports who will match approved requests for placement with approved cooperating teachers. ~~contacts the potential MPS cooperating teacher for acceptance of student.~~

~~(f) The MPS principal or school leader sends acceptance of student placement to the Office of Human Resources.~~

(g) The Division of Induction and Supports ~~Human Resources~~ will contact~~s~~ the college or university with approval of request for student placement.

(h) Once the process is completed, the college or university then ~~may~~ works directly with the MPS principal or school leader and cooperating teacher where the student(s) have been placed.

(3) CLINICAL EDUCATION PLACEMENT PROCESS

The process outlined below is for school counselors, school nurses, occupational therapists, physical therapists, speech language pathologist, school psychologists, and school social workers.

(a) When a college or university wishes to place students with MPS, the college/university must contact the Department of Procurement and Risk Management -Contract Law Specialists. ~~The college or university requests the Milwaukee Board of School Directors Agreement from MPS Office of Human Resources.~~

(b) The ~~Office~~ Department of Procurement and Risk Management sends the Global Agreement between the Milwaukee Board of School Directors (MBSD) and Educate Wisconsin LLC f/k/a Norda, Inc. for conducting clinical education. ~~The MPS Office of Procurement and Risk Management Human Resources sends the Milwaukee Board of School Directors Agreement to the college or university.~~ Once signed, the agreement is returned to the district for the Superintendent's approval and signature.

(c) The MPS ~~Office~~ Department of Procurement and Risk Management ~~Human Resources~~ notifies the college or university and the MPS Program Coordinator that the agreement is in place.

(d) The college or university contacts the MPS Pre-Service and Licensing Coordinator to request a student placement.

~~(e) The MPS Pre-Service and Licensing Coordinator Program Coordinator conducts an interview or uses the program selection process to select the student.~~

(f) Upon the approval of the Global Agreement the college or university then submits the criminal background check ~~student's~~ application for ~~Participation in a~~ Clinical students, ~~Education, student teaching, student administrator, practicum students, interns, or field placement students Program to the Classified Staffing~~ Office of Human Resources for a background check.

(g) ~~The MPS Pre-Service and Licensing Coordinator Program Coordinator sends the student's application for Participation in a Clinical students Education, Student Teaching, Student Administrator, practicum students, interns, or Field Placement students Program to the MPS Classified Staffing Office of Human Resources for a background check.~~

(h) The ~~MPS Classified Staffing~~ Office of Human Resources notifies the MPS Pre-Service and Licensing Coordinator of the approval or non-approval of the student

(i) If approved, the MPS Pre-Service and Licensing Coordinator ~~Program Coordinator~~ notifies the college or university of the student's approval and assigns a clinical instructor to the student.

(j) The MPS Pre-Service and Licensing Coordinator ~~Program Coordinator~~ notifies the Office of Human Resources and the school principal or school leader of the placement.

The proposed revisions will allow our employees to learn and to grow while on the job by providing them with the necessary authentic experiences needed to learn the art of teaching and learning from experienced K12 educators who are highly qualified to model and to teach the next generation of educators for Milwaukee Public Schools. This is also aligned with the District's efforts to build the MPSU programs within the district.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.33, Clinical Education, Student Teaching, Student Administrator, and Field-placement Students

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will make and publish the necessary revisions.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 6.33, Clinical Education, Student Teaching, Student Administrator, and Field-placement Students.

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

* * * * *

(Item 2) Action on a Request to Revise and Reaffirm Board Governance Policies

Background

In accordance with the provisions of Wisconsin Statutes, Chapter 119, and with other applicable statutes governing Cities of the First Class, the Milwaukee Board of School Directors is empowered to establish rules for its own governance.

Board Governance Policy 2.03, Board Powers and Duties, requires that the Board Governance Policies be revisited periodically to determine their coherence and appropriateness to the present mission of the school district. The Office of Board Governance has completed its review and is proposing certain revisions to the Board Governance Policies for adoption by the Board. The Office of Board Governance has conferred with the Administration on applicable policies.

The following are the highlights of the revisions:

- consistent with the Board's previous action, updates to the titles of the Senior Director, Office of Accountability and Efficiency, and Board Clerk/Chief Officer, Office of Board Governance, have been made;
- broadcasting of information for meetings of the Board and its committees has been updated; and
- the list of certified bargaining units has been updated to reflect the units currently certified.

As part of the review, it has been determined that the following Board Governance Policies need no revisions; therefore, these policies are being recommended for reaffirmation:

- Board Governance Policies BG 1.01 and 1.02
- Board Governance Policies BG 2.02, 2.04, 2.05, and 2.13
- Board Governance Policies BG 4.05 through 4.11
- Board Governance Policies BG 4.16 and 4.17

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.11, Amendments to the Rules

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon Board's approval, the Office of Board Governance will make and publish the necessary revisions and reaffirmations.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to the Board Governance Policies as attached to the minutes of your Committee's meeting and reaffirm those for which no revisions are necessary as part of the five-year review process.

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

* * * * *

(Item 3) Action on a Request to Reaffirm Administrative Policies

Background

Per Board Governance Policy BG 2.11, every fifth year, the Board and its designee shall revisit all of the District's 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 bases.

The Office of Board Governance, in consultation with the Administration, has reviewed the following policies:

- Administrative Policy 2.09, Loaned Executives
- Administrative Policy 2.13, Relations with Other Schools
- Administrative Policy 4.02, Buildings and Grounds
- Administrative Policy 5.03, Wireless Communication Facilities
- Administrative Policy 7.42, Inter-Library Loan

It has been determined that all of these policies are still appropriate to the mission of the District and, therefore, do not need modifications at this time. It is being recommended, however, that the Board reaffirm these policies.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy BG 2.11, District Policies: Development, Adoption, and Evaluation

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will republish the policies the administrative policies above with a notation of their reaffirmation.

Committee's Recommendation

Your Committee recommends that the policies specified above be reaffirmed.

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

* * * * *

REPORT OF THE 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 Data and the Progress Associated with the Office for Civil Rights (OCR) 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

In 2014-15, the U.S. Department of Education's Office for Civil Rights (OCR) conducted a biennial review of data and discovered that a disproportionality of African American students had been 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 in 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 took action to direct the Administration to report its progress on a monthly basis. The November 2021 report follows.

Monthly Discipline Disproportionality Report, October 1-31, 2021

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. This work is aligned to Resolution #05-14-5003 with the Office for Civil Rights. 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 regarding 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 the 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 Regarding Alternatives to Suspension

A district-wide directory of climate and behavioral supports available to schools and students has been created which lists available supports, their descriptions, their availability, and contact information for more information. This directory has been shared through Thursday Updates and emailed to all school discipline champions.

All discipline champions receive a monthly Why Race Matters update from the District Discipline Manager, which focuses on specific best practices to support positive student behavior. The October update focused on classroom strategies, including holding one-on-one conferences, mindfulness, using "start" requests instead of "stop" requests, and praising positive choices.

A practice shared with schools from the Culture & Climate Toolkit is the 2X10 strategy by which a staff member identifies a student who may be struggling in the classroom or other setting and could benefit from increased community building. Once such a student has been identified, staff members set aside two minutes a day for ten days straight to meet with and talk to the student about any topic he/she chooses and is interested in. This time is used to ensure that the student feels connected and valued in the school community. The strategy also allows for the staff member to learn more about the student and to make connections to the student's interests within academic instruction.

Ensuring That Counseling and Support Services Are Being Used by Schools

The District Discipline Disproportionality (3D) Leadership Team met on October 7, 2021, to review September's disciplinary data by school, race, grade level, type of behavior, and response to behavior. Reviewing and discussing this data through small-group discussion allowed the Team to create next steps from its specific locus of influence.

Next steps

- support schools with PBIS professional development;
- determine next steps for 15 schools participating in the Restorative Practices cohort by using school-specific data;
- engage school- and district-level communities in conversations; and
- support schools in accomplishing the School Improvement Plan's (SIP's) Goal 7, that during the 2021-22 school year, the school will significantly reduce the racial/ethnic disproportionality in referrals, identifications, and disciplinary procedures through the use of equitable practices (e.g., culturally- and linguistically-responsive practices, restorative practices) as part of a multi-tiered system of support.

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 October 1, 2021, through October 31, 2021, as documented in Infinite Campus. There were 2,420 suspensions in the month, compared with 2,710 suspensions in October 2019.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Arson				2		1		3
Assault	2			34			2	38
Battery	15		7	54		4		80
Bullying	3			13				16
Chronic Disruption or Violation of School Rules	37	3	2	297		14	2	355
Disorderly Conduct	87	8	4	385		22	5	511
Endangerment of Physical Safety/Mental Well-being	15	3	3	155		5	1	182
False Fire Alarms				4				4
Fighting	79	4	2	552		10	6	653
Gambling				28				28
Inappropriate Personal Property	5			7		2	1	15
Inappropriate use of electronic communication devices	6		1	24		1		32
Intent to Distribute Drugs/Alcohol/Meds				2				2
Leaving the Classroom without Permission				4			1	5
Loitering				20		2		22
Other Substances/Materials	2		2	31		1		36
Personal Threat	3	1		66		3	1	74
Possession of Drug Paraphernalia	1		1	10				12
Possession/Ownership/Use of Alcohol	2							2
Possession/Ownership/Use of Drugs	9	1		35		1	2	48
Possession/Ownership/Use of Gun				2				2
Possession/Ownership/Use of Weapon Other than Gun	8			20	1	1		30
Possession/Use of Fireworks				1				1
Reckless Vehicle Use				3				3
Sexual Assault	2			15	1	1	2	21
Sexual Harassment	2	1		19		1		23
Skipping Class	2	1		8				11
Substantial Environmental Disruption	16	3	1	76		2	3	101
Theft	1	1		5		2		9
Trespassing				9				9
Use of Tobacco, Including Chewing	8	1		19		1	3	32
Vandalism	2	2		20		1		25
Verbal Abuse/Profanity/Harassment	3			31			1	35
Grand Total	310	29	23	1,951	2	75	30	2,420

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

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	Total
Conference	37	1		140		6	4	188
Counsel	209	14	15	893		30	19	1,180
Detention	9	1	2	66		3	2	83
Mediation	9	1	1	69	1	4	1	86
Referral BIT	7			10				17
Repairing Harm Circle	2	3		10		1		16
Restorative Conference	4			9				13

The following charts show the District's demographics and year-to-date disproportionality of suspensions through October 31, 2021.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple
Student Demographics	28%	0%	8%	50%	0%	10%	4%
YTD Suspension Events	12%	1%	1%	82%	0%	3%	1%

Continuing and Expanding Book Studies

All school social workers attended the one-day seminar Courageous Conversations about Race Exploration in October and are beginning a year-long book study as part of their Professional Learning Community's (PLC's) reading and discussion of Glenn Singleton's *Courageous Conversations about Race.* A variety of groups have begun a book cohort with Ibram X. Kendi's *How to Be an Antiracist.*

All newly-hired school psychologists and school social workers will be viewing Monique Morris's *Pushout: The Criminalization of Black Girls in School* on November 15, 2021, to be followed by discussion and identification of next steps in their roles. At the conclusion, all participants will have the opportunity to join a book cohort beginning in January.

The first meeting of the District Executive Equity Leadership Team (DELT) occurred with the Executive Director of Education at Courageous Conversations about Race. These meetings will occur every six weeks throughout the school year.

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

The Fall Student Leadership Summit was held October 19, 2021, engaging student discipline committees from the 30 traditional middle and high schools. There were a total of 186 student participants at the summit, who engaged in their choices from a variety of topics presented in 11 breakout rooms. Students completed a survey after the summit on their individual and school's next steps, as well as ideas for upcoming student summits.

Students completed a summit survey regarding topics and next steps. Some of the top topics students want to discuss going forward are planning for college, student leadership, mental health, bullying awareness, discipline policies and practices, role of race, and jobs and internships. Feedback from breakout sessions indicated that more than 85% of students agreed or strongly agreed that sessions engaged their interest, provided opportunities for student voice, and provided them with clear next steps. Students were also surveyed about their next steps after attending the summit, with top responses being to continue these conversations back at school, talking with peers, continuing their own understanding of the topic/research further, and working with staff members at their school on next steps.

The Community Conversations series began in October, engaging MPS community members from across the city in breakout rooms to discuss what excites them about this work and what recommendations they have for us to address discipline. Some of the topics discussed were support services for students; engaging student voice in conversation; increasing clubs, sports and other extra-curriculars to engage students; and providing strategies and support to teachers.

Committees will begin meeting in November to look at the District's code of conduct and action levels. There will be focus groups held for school leaders, teachers, students, parents, and the community. Invitations have begun to go out to individuals, with focus groups starting this week. Committees will be looking at the District's code of conduct, behavioral definitions, and disciplinary levels for all behaviors.

The December 1, 2021, Community Conversations will be centered on looking at the code of conduct and action levels. Recommendations will be compiled throughout the year in each of the focus groups and presented formally later in the school year for potential adoption for the 2022-23 school year.

Next Steps

As Student Discipline Committees continue to meet and to take their experiences at the Student Summit back into their schools, traditional middle and high schools will begin to implement.

The Wisconsin Disproportionality Technical Assistance Network is beginning its 2021-22 Educational Equity Leadership Series with live webinars on Thursdays throughout the year. These opportunities are open to all educators in the state and have been advertised throughout MPS.

Sessions of DELT and Courageous Conversations about Race Exploration for teachers at identified elementary schools will continue.

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 2) Report with Possible Action Regarding Follow up to Resolution 2021R-022 by Director Taylor Regarding the School-to-Prison Pipeline

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 June 24, 2021, the Board adopted Resolution 2021R-022 by Director Taylor regarding the school-to-prison pipeline. An emphasis of the Board's action was to engage the community and governmental partners under the One Milwaukee Initiative to explore and to address the systems that support and perpetuate the pipeline to prison.

The Administration will continue to support the Board as it continues to partner with the One Milwaukee Initiative, particularly as it concerns eliminating the school-to-prison pipeline. Efforts underway in working toward elimination of the school-to-prison pipeline include academic programs and achievements, progress in reducing disproportionality, personal efficacy and systemic change, community support, and youth engagement.

An overview of the District's current efforts underway in alignment with the Board's action relative to eliminating the school-to-prison pipeline follows.

Efforts Underway to Support Resolution 2021R-022

The Department of Curriculum and Instruction is committed to providing all students with equitable access to high-quality, grade-appropriate instruction aligned to the Wisconsin State Standards. Through our Ambitious Instruction: Accelerating Learning initiative, we explicitly acknowledge the critical role all content areas play in ensuring that students acquire essential knowledge, skills, and dispositions for success in school, college, and careers. More specifically, programs are in place in the Advanced Academic Program to offer students in Advanced Placement programs a college-level readiness orientation through our Advanced Placement Summer Bridge Program. Riverside University High School and Milwaukee High School of the Arts were the first to pilot this program summer of 2021.

In addition, our work in Advanced Academics is to recognize, to respond to, and to nurture students' potential. We offered talent-development camps in the summer (Young Ornithologists and STEM Carnival), and two more will be provided in November and December. We are building teachers' capacity to recognize and to nurture students' abilities because we know that building teachers' knowledge of how to meet our students' needs is a way to mitigate the school-to-prison pipeline.

The Department of Specialized Services is supporting the elimination of the school-to-prison pipeline through an increased focus on providing preventative mental health services to students. Our School Community Partnership for Mental Health (SCPMH), which collaborates with local community providers to put licensed community therapists in our schools, has expanded this year to 38 sites under the direction of the MPS Violence Prevention Program.

District-wide trauma care specialists have been providing intensive supports to 30 of our schools and broad supports across the district. This includes collaborating with Building Intervention Teams (BIT) to consider the impact of traumatic events on the lives of our students and their families, and problem-solving ways to mitigate their effects. The Team recently started integrating with the District's Crisis Response Team to enhance services to schools and families following any tragedy, which includes collaboration with the MPS Success Center in increasingly impactful ways.

The Black Lives Matter (BLM) Initiative is helping to work toward eliminating the school-to-prison pipeline through an emphasis on personal efficacy and systemic change, community support, and youth engagement. One of the ways in which the BLM Initiative is helping is by engaging the youth in projects and activities that help them use their voice. Youth engagement and advocacy is encouraged and promoted with the BLM Initiative. Students have been encouraged to write to political figures, school administration, and others to help advocate for change and equity.

Another way in which the Black Lives Matter Initiative is helping to work towards eliminating the school-to-prison pipeline is through personal efficacy and systemic change by promoting a positive school culture and climate. Through BLM, students experience culturally-relevant curriculum, projects, and activities that challenge students to excellence. This helps students feel a sense of belonging. This in turn leads to students wanting to be at school because the school community is caring and supportive and the students see themselves as a part of the school community.

The Department of Student Services continues to support school communities and students through efforts to reduce disproportionality. These include a number of approaches such as focus groups for school leaders, teachers, students, parents, and the community to review the District's code of conduct and disciplinary action levels. The December Community Conversations series will also focus on reviewing the code of conduct. Other approaches include providing schools with resources on alternatives to suspension such as the Alternatives to Suspension Toolbox, analyzing and evaluating individual schools' data related to suspensions to determine the 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.

The Administration will continue its efforts to eliminate the school-to-prison pipeline and provide support to the Board as requested relative to the One Milwaukee Initiative.

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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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 Regarding the Community Schools Work 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 its meeting on June 24, 2021, the Board adopted Resolution 2122R-005 regarding establishment of a community schools work group. The work group, which comprises representatives of the Administration, the United Way, the MTEA, and community schools coordinators, was established to develop an administrative policy regarding community schools.

The Community Schools Workgroup includes various stakeholders to support equity in voice throughout the process. The workgroup includes parents/guardians, teachers, parent coordinators, children's health assistants, and principals of current Community Schools. Furthermore, MPS central administration, Community School coordinators, MTEA representatives, and partners also are included in the workgroup. Student voice of current Community Schools will be incorporated through a community conversation process that will be facilitated by the Community School coordinators.

The workgroup is represented by three sub-committees: Cultural Relevance, Equity, and Shared Leadership. Each sub-committee analyzes Community School implementation data and Community Conversations data to identify common themes or concerns. Each committee follows a series of questions that would allow the committees' members to know if the Milwaukee Community School Partnership's rubrics address or do not address the themes. Furthermore, all three committees discuss if there is a system or process within the rubrics that may address identified concerns or wants. The workgroup has met on August 26, 2021; September 9, 2021; September 23, 2021; and October 5, 2021.

An advisory committee that includes Community School coordinators, partners, school principals, central administration, and MTEA representatives from the workgroup exists to carry out the Board's action by supporting the crafting of the administrative policy regarding Community Schools. The advisory committee is also divided into three sub-committees that mirror the workgroups to maintain focus of the Milwaukee Community School key practices. Each sub-committee is responsible for following a consistent process to support the crafting of the community schools policy based on themes identified from the data analyzed from the workgroup and the workgroup discussions that were documented from the notetakers. The advisory committee has met on September 1, 2021; September 15, 2021; and September 29, 2021

The workgroup is making progress in developing the Community Schools policy and is on track to bring it before the Board in December 2021 for referral to the Committee on Legislation, Rules and Polices, as directed by the Board's action.

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 2) Report with Possible Action on Resolution 2021R-018 Regarding Standardized Testing

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 will provide information related to the working group on standardized testing that was part of the discussion related to Resolution 2021R-018, which requested a report on the cost and time related to standardized testing in schools. The presentation will provide information related to the process of the working group, key findings, and recommendations.

Report on Resolution 2021R-018

Background and Purpose

- Review data related to standardized testing
- Collaborate and seek stakeholder input
- Make recommendations

Membership

There were 56 members. All regions were represented. Every level was represented. 75% of membership was school-based.

Meeting Structure & Process

Four meetings were held between July and October. The group presented information, engaged in discussion, collected and analyzed feedback, and made recommendations.

Ranking of Key Findings

1. Clear guidelines and understanding around analysis of assessment data.
2. Differing opinions on the degree of alignment between assessments and curriculum.
3. Students are not academically prepared for state assessments.
4. More time is needed for professional development.
5. Varying approaches to assessment cause discrepancies in test practice and use of assessments' results.
6. Assessment-coordination tasks are time-consuming and often need to occur outside of the workday.
7. Recent changes to the assessment calendar and plans for test administration this year have been well-received.
8. Cost of test materials is not a great concern.

Recommendations

• Reallocate professional development time.
• Allocate resources to support students' academic growth.
• Implement common formative and common summative classroom assessments aligned to the grade-level curriculum at all grade levels.

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

No Fiscal Impact

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(Item 3) 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 item will provide a thorough picture of each region, including goals and progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated will be included.

This month, the East Region is featured. The East Region comprises 24 schools and serves 9,594 students in diverse settings to meet the varied needs of our students. Schools in the East Region include Bay View Montessori, Brown Street, Burdick, Carver Academy, Cass Street, Clement Avenue, Cooper, Elm, Fernwood Montessori, Fratney, Gaenslen, Garland, Hartford Avenue, Humboldt Park, IDEAL, Maryland Montessori, Milwaukee Academy of Chinese Language, O.W. Holmes, Parkside, Riverwest, Siefert, Trowbridge, Victory, and Whittier.

The East Region offers a variety of programs and services to support our students toward 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

Demographics

- 9,594 students
- 1,323 staff
- 24 schools
- 18.5% students with disabilities
- 10.6% English-language learners
- 73.5% economically-disadvantaged students

American Indian 0.6%
Asian 8.7%
Black 38.5%
Hispanic 22.6%
Hawaiian/Pacific Islander 0.1%
Two or More 5.4%
White 24.1%

Diverse Regional Program Offerings

Montessori
Arts Integration
K3 and Headstart
AGR
ESL
Green Schools
PLTW
World Languages
Other Specialties

2018-19 East Region Report Card Data

Significantly Exceeds Expectations

Cooper Elementary 83.1

Exceeds Expectations

Milwaukee Parkside School 81.0
Maryland Montessori 79.9
Whittier Elementary 76.5
Victory Elementary 76.3
Garland Elementary 75.9
Humboldt Park Elementary 74.3
Bay View Montessori School 74.0
Fernwood Montessori 73.8
Burdick Elementary 73.8

Meets Expectations

Milwaukee Academy of Chinese Language 71.7
IDEAL 69.4
Carver Academy 68.3
Trowbridge Street School 66.7

Meets Few Expectations

Clement Avenue Elementary 62.3
Siefert Elementary 61.8
Holmes Elementary 61.6
Fratney Elementary 61.1
Brown Street 60.0
Hartford Avenue Elementary 57.5
Cass Street Elementary 57.5

Fails to Meet Expectations

Riverwest Elementary 51.6
Gaenslen Elementary 51.4
Elm Creative Arts 39.8

School Spotlight: Gaenslen

Vision Statement

The Gaenslen School community envisions reaching the hearts and minds of all of our students, helping every student reach his/her highest potential. We will prepare our students to become career- and community-ready as we embrace neurodiversity through compassionate connections and equitable instruction.

Project Lead the Way

- Introduction to Engineering Design
- Hour of Coding
- Coding professional development for staff
- Participated in 2020-21 STEM Fair
- sySTEMnow Conference
- Use of 3D printer
- Curriculum used with all students
- PLTW Distinguished Gateway School

Arts Integration

- Partnership with Aiming for High Quality Arts Instruction
- Collaborated with Arts @ Large to receive Beyond the Box materials and teachers' professional development
- Expanded inquiry-based learning approach in social studies and writing
- Participated in STEAM Summit for Girls
- Maker Space Station and Green Screen

Opportunities and Supports for Students

- Schoolyard-redevelopment Project
- Welcome Week/Harvest Festival
- Supply pickup
- Chromebook support
- Attendance recognition
- Gardening opportunities

Opportunities and Supports for Parents

- Riverwest Food Pantry
- Gaenslen "U" for Parents
- School Engagement Council
- Parent appreciation events

Opportunities for Growth

- Increase the attendance rate as a region
- Focus on Tier 1 instruction and accelerating learning opportunities
- Provide more opportunities for parental engagement
- Maximize the use of formative assessments
- Expand the number of partnerships with community organizations

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 the report of its delegate to the District Advisory Council (DAC).

* * * * *

(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 November 2021 included the following:

Academic Achievement

- Met with Superintendent regarding concerns at high schools
- Attended the Middle- and High-school Equity Work Group's meeting

Effective and Efficient Operations

- Met with Dr. Posley and Sean Kane
- Milwaukee leadership table – Milwaukee Succeeds
- Briefing with Superintendent regarding State report card and staff and student recognition

Student, Family, and Community Engagement

- Met with the planning team regarding MKE desegregation
- Met with staff regarding green playgrounds
- Met with MTEA's Vice President
- Met with head of Common Ground and ASC

NEW BUSINESS

(Item 1) Action on Proposed Amendments to Various Board Rules in Accordance with Board Rule 1.11, Amendments to the Rules

Referred to the Committee on Legislation, Rules and Policies.

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ITEMS DEFERRED

The following items were previously deferred:

- Communication Three from the Superintendent of Schools: Action on a Request for a Closed Session Relative to a Report with Possible Action Regarding a District Safety Drill as Required by Wi. State Statute 118.07(4)(cp) and Other Associated Requirements

- Item 12 of the Report of the Committee on Accountability, Finance and Personnel: Report with Possible Action Regarding a School Safety Plan as Required by W. State Statute 118.07 (4)(bm) and Other Associated Requirements

- Communication One from the Office of Board Governance: Action on a Request to Retire to Closed Session Regarding Litigation in Which the Board Is, or Is Likely to Become Involved

- Communication Two from the Office of Accountability and Efficiency: Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Director O'Halloran made a motion to consider the items in closed session, pursuant to Wisconsin statutes 19.85 (1)(c), 19.85 (1)(d), 19.85 (1)(g), and 19.85 (1)(f).

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, and President Peterson — 5.
Noes — None.

The Board was in closed session from 6:43 p.m. to 8:55 p.m.

The Board resumed open session, whereupon Director Leonard moved:

1. Approval of the Superintendent's Communication #2, regarding a district safety drill; and

2. Approval of Item #12, from the Committee on Accountability, Finance and Personnel, regarding a school safety plan, inclusive of the Administration's request to repair district safety equipment.

The motion passed, the vote being as follows:

Ayes — Directors Gokalgandhi, Herndon, Leonard, O'Halloran, and President Peterson — 5.
Noes — None.

The Board adjourned at _8:58 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 7, 2021

Special meeting of the Board of School Directors called to order by President Peterson at 7:02 p.m.

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

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING
6:30 p.m., Tuesday, December 7, 2021
(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, December 7, 2021. The following items of business will be considered:

1. Action on a Request to Approve Prevailing Wages
2. Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Regarding Item 2, the Board may retire to a closed session pursuant to Wisconsin Statutes, §19.85(1)(c), which allows a governmental body to 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; and Wisconsin Statutes, §19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations

MPS buildings remain closed to the public. No public testimony will be taken.

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 December 7, 2021, 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 a Request to Approve Prevailing Wages

Your Committee on Accountability, Finance, and Personnel forwarded the following item to the Board on November 18, 2021; however, because less than two-thirds of the Board's membership were able to be present to vote on this item, as required by Board Rule 1.14, this item remains pending before the Board.

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 2020.

Based on the need to remain competitive in the current market for building trades, the Administration recommends that the Board move forward with an updated prevailing wage structure for this unit.

The Administration recommends that the Board approve the following prevailing wage rates, to be effective as of July 1, 2021:

Description	FY21 Current Rate	FY22 Prevailing Wage
Bricklayer	$40.75	$42.38
Bricklayer Chargeman	$42.79	$44.50
Building Laborer	$32.95	$33.92
Carpenter	$38.97	$39.49
Carpenter Chargeman	$40.92	$41.47
Electrician	$42.84	$44.39
Electrician Chargeman	$46,06	$47.72
Elev Constructor (BLDG)	$51.09	$52.80
Insulator Chargeman	$39.30	$40.62
Laborer Chargeman	$34.64	$35.65
Locksmith	$38.97	$39.49
Locksmith Chargeman	$40.92	$41.47
Mach Maint Chargeman	$42.70	$43.70
Mach Maint Repairman	$41.20	$42.20

Description	FY21 Current Rate	FY22 Prevailing Wage
Painter	$34.45	$35.95
Painter Chargeman	$34.83	$36.33
Pipe Insulator	$37.43	$38.68
Plasterer	$36.72	$37.98
Plumber	$46.40	$48.50
Plumber — Rest.Jour. 1	$42.17	$44.27
Plumbing Chargeman	$49.19	$51.41
Roofer	$36.35	$37.00
Roofer Chargeman	$36.85	$37.50
Sheet Metal Chargeman	$51.00	$52.25
Sheet Metal Worker	$47.44	$48.60
Steamfitter	$47.79	$48.81
Steamfitter Chargeman	$50.18	$51.25

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

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 FY22.

Implementation and Assessment Plan

Upon the Board's approval, the new wage rates shall be implemented as required.

Recommendation

Your Committee recommends approval of the Administration's recommendation.

Director O'Halloran moved approval of the Committee's recommendation to approve the prevailing wage rates as presented in this item.

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, and President Peterson — 6.
Noes — None.

* * * * *

(Item 2) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Background

The Office of Accountability and Efficiency is requesting a closed session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections.

The closed session would be held pursuant to:

- Wisconsin Statutes, §19.85(1)(c), which allows a governmental body to 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; and
- Wisconsin Statutes, §19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

Strategic Plan Compatibility Statement:

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.35, Whistleblower Protections

Recommendation

The recommendation is that the Board retire to closed session to consider this item.

Director O'Halloran moved to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections, pursuant to Wisconsin Statutes, §19.85(1)(c) and §19.85(1)(f).

The motion passed, the vote being as follows:

Ayes — Directors Carr, Garcia, Gokalgandhi, Leonard, O'Halloran, and President Peterson — 6.
Noes — None.

The Board retired to closed session at 7:11 p.m.

The Board adjourned from the closed session at 9:24 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 16, 2021

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

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

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

- Hattie Arnold, a retired teacher at Franklin School;
- Sister Paula Marie Jarosz, a former teacher with Milwaukee Public Schools;
- Bobby Johnson, a retired principal at Bethune Academy; and
- Jeanne Kahn, a retired music teacher with Milwaukee Public Schools.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October and November 2021 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.

Activities from late November through mid-December are also included in the following report.

MPS Receives WHPE Advocacy Award

Wisconsin Health and Physical Education, Inc. (WHPE), which is the state's professional association of health and physical educators, has announced that Milwaukee Public Schools is the recipient of its 2021 Advocacy Award, which is given in recognition of significant contributions made to the advancement of the profession through health, physical education, or related fields.

Milwaukee Public Schools, the Milwaukee Board of School Directors, and Superintendent Dr. Keith P. Posley were identified for this award for promoting the 2020 referendum that specifically included the addition of educators in art, music, and physical to the district. With the referendum's having passed by a large margin, WHPE has recognized the District's efforts to support physical education in Milwaukee Public Schools.

Students' Technology Skills are Highlighted in the District's Fourth Annual Day of Code

How does a robot vacuum know what to do? How does a microwave know that you're making popcorn? The answer lies in sophisticated computer language known as *code.*

Without complex code to provide instructions that make it operate, even the simplest computerized technology is not much more than a pile of parts. On November 30, 2021, MPS students showed off their coding skills and brought the process to life through a virtual Day of Code.

Milwaukee Academy of Chinese Language's students shared Scratch coding projects, including a dice game, color spinner, Etch-a-Sketch® line drawer, and an input-output machine. (Scratch is a free programming language and online community for creating interactive stories, games, and animations.)

Golda Meir's sixth-graders demonstrated Ozobots, a robotic platform that offers coding and STEAM education for K-12 students, to younger students. Eighth-graders shared their Sustainable Playground App that offers information about the new sustainability features on their playground while getting people moving.

· Washington High School's students demonstrated app development, created artwork using Python with Turtle graphics, designed interactive projects using Arduino, and explored the educational features of the Merge Cube 3-D device.

MPS has a wide range of technology and computer science classes available to students. In addition, technology spaces have increased across the district and include makerspaces, Fab Labs, culinary arts labs, robotics labs, and more.

MPS's Seal of Biliteracy Rewards Dual-language Proficiency

MPS's high-school students are encouraged to learn about the Seal of Biliteracy, which is awarded to high-school seniors who successfully complete criteria related to English-language proficiency and show a high degree of proficiency in other languages. The Seal of Biliteracy can be earned by native speakers of English or by native speakers of about 20 different world languages. Milwaukee Public Schools is one of only 12 districts in the state of Wisconsin to offer this recognition.

Upon graduation, students who successfully earn the Seal receive special Seal of Biliteracy certificates issued by the Wisconsin Department of Public Instruction and lapel pins signifying their completion of the program. The accomplishment is also included on the student's high-school transcript.

The Seal of Biliteracy is currently available in 12 MPS schools:

- Audubon High School
- Bradley Tech
- Golda Meir
- Hamilton High School
- Milwaukee Marshall High School
- Milwaukee High School of the Arts
- Milwaukee School of Languages
- Pulaski High School
- Riverside High School
- Reagan High School
- South Division High School
- Washington High School

Five MPS Schools Unveil New School Yards

Students at five MPS schools — Academy of Accelerated Learning, Allen-Field Elementary, Bay View Montessori, La Escuela Fratney, and North Division High School — now have access to outdoor classrooms, new activities, and natural areas in whcih to relax and to learn. Completion of these projects brings multiple benefits to students, schools, and the community. Green spaces for children to play and relax, along with outdoor classrooms for learning, are priorities of the work. Trees, native plantings, and shrubs help improve air quality and to moderate temperatures around schools. Fencing, benches, murals, decking, and recreational spaces such as four-square, tennis courts, and tracks make the areas safe and appealing for students. Surfaces and equipment that have been revitalized. Projects are designed to control rainwater runoff that overwhelms the city's sewer system and contributes to pollution in rivers and Lake Michigan.

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(Item 2) Action on a Request to Retire to Executive Session to Confer with Legal Counsel and Possibly to Take Action on Litigation in Regard to ERD Case No. CR 202001138, Cross-filed as EEOC Case No. 26G202000805C

Consideration of this item was postponed to the end of the agenda.

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(Item 3) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Issue a Contract to Charter Communications Operating, LLC, for E-Rate Services

Background

The Administration is requesting authorization to waive the three-year term limit of Administrative Policy 3.09(9)(e) and to enter into a 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 by subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC's contractor, the Schools and Libraries Division ("SLD") of the Universal Service Administrative Company ("USAC"). The District must strictly adhere to the FCC's rules and Orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the winning vendor must be selected 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.

The competitive RFP was issued in September and was posted for the time period required by E-Rate rules. It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for Leased Metro Ethernet Services.

Given the significant amount of work required to implement a new vendor for these complex services, the Administration requests a waiver of Administrative Policy 3.09(9)(e) to allow for the possibility of contract terms longer than three years. The contracts will run from July 1, 2022, through June 30, 2023, (the "Initial Term") with four additional one-year options to extend. The Administration will return to the Board each year to request authorization.

RFP 1062 ..... Leased Metro Ethernet Services
Total Contract Amount $1,439,987
Anticipated E-Rate Reimbursement $1,277,028
MPS's Anticipated Share* $162,959

*$21,068 of the total costs are ineligible under E-Rate. As such, the 90% E-rate share is based on total E-Rate-eligible costs of $1,418,920.

The proposed contract is provided under separate cover. Upon the Board's approval, the District will sign the contracts prior to filing E-Rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY22-23 budget process.

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)..... $1,439,987

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

Implementation and Assessment Plan

Upon approval by the Board, a Contract will be executed as indicated in the attachments provided under separate cover.

Administration's Recommendation

The Administration recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contract with Charter Communications Operating, LLC, as set forth in the attachments provided under separate cover.

Director Gokalgandhi moved approved of the Administration's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Noes — None.

* * * * *

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 federal level, work continues on the Build Back Better legislation. New policies supporting early childhood care and education continue to be central to the package.

At the state level, ESSER III funds for some districts, including MPS, will finally be made available. Although the funder were announced and much discussed earlier this spring, to this point school districts have been able neither to access nor to spend them.

On Friday, December 3, Governor Evers announced plans to distribute $110 of federal funds to schools. In his announcement the Governor made clear that these will be one-time funds and, though they provide crucial support for schools, they funds do not make up for the fact that for the first time the state budget will not provide a per-pupil increase for two consecutive years.

The Governor proposed sustainable increases of $200 and $204 per pupil, which means that, for the 2022-23 school year, school districts would have seen support rise by $404 per pupil, compared with $0 under current law.

The following chart details the revenue limit's historical per-pupil adjustment.

Increase in Per-pupil Resources for School Districts from Per-pupil Revenue Limit's Adjustment and Per-pupil Aid, 1993-94 to 2022-23

	Revenue Limit's Per-pupil Adjustment	Change to Prior-year Per-pupil Aid Payment	Total Change
1993-94	$190.00		$190.00
1994-95	194.37		194.37
1995-96	200.00		200.00
1996-97	206.00		206.00
1997-98	206.00		206.00
1998-99	208.88		208.88
1999-00	212.43		212.43

	Revenue Limit's Per-pupil Adjustment	Change to Prior-year Per-pupil Aid Payment	Total Change
2000-01	220.29		220.29
2001-02	226.68		226.68
2002-03	230.08		230.08
2003-04	236.98		236.98
2004-05	241.01		241.01
2005-06	248.48		248.48
2006-07	256.93		256.93

	Revenue Limit's Per-pupil Adjustment	Change to Prior-year Per-pupil Aid Payment	Total Change
2007-08	264.12		264.12
2008-09	274.68		274.68
2009-10	200.00		200.00
2010-11	200.00		200.00
2011-12*	−5.5%		−554.00
2012-13	50.00	$50.00	100.00
2013-14	75.00	25.00	100.00
2014-15	75.00	75.00	150.00
2015-16	0.00	0.00	0.00
2016-17	0.00	100.00	100.00
2017-18	0.00	200.00	200.00
2018-19	0.00	204.00	204.00
2019-20	175.00	88.00	263.00
2020-21	179.00	0.00	179.00
2021-22	0.00	0.00	0.00
2022-23	0.00	0.00	0.00

*While the per pupil reduction amount varied among districts, the statewide average reduction was $554 per pupil.

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 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) Information and Update on the Development of an Election-district Apportionment Plan for the Election of Members of the Milwaukee Board of School Directors, Pursuant to Wisconsin Statutes, §119.08(1)

Background

The Wisconsin Statutes specify the constitution of school board districts as follows:

> 119.08 Election of board members. (1)(a) The board shall consist of one member elected at-large and 8 members elected from numbered election districts determined by the board. The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city.
>
> (b) Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1) redetermining the aldermanic district boundaries.

The Milwaukee Common Council is set to act on aldermanic redistricting, which starts the Board's 60-day timeline to act on a plan for redistricting, by the end of the month.

Consistent with the process established with the last redistricting, which took place in 2011, the Office of Board Governance has been in constant communication with the City Clerk's Office regarding the development of the Board's redistricting process. Representatives from the City's Clerk's Office and the City's Legislative Reference Bureau, which develops the City's redistricting process and plans for the

election wards and the aldermanic districts, have extended the offer to provide the District again with demographic data, mapping, and technical assistance for the development of the Board's redistricting plan.

Analysis

Wisconsin Statutes, §62.08(1), which deals with aldermanic districts, requires that aldermanic districts be "as compact in area as possible and contain, as nearly as practicable by combining contiguous whole wards, an equal number of inhabitants according to the most recent decennial federal census of population." Similar requirements apply to the Board's districts. Data, including a table listing the population by the Board's districts, will be developed and provided to the Board to assist in the planning process.

Since 1991, various court decisions have affected the criteria that elected bodies may use in reapportionment. An opinion from Hogan and Hartson discussing the U.S. Supreme Court's April 19, 2001, decision in the North Carolina redistricting case states:

> The court reiterated its prior holdings that race may be a consideration in electoral redistricting, but not the "dominant and controlling" one. The High Court's recent decisions in this area have struck down a number of election districts where the jurisdiction in question relied too heavily upon race, but the court has left unclear the extent to which race could be permissibly be considered.

The opinion concludes with a summary of the issues facing the Board:

> While the Court's decision in Hunt thus gives some additional guidance to school districts facing redistricting issues, such school districts, like other electoral bodies, face the daunting task of reconciling the protection of minority voting rights based on race under the Voting Rights Act with the limitations on redistricting based on race created by the Supreme Court in Hunt's predecessor Shaw v. Reno.

When the Board redistricted in 2001, therefore, it established the guideline of increasing opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest. These guidelines were also used in the 2011 process.

During the previous process, the Office of Board Governance requested an opinion from the City Attorney's office regarding the criteria that the Board may establish for redrawing its districts. A copy of that opinion will be provided to Board members as a part of the information used in the redistricting planning process.

At this time, the Office of Board Governance is presenting the Board with the following proposed timeline, which adheres to state statutes:

Redistricting Process Update, December 2021

The following update is being provided for informational purposes.

The City of Milwaukee's Common Council's aldermanic redistricting process was slated to be complete by the end of November 2021; however, in December 2021, the Mayor of Milwaukee vetoed the proposed maps, and the Milwaukee Common Council upheld the Mayor's veto of the proposed redistricting. Therefore, this delays the start of the 60-day timeline for the Milwaukee Board of School Directors to act on and to complete a plan for redistricting.

The City's Legislative Reference Bureau is working on drafting a new aldermanic map to be presented publicly by December 22, 2021. The City's Judiciary and Legislation Committee is scheduled to meet and to consider the new maps on January 10, 2022. If passed by the Committee, the aldermanic district map will be delivered to the Common Council for deliberation at its regular meeting of January 18, 2022. Adoption of the new map would then end the redistricting process for this census at the city level and start the timeline for the MPS Board to begin its process.

Draft Proposed Reapportionment/Redistricting Schedule (Subject to Revision)

January 2022	Milwaukee Board of School Directors: *Adoption of the Reapportionment/Redistricting Schedule and Process*
January 2022	Milwaukee Board of School Directors: *Public Hearing and Consideration of Reapportionment/Redistricting Item*
January/February 2022	*Milwaukee Board of School Directors and Legislative Reference Bureau meet on individual board-district maps*

February 2022	Board Clerk: *Publication of Proposed Reapportionment/Redistricting Plan*
February 2022	Milwaukee Board of School Directors: *Public Hearing and Consideration of Proposed Reapportionment/Redistricting Plan*
February/March 2022	Milwaukee Board of School Directors: *Adoption of the Board's Reapportionment/Redistricting Plan*

Statute, Administrative Policy, or Board Rule Implication Statement

The proposed redistricting plan will be developed pursuant to Wisconsin Statutes, §119.08(1)(a) — which states, in part, "The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city." — and Wisconsin Statutes, §119.08(1)(b), which directs,

> Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1).

Fiscal Impact Statement

Any costs associated with the redistricting process and the plan's development will be charged to the contingency budget.

Implementation and Assessment Plan

The Office of Board Governance also will secure the services of the Milwaukee City Clerk's Office to assist district staff in developing a plan for apportioning the Board's election districts.

When the City adopts its aldermanic districts, the Board will be provided with at least one plan no later than the Board's regular February 2022 meeting; The plan established for developing the Board's election districts would, at a minimum, increase opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest;

Public hearings will be held both while the apportionment plan is being developed and after the plan has been prepared.

The Office of Board Governance will work with the Board's president to ensure that all board members return their input in a timely manner and the scheduling of meetings.

* * * * *

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. The following report includes activities from late November through mid-December. During the reporting period, the Office of Accountability and Efficiency continued to implement the FY22 OAE Work Plan.

Accountability and Efficiency Services

Between November 8, 2021, and December 6, 2021, Accountability and Efficiency Services fulfilled six requests for information/research, ten constituent inquiries, and one request for data analysis/visualization. Accountability and Efficiency Services also completed one special project, processed one RFP/Bid appeal, and closed two whistleblower reports. The OAE also collaborated with the Administration on the evaluation of the budget-planning process per Resolution 2122R-011.

Accountability and Efficiency Services also created a data library for data-visualization projects. This library, which is part of the OAE's strategic planning around data analysis, will allow Accountability and Efficiency Services to field recurring requests for data visualization with greater efficiency.

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 continued to focus efforts on re-engaging MPS high schools with the Student-engagement Program. As a result of last month's outreach, CCS received additional requests to host abbreviated Job-readiness Training Sessions at Bay View, Groppi, Project STAY, Milwaukee High School of the Arts, and Reagan.

In collaboration with Casimir Pulaski High School, CCS is piloting and sponsoring two automotive assistant internships. The automotive assistants' duties include:

- monitoring customer-service requests using the Google Form, scheduling customers for service, and tracking service completion;
- cleaning Pulaski's automotive shops under the direction of an automotive teacher or staff member; and
- servicing vehicles under the direction of an automotive teacher or staff member.

Additionally, six high-school students engaged in interviews for additional internship opportunities in actuarial services, administration services, and transportation services.

CCS team members participated in the Governor's Conference on Diverse Business Development. The event connected business owners from across Wisconsin seeking to do business with state, federal, and local governments as well as the private sector. At the conference, minority-, woman-, veteran-, and LGBTQ-owned and small businesses learned from and connected with resource providers, government representatives, corporate buyers, and business professionals to lay the framework to develop new partnerships and new contracts. The annual event provided CCS the opportunity to engage small Wisconsin businesses interested in doing business with Milwaukee Public Schools.

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 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

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

The Board Clerk presented 24 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors for the following dates and times:

- November 19, 2021, at 10:00 a.m., 11:00 a.m., 12:30 p.m., and 2:30 p.m.
- November 23, 2021, at 9:00 a.m., 12:00 p.m., 1:30 p.m., and 2:30 p.m.
- November 29, 2021, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 12:45 p.m., 1:45 p.m., and 2:45 p.m.
- November 30, 2021, at 9:00 a.m. and 12:00 p.m.
- December 1, 2021, at 9:00 a.m., 12:00 p.m., and 1:00 p.m.
- December 2, 2021, at 2:00 p.m. and 3:00 p.m.
- December 10, 2021, at 9:00 a.m. and 10:30 a.m.
- December 13, 2021, at 8:00 a.m.

Also provided under separate cover were the monthly expulsions summaries.

Director Garcia moved to accept the reports of the Independent Hearing Officers of November 19, 23, 29, 30 and December 1, 2,10, and 13, 2021.

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

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

- Report of the Committee on Accountability, Finance, and Personnel, Item Three, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, Limited-term Employment (LTE) Contracts Exceeding 60Days, which had been set aside as it had been forwarded to the Board without recommendation; and
- Report of the Committee on Accountability, Finance, and Personnel, Item Four, Action on a Request to Approve the Proposed 2022-23 School Calendars, which had been set aside at the request of Director O'Halloran.

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

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Demetrous Elam, Jr.	Building Service Helper I	$15.18/hr.	11/01/2021
2	James Gilbert	Building Service Helper I	$15.18/hr.	11/08/2021
4	Guillermo Rodriguez	Central Kitchen Delivery Driver	$22.09/hr.	10/04/2021
2	Keyanna Edwards	Food Service Assistant	$15.18/hr.	11/01/2021
2	Tiffany Harris	Food Service Assistant	$15.18/hr.	11/01/2021
4	Idalia Herrera	Food Service Assistant	$15.18/hr.	11/01/2021
4	Beatriz Janotta	Food Service Assistant	$15.18/hr.	11/01/2021
4	Andrea Medrano Avila	Food Service Assistant	$15.18/hr.	11/01/2021
2	Taurus Micheau	Food Service Assistant	$15.18/hr.	11/01/2021
5	Megan Oleszek	Food Service Assistant	$15.18/hr.	11/01/2021
2	Stefanie Perleberg	Food Service Assistant	$15.18/hr.	11/03/2021
2	Delischa Pigott	Food Service Assistant	$15.18/hr.	11/02/2021
2	Ernestine Rayford	Food Service Assistant	$15.18/hr.	11/01/2021
2	Anttwanette Robinson	Food Service Assistant	$15.18/hr.	11/01/2021
4	Elizabeth Sandoval	Food Service Assistant	$15.18/hr.	11/01/2021
5	Conrad Strackbein	Food Service Assistant	$17.92/hr.	11/01/2021
2	Latoya Wilkerson	Food Service Assistant	$15.18/hr.	11/01/2021
5	Nuha Abunaaj	Para Ed Assistant	$21,416.00	11/10/2021
4	Achmil Boria	Para Ed Assistant	$20,028.00	11/08/2021
2	Marquis Cheeks	Para Ed Assistant	$19,334.00	11/15/2021
2	Kendall Edwards	Para Ed Assistant	$19,334.00	11/15/2021
5	Hailey Farrell	Para Ed Assistant	$20,028.00	11/09/2021
2	LaTonya McKinnie	Para Ed Assistant	$18,872.00	11/02/2021
4	Loida Alonso	School Secretary I — 10-month	$27,060.00	11/01/2021
4	Alexis Hernandez	School Secretary I — 11-month	$30,818.00	11/01/2021
2	Tina Payne	School Secretary I — 11-month	$33,974.00	11/08/2021
Promotions				
2	Glenda Oatis McMiller	Para Ed Assistant	$22,803.00	11/01/2021
4	Christina Burroughs	Secretary II	$40,692.00	11/01/2021
2	Regina Walton	Secretary II	$49,219.00	11/01/2021
2	Devon Matthews	Truck Driver (Light)	$51,661.00	11/08/2021
Rehires				
5	Terrance Provencher	Building Service Helper I	$15.18/hr.	11/01/2021
2	Markeisha Lucas	Children's Health Assistant	$19,892.00	11/01/2021
5	Aurelia Islas	Food Service Assistant	$15.18/hr.	11/01/2021
2	Kenisha Pierce	Food Service Assistant	$15.18/hr.	11/01/2021
2	Aquania Ramirez	Food Service Assistant	$16.55/hr.	11/01/2021
4	Ibis Pacheco	Para Ed Assistant	$18,872.00	11/08/2021
2	Rochelle Poe	Para Ed Assistant	$22,803.00	11/01/2021
4	Angela Rolon	Para Ed Assistant	$18,872.00	11/10/2021
5	Laura Vanderbilt	Para Ed Assistant	$18,872.00	11/15/2021

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, nr	Hernandez Solano, Elkin	General Operations	01/MA	$67,802.00	11/1/2021
Teachers, Early Start					
7, r	Cournia, Yazaret	Gen'l Elem & K8 — All Grades	01/BA	$44,870.00	11/1/2021
2, r	Mais Bennett, Nicole Annmarie	AMP HPE	01/BA	$63,009.00	11/1/2021
5, nr	Sego, Eric J	Multicateg. Comp. Sen	01/MA	$47,962.00	11/1/2021
2, r	Thompson, Lisa L	Spec Ed Multicateg.	01/MA	$47,962.00	11/1/2021
School Support Teacher					
2, r	Williams, Kimberly Y	School Support Teacher	01/MA	$78,623.00	12/1/2021
School Social Worker, Early Start					
2, r	Pulliam M.S.W., Dornicho Shanta	School Social Work	01/2A	$72,556.00	11/10/2021
Permit Teacher					
2, r	Hatchett, Terrence T	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	10/29/2021
2, r	Tshabu, Pange Bibish	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	11/9/2021
Permit Teacher, Early Start					
4, r	Ramirez, Mirella	Science	XX/4W2	$45,310.00	11/8/2021

Code		Teachers	SSWs	Psychologists	Other	Total
1	Native American	0	0	0	0	0
2	African American	5	1	0	0	6
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	2	0	0	0	2
5	White	1	0	0	0	1
6	Other	0	0	0	0	0
7	Two or More Ethnic Codes	1	0	0	0	1
	Male	3	0	0	0	3
	Female	6	1	0	0	7

r Resident
nr Non-resident
B (BA) Bachelor's Level (Teacher)
C (MA) Master's Level (Teacher)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave: August 2021		
Samantha Pope	Out of Assignments	August 27, 2021
Illness Leave: October 2021		
Robert Cunningham	Thurston Woods Campus	October 6, 2021
Illness Leave: November 2021		
Terra Caldwell	Out of Assignments	November 15, 2021
Kristine Esmond	Clarke	November 17, 2021
Belinda Johnson	Hartford Avenue	November 18, 2021
Evangelia Dimitriades	Emerson	November 22, 2021
Carmen Fischer	Out of Assignments	November 29, 2021
Illness Leave: December 2021		
Diana Alfonzo	Greenfield	December 2, 2021
Personal Leave: August 2021		
Ashley Reuter	Out of Assignments	August 30, 2021
Personal Leave: November 2021		
Matthew Ferry	Ninety-Fifth Street	November 1, 2021

Military Leave: Augus, 2021
Celina Martinez Kagel August 16, 2021

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Other Dist	2.2	5	Rylee Anderson	Teacher	Lincoln Ave	11/05/2021
Personal	0.1	2	Danielle Bach	Teacher	MACL	11/12/2021
Personal	6.2	5	Gina Carroll	Teacher	Central Svcs	11/30/2021
Personal	9.1	6	LaNiseia Cunningham	Counselor	South Division	11/13/2021
Personal	2.2	5	Lindsey Dary	Teacher	Longfellow	11/05/2021
Personal	0.5	5	Carissa Donkersgoed	Teacher	Lancaster	11/05/2021
Other Work	3.2	5	Bianca Gasparri	Teacher	MACL	11/15/2021
Personal	1.2	5	Daniel Grant	Teacher	81st Street	11/04/2021
Personal	1.0	2	Cornelius Harris	Teacher	Hartford	01/11/2022
Personal	3.0	5	Lauren Holub	Teacher	Rogers Street	11/05/2021
Personal	12.5	2	Chad Hutchins	Teacher	Rufus King MS	11/08/2021
Retire	32.4	5	Richard Korducki	Psych	Central Svcs	01/04/2022
Personal	18.2	5	Caroline Miller Bayer	Speech Path	Burdick	11/30/2021
Other Dist	2.2	5	Yarinelly Narvaez	Teacher	Forest Home	11/15/2021
Personal	0.2	5	Whitney Nowak	Teacher	Pulaski	10/27/2021
Other Dist	4.0	5	Melissa Pust	OT	Central Svcs	11/08/2021
Personal	6.2	5	Jaime Schroeder	Teacher	Bethune	10/29/2021
Personal	5.0	2	Tiffany Shaw McDaniel	Teacher	Gaenslen	10/25/2021
Personal	28.2	5	Maria Sobczyk	Teacher	Lincoln Ave	11/17/2021
Personal	5.0	2	Kimberly Williams	Teacher	Franklin	11/09/2021
Personal	1.2	5	Gabrielle Wroblewski	Teacher	Longfellow	11/05/2021
Personal	4.3	2	Desiree Young	Teacher	Washington HS	11/11/2021
Classified Retirements						
Retire	30.2	5	Patricia Burns	Kitchen Mgr	Hamilton	11/06/2021
Retire	27.7	2	Julene Crockett	CHA	Maryland	10/30/2021
Retire	15.8	2	Tony Gladney	BSH II	North Division	11/01/2021
Retire	25.7	2	Quentin Halton	BSH II	Meir	10/30/2021
Retire	23.1	5	Michael Kozlowski	Steamfitter	Pipe Shop	11/02/2021
Retire	22.8	2	Sharon Martin	BSH I	Repair Div	10/30/2021
Retire	24.0	5	Lisa Phillips	Para	Greenfield	10/30/2021

Codes:

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

Breakdown of Certificated Resignations

Reason	Employees	
Personal	17	77%
Retire	1	5%
Other District	3	14%
Other Work	1	5%

Monthly Affirmative Action Report

The Affirmative Action monthly personnel transaction report for November 2021 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 above, 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 a Request for Approval of Job Descriptions for Associate II — Foundation Business, Associate III — Design & Marketing, Associate III — School Nutrition, and Coordinator I — Marketing

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth for approval the job descriptions for the Associate II — Foundation Business, Associate III —Design & Marketing, Associate III — School Nutrition, and Coordinator I — Marketing, as attached to the minutes of your Committee's meeting and as summarized below

Associate II — Foundation Business

Pay Grade: 04A
Pay Range: $53,246-$76,471
FLSA Status: Exempt
Term of Employment: Full-time

Housed in the MPS Foundation, this position reports to the Senior Director, MPS Foundation. The Associate II completes all of MPSF's administrative and business-related affairs for effective business operations and back-office management functions. The position allows the fundraising and executive staff to function at peak efficiency for improved revenue and partnership development and implementation.

Associate III — Design & Marketing

Pay Grade: 05A
Pay Range: $57,197-$82,296
FLSA Status: Exempt
Term of Employment: Full-time

Housed in the Office of Communication and School Performance, this position reports to the Director I, Communications & Outreach. The Associate III provides direction and leads the production of Milwaukee Public Schools' six regions serving more than 140+ schools' publications, marketing, and branding materials. The position works to meet schools' needs for the design and production of flyers, postcards, advertising, marketing materials, and websites.

Associate III — School Nutrition

Pay Grade: 05A
Pay Range: $ 57,197-$82,296
FLSA Status: Exempt
Term of Employment: Full-time

Housed in the Department of Nutrition Services, this position reports to the Operations Manager. The position oversees the school lunch, breakfast, and dinner programs and related activities.

Coordinator I — Marketing

Pay Grade: 06A
Pay Range: $64,190-$92,454
FLSA Status: Non-exempt
Term of Employment: Full-time

Housed in the Office of Communication and School Performance, this position reports to the Director I, Communications & Outreach. The position improves district market share and promotes a positive image

for Milwaukee Public Schools by developing, planning and implementing a multi-prong, multi-level marketing campaign. Directs district and select school-level recruitment campaigns and the development and implementation of recruitment campaign materials with the goal of improving MPS's market share and positive impressions of the District. Develops recruitment strategies that assist the District and schools in increasing enrollment. Creates and oversees a consistent brand and graphic image.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval 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 job descriptions for the Associate II — Foundation Business, Associate III — Design & Marketing, Associate III — School Nutrition, and Coordinator I — Marketing, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 3) Action on 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
2, r	Latish Reed	Manager I — Professional Development	Office of the Chief of Academics	03	11A	$111,735
2, nr	Deanna Burton	Principal I — Townsend	Office of the Chief of School Administration	03	13T	$110,422
5, r	Jill Waltersdorf	Assessment Specialist III, Student Information Services	Office of the Chief of Communications & School Performance	03	10A	$108,525
2, nr	Junius Yates	Principal I — Obama	Office of the Chief of School Administration	03	14A	$105,000
2, r	Glenna Scholle Malone	Coordinator III, Gender & Identity Inclusion	Office of the Chief of School Administration	03	8A	$94,500
5, r	Craig Wentworth	Supervisor I, Hazardous Materials	Office of the Chief of School Administration	03	9A	$93,000
2, r	Tyra Merriweather	Assistant Principal II — Green Tree Prep	Office of the Chief of School Administration	03	11C	$92,955
2, r	Veronica Bohannon	Recruitment Coordinator I	Office of the Chief of Human Resources	03	6A	$64,190
5, r	Jesse Johnsen	Recruitment Coordinator I	Office of the Chief of Human Resources	03	6A	$64,190

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Michele Wilborn	Financial Planning & Budget Analyst II	Office of the Chief of Finance	03	6A	$64,190
2, r	DeShaun McKinley	Safety Technician I	Office of the Chief of School Administration	03	3A	$54,662
2, r	Tashonda Harris	Pension Associate I	Office of the Chief of Human Resources	03	3A	$49,518

Recommended Reclassifications

The Superintendent recommends that the following individual 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	Monica Quirk	Associate III, Design & Marketing	Office of the Chief of Communications & School Performance	03	5A	$78,196

Recommended LTE Contracts Exceeding 60 Days

The Superintendent recommends that the Board approve the LTE contracts exceeding sixty days, pursuant to Administrative Policy 6.23(4)(b), to be effective as indicated.

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, nr	Janine Cano-Graber	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	10/01/21-12/31/21
2, r	Thresessa Childs	Administrator Coaching & Mentoring Program	Office of the Chief of School Administration	$40.00	10/01/21-12/31/21
5, r	Ellen Miller	School Nurse	Office of the Chief of Academics	$40.00	10/11/21-04/08/2022
2, r	Tyrone Dumas	53206 Initiative Coordinator	Office of the Chief of School Administration	$30.00	10/25/21-05/01/22
5, r	Rosemary Hayes	Administrative Assistant III	Office of the Chief of Academics	$30.00	12/17/21-06/30/22
2, r	Vivian King	Independent Hearing Officer (IHO)	Office of the Chief of School Administration	$30.00	08/16/21-02/15/22
5, r	Therese Meurer	Induction and Support Specialist	Office of the Chief of Academics	$30.00	07/01/21-12/31/21
5, r	Doreen Nehmer	Advanced Academic Programs Support	Office of the Chief of Academics	$30.00	11/15/21-05/15/22
4, r	Lourdes Ocampo	Induction and Support Specialist	Office of the Chief of Academics	$30.00	07/01/21-12/31/21
5, nr	Mariella Kuehn	School Bookkeeper	Office of the Chief of Finance	$27.00	01/03/22-06/30/22
2, r	Danny Hamilton	Youth Mentor — Bradley Tech	Office of the Chief of School Administration	$22.00	11/01/21-05/30/22
2, r	Cassu Green	Youth Mentor — Bradley Tech	Office of the Chief of School Administration	$22.00	11/01/21-05/30/22
5, r	Nancy McGrew	K4/K5/1st-Class Size Reduction	Office of the Chief of School Administration	$15.00	01/01/22-06/30/22

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		

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

Authorized expenditures were previously approved in the FY22 budget.

Committee's Recommendation

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

Director O'Halloran moved to retire to closed session pursuant to Wis. Stat., §19.85(1)(c), to consider this item.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Noes — None.

The Board retired to closed session at 6:39

The Board reconvened in open session at 6:59 p.m.

Director O'Halloran moved approval of the Superintendent's recommendations.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, and President Peterson — 4.
Noes — None.
Abstaining — Director Taylor — 1.

* * * * *

(Item 4) Action on a Request to Approve the Proposed 2022-23 School Calendars

Background

The proposed school calendars model the 2021-22 school year: The Early Start calendar will apply to the same high schools, traditional middle schools, and former year-round schools as in the 2021-22 school year. The Traditional calendar will apply to the same elementary schools as in the 2021-22 school year.

The Administration recommends the Board approve the proposed 2022-23 school calendars as attached to the minutes of your Committee's meeting and as summarized below.

Early Start Calendar

Aug 8	Organizational Day
Aug 9–12	Professional Development Days
Aug 15	First Day of School for Students
Sept 5	Labor Day
Sept 30	Professional Development Day
Oct 21	Parent-Teacher Conference Day
Oct 24	October Break
Nov 8	Record Day (K–8) and Professional Development Day (H.S.)
Nov 23, 25	Thanksgiving Break
Nov 24	Thanksgiving Day
Dec 22	Record Day (H.S.) and Professional Development Day (K-8)
Dec 23–30	Winter Break
Jan 2	Winter Break
Jan 3	Classes Resume
Jan 16	MLK, Jr., Day
Feb 17	Record Day (K-8) and Professional Development Day (H.S.)
Feb 20	Mid-semester Break
March 17	Parent-Teacher Conference Day
March 20	March Break
April 3–7	Spring Break
April 10	Record Day (K-8) and Professional Development Day (H.S.)
May 23	Last Day of School for Students
May 24	Record Day

Traditional Start Calendar

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	Jan 16	MLK, Jr., Day
Sept 30	Professional Development Day	Feb 17	Record Day
Oct 21	Parent-Teacher Conference Day	Feb 20	Mid-semester Break
Oct 24	October Break	March 17	Parent-Teacher Conference Day
Nov 8	Record Day	March 20	March Break
Nov 23, 25	Thanksgiving Break	April 3–7	Spring Break
Nov 24	Thanksgiving Day	April 10	Professional Development Day
Dec 22	Professional Development Day	May 26	Memorial Day Break
Dec 23–30	Winter Break	May 29	Memorial Day
Jan 2	Winter Break	June 5	Record Day
Jan 3	Classes Resume	June 16	Last Day of School for Students

Note: ACT testing dates are to be determined

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule 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 2022-23 school calendars.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed 2022-23 school calendars as attached to the minutes of your Committee's meeting.

Director O'Halloran moved approval of the Committee's recommendation.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Noes — None.

* * * * *

(Item 5) Action on a Request to Approve Adjustments to the Union Leave/Release Provision of the Employee Handbook

Background

The Employee Handbook contains a provision that allows for employees that also serve as collective-bargaining representatives to be released from work or to obtain a leave under certain conditions. The Administration is seeking to update the language regarding union leaves and releases to provide more clarity as it relates to purpose and process.

All of the previous language under Section P., Union Leaves/Releases, Applicable Group(s) A, B, C, D, I, has been struck and will be replaced.

Proposed Updated Language

It is the intent and purpose of this provision to promote labor stability in the delivery of public educational services through the cultivation and maintenance of long-term and mutually beneficial relations between the District and collective-bargaining units ("unions"). The District recognizes that the quality of its labor relations directly influences its ability to efficiently and satisfactorily provide educational services to the public in a manner that avoids the waste of public resources or the hampering of public education. In

furtherance of these objectives, and subject to the conditions and limitations set forth in this provision, the District permits eligible union representatives who are employed by the District to be released (with pay) from work to engage in certain "union-related activities," as the term is defined below.

Union Release Time

Eligible union representatives may be released for up to a maximum of 10 days (80 hours) per fiscal year to engage in union-related activities. Union release time under this Policy may not be taken in less than 1-hour increments.

Permissible union-related activities for which release time may be offered only include activities that are politically and ideologically "view-point neutral" and serve to optimize and sustain good relations between the Union and the District. Qualifying union-related activities under this Policy must also relate to the functions of the District, which in turn, serve as a benefit to the public as a whole. Examples of union-related activities that satisfy this requirement include, but are not necessarily limited to:

- attending union-management meetings that take place during normal work hours;
- attending building representative and safety meetings;
- attending union meetings that occur during work hours, provided that the District approves the subject matter of the meeting to ensure it qualifies under this Policy; and
- participation in approved union-sponsored training programs.

Hearings in accordance with Part II, Discipline. Part V, Grievance Procedure; and Part VI, Complaint Procedure, do not count against the ten days allotted for union release.

Union representatives shall be released, with pay, to attend negotiations as required by state laws. This time does not count against the ten days allotted for union release.

Union representatives are expected to make every effort not to miss scheduled District work time to engage in union activities. However, when this cannot be avoided and approved union release time is taken during an employee's scheduled work time, the District will release the employee (with pay), up to a maximum of 10 days (80 hours) per fiscal year.

Unused union release time is not eligible to be carried over for use in the next fiscal year. Any unused union release time available to an eligible Union representative under this provision will not be paid out upon his or her termination of employment with the District, regardless of the reason for termination.

Requesting Release Time

The Employment Relations Department is responsible for and has the discretion to approve or deny requests for union release time under this provision. Requests for union release time must be submitted to Employment Relations in writing or via email. The request must identify when the release is expected to begin, the expected duration of the release period, and a brief description of the union-related activity or activities in which the representative will be participating while on union release. Requests for leave under this Policy must be submitted at least five (5) business days in advance of when the release is expected to begin. If circumstances exist that make this impossible, then the requesting Union representative must submit the request for leave as soon as practicable. Failure to timely and properly request union release time under this provision may result in a delay or denial of the request.

Union Leave

Any collective-bargaining unit may request additional leave for its representatives, including full release up to one school year, subject to approval by the District. For all approved leaves in excess of ten days per fiscal year, the District will bill the collective-bargaining unit for their salary and benefits of the individual for this time.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.16, Complaints and Grievances: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will update the Employee Handbook with the revisions to the union leave/release provision as attached to the minutes of your Committee's meeting.

Committee's Recommendation

Your Committee recommends that the Board approve the adjustments to the Employee Handbook 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.

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Change Orders in Excess of $25,000 and Emergency Purchases Due to COVID-19; Acceptance of the Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations

Purchases

——— Authorization to Purchase from CDW Government, LLC, Document Cameras (Association of Educational Purchasing Agencies [AEPA])

The Administration is requesting authorization to purchase from CDW Government, LLC, 5,000 document cameras. This purchase will be made under the Association of Educational Purchasing Agencies (AEPA) Contract AEPA IFB #018-A Technology Catalog and its Form B – Acceptance of Bid & Contract Award and Extension of Agreement.

These document cameras, which will be provided to schools as standard instructional tools in all classrooms, will allow educators the ability to display text books, images, and manipulatives, as well as live demonstrations, to students as needed. This purchase is being made by recommendations from ESSER III feedback received.

This will be a one-time purchase, and funds expended will not exceed $972,500.

Budget Codes: ITS-0-0-7S2-TC-ENCQ (ESSER III Funding) $972,500

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	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.

Contract C029268 C.H. Coakley & Co.

Original Contract Amount $24,999.00
First Extension Increase $36,000.00
Current Increase $95,499.00
Adjusted Contract Amount $156,498.00

On December 3, 2019, the Milwaukee Board of School Directors and C.H. Coakley, Inc., d/b/a C.H. Coakley & Company, entered into Professional Services Contract number C029268 ("Contract"), with a term of December 3, 2019, through November 30, 2020. The Contract was extended for an additional term of December 1, 2020, through November 30, 2021, with funds not to exceed $36,000, and is now in the final term of December 1, 2021, through November 30, 2022. Additional funds are now necessary to meet the needs of distributing additional equipment purchased to support remote learning.

Contract C029938 Parallel Employment Group, Inc.

Original Contract Amount $49,999.00
Increase $60,000.00
Adjusted Contract Amount $109,999.00

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc., entered into Professional Services Contract number C029938 ("Contract"), with a term of May 1, 2021, through April 30, 2022, for qualified, diverse substitute teachers for regular education and special education of pre-kindergarten through 12th grade. Additional funds are now needed to cover the needs of the District.

Contract C029239 Accounting Equipment Corp.

Original Contract Amount $275,000.00
First Extension $275,000.00
Increase $41,250.00
Adjusted Contract Amount $591,250.00

On January 1, 2020, the Milwaukee Board of School Directors and Accounting Equipment Corp., d/b/a AE Business Solutions, entered into Professional Services Contract number C029239 ("Contract"), with a term of February 1, 2020, through January 31, 2021, to provide temporary support services such as service technicians and network support. This contract was extended for a second term of February 1, 2021-January 31, 2022, with funds not to exceed $275,000.00. Additional funds of $41,250.00 are now needed to cover the needs of the District for additional temps for equipment prep at warehouse as a result of COVID/FMLA.

Report on Emergency Purchases Due to COVID-19

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with a vendor for products related to the Covid-19 pandemic. Due to the emergency nature of this procurement, the purchase had not been previously approved by the Board.

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

Vendor	PO Total	Description of Goods	Procurement Basis
Filtration Concepts	$85,695.78	Air-handling Unit Filters	ETB — Emergency (Administrative Policy 3.09(14))

Routine Monthly Financial 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			
French Immersion School	Sarah Shinkle	5.00	Field Trip Fee
Bay View High School	Laura Bachmann	250.00	Lance Sijan Scholarship Fund
Congress School	Jills Foundation	1,000.00	Scholastic Books
Emerson School	Big Green	2,000.00	Big Green Jumpstart
Fairview School	Tim Coady	1,110.00	General School Supplies
German Immersion School	The Blackbaud Giving Fund	8.24	General School Supplies

Location	Donor	Amount	Gift or Purpose
Hawthorne School	Whole Kids Foundaton	3,000.00	General School Supplies
King High School	R Fletcher Koch	100.00	Band Donation
King High School	Ryan Raymond Schaefer	100.00	Band Donation
Manitoba School	Pilot Club of Milwaukee*	100.00	General School Supplies
Mitchell School	Kiwanis Club of Milwaukee	2,000.00	RIF Program
Obama School of Career and Technical Education	Kwik Trip, Inc.	6.28	General School Supplies
Office of Academics — Parent Information	Litas Milwaukee	15.00	General School Supplies
Office of Academics — Parent Information	Connie Johnson-Evers*	50.00	General School Supplies
Office of Human Resources	Educators Credit Union	500.00	Job Fair Supplies
Thoreau School	Boks Reebok Foundation, Inc.	2,000.00	Gym Program
Trowbridge School	Jolene Plautz	25.00	STEAM Donation
Trowbridge School	Patricia Cadorin	100.00	STEAM Donation
Trowbridge School	Kenneth Krei	300.00	STEAM Donation
Trowbridge School	Roberta Drews	300.00	STEAM Donation
	Total Monetary Donations	*$12,969.52*	
Non-monetary Donations			
Academy of Accelerated Learning	Donors Choose	747.48	Book Shelf
Audubon High School	Donors Choose	622.86	Art Shelving and Storage
Burbank School	Memorial Lutheran Church	150.00	Quilts for Families in Need
Burbank School	Donors Choose	182.22	Alphabet Number Rockets
Burdick School	Donors Choose	356.57	Vocab Games
Carver Academy	Donors Choose	303.33	Classroom Library Books
Carver Academy	Donors Choose	429.67	General School Supplies
Carver Academy	Donors Choose	485.20	General School Supplies
Eighty-First Street School	Donors Choose	398.82	Citizenship, Storage Marker Pro
Eighty-First Street School	Donors Choose	174.14	5th Grade Virtual Ceremony
Eighty-First Street School	Donors Choose	431.14	The Basics for Return to Live School
Eighty-First Street School	Donors Choose	411.72	Help Kids with Stamp Scissor
Eighty-First Street School	Donors Choose	874.24	Reading
Eighty-First Street School	Donors Choose	566.56	Multicultural Reflections
Eighty-First Street School	Donors Choose	844.91	Classroom Furniture
Emerson School	Hawthorne Elementary	301.32	Ralston Quick Oats Cereal
Strategic Partnerships and Customer Service	Charla Beutler	250.00	Baby Items
Fernwood School	Donors Choose	621.95	Through Literature
Fernwood School	Donors Choose	446.55	Cultural Development
Fernwood School	Donors Choose	339.68	The Big Clean
Fernwood School	Donors Choose	429.84	Pre-K Yogis Movement
Fifty-Third Street School	Donors Choose	339.27	General School Supplies
Fifty-Third Street School	Donors Choose	362.16	Knox Magazines
Fifty-Third Street School	Donors Choose	422.60	Duffy Elisson Press
Fratney Street School	Donors Choose	227.13	Chairback Pockets
Fratney Street School	Donors Choose	189.86	Disinfecting Wipes
Fratney Street School	Donors Choose	502.93	Books for Dual Language
Goodrich School	Donors Choose	375.38	General School Supplies
Goodrich School	Donors Choose	298.44	Back to School Finally
Goodrich School	Donors Choose	386.34	Recess Time is Fun Time
Goodrich School	Donors Choose	328.18	Classroom Pets
Goodrich School	Donors Choose	251.31	Snacks are Great
Grantosa Drive School	Donors Choose	420.34	General School Supplies

Location	Donor	Amount	Gift or Purpose
Grantosa Drive School	Donors Choose	376.26	Motivation Teaching Materials
Grantosa Drive School	Donors Choose	263.23	Storage Containers
Hamilton High School	Monica Moe	60.00	Book Donation
Hamilton High School	Anne Seidenberg	30.00	Book Donation
Hamilton High School	Vanja Suvajac	75.00	Book Donation
Hamilton High School	James May	75.00	Book Donation
Hamilton High School	Rita Garcia-Martinez*	150.00	Book Donation
Hamilton High School	Mary Meyer	45.00	Book Donation
Hamilton High School	John Meyer*	60.00	Book Donation
Hamilton High School	Sandra Stark	30.00	Book Donation
Hamilton High School	Ann Laatsch	45.00	Book Donation
Hamilton High School	Tulita Papke	15.00	Book Donation
Hamilton High School	Vida Muse	15.00	Book Donation
Hamilton High School	Rudi Dornemann	30.00	Book Donation
Hamilton High School	Catherine Tillman	45.00	Book Donation
Hamilton High School	Christina Grignon	30.00	Book Donation
Hamilton High School	Julie Kubly Spadafora	75.00	Book Donation
Hamilton High School	Ross Burns	90.00	Book Donation
Hamilton High School	Timothy Schmitz	45.00	Book Donation
Hayes Bilingual School	Donors Choose	338.51	Wipe Boards
Hayes Bilingual School	Donors Choose	2,640.73	Gaga Ball Pit
Hayes Bilingual School	Donors Choose	379.00	Headphones
Humboldt Park School	Donors Choose	437.42	Anich Books
Office of Academics — Parent Information	Hays Companies, Inc.	2,000.00	Attendance Campaign Gift Cards
Office of Academics — Parent Information	The Litas Milwaukee	200.00	General School Supplies
Office of Academics — Parent Information	Trombetta	250.00	General School Supplies
Albert E. Kagel School	Donors Choose	791.20	Student Violins
Kilbourn School	Donors Choose	287.27	General School Supplies
Lincoln Middle School	Donors Choose	306.70	Art Supplies Fundraiser
Longfellow Elementary	The Meemic Foundation	75.00	Back to School Supplies
Longfellow Elementary	Donors Choose	530.07	General School Supplies
MacDowell Montessori	Donors Choose	186.50	Pouring Skills
Maple Tree School	Donors Choose	246.95	General School Supplies
Maple Tree School	Donors Choose	316.17	General School Supplies
Meir School	Donors Choose	1,234.35	Books
Meir School	Donors Choose	165.05	Dry Erase
Meir School	Donors Choose	15,254.96	TVs/Relaxation
Meir School	Donors Choose	228.20	Books
Milwaukee School of Languages	Donors Choose	598.04	Books
Milwaukee Sign Language School	Donors Choose	1,182.74	Volleyball
Milwaukee Sign Language School	Donors Choose	223.46	Photo Printer and Paper
Milwaukee Sign Language School	Donors Choose	384.92	Recess Equipment
Morgandale School	Fresh Artists	2,000.00	Art Supplies
Neeskara School	Donors Choose	527.67	General School Supplies
Ninety-Fifth Street School	Donors Choose	367.23	Kargol Alphabet
Ninety-Fifth Street School	Donors Choose	370.90	Kargol Sleds
Ninety-Fifth Street School	Donors Choose	253.80	Kargol Magnetic Board
Ninety-Fifth Street School	Donors Choose	164.24	Books
Ninety-Fifth Street School	Donors Choose	515.31	Spivey Books
Ninety-Fifth Street School	Donors Choose	255.40	Kargol Storage
Ninety-Fifth Street School	Donors Choose	190.19	Kargol Putty
Parkside School	Donors Choose	384.73	Sensory Toys and Items
Parkside School	Donors Choose	180.74	Classroom Cleaning Supplies
Starms Early Childhood School	Donors Choose	526.27	Sensory Table and Toys
Gilbert Stuart School	Donors Choose	178.54	Model Magic Modeling Clay

Location	Donor	Amount	Gift or Purpose
Gilbert Stuart School	Donors Choose	416.06	Magnetic Dry Erase Packets
Trowbridge School	Donors Choose	313.99	General School Supplies
Trowbridge School	Donors Choose	229.03	General School Supplies
Trowbridge School	Donors Choose	142.97	General School Supplies
Trowbridge School	Donors Choose	154.22	General School Supplies
Trowbridge School	Donors Choose	135.97	General School Supplies
Trowbridge School	Donors Choose	296.84	General School Supplies
Trowbridge School	Donors Choose	459.34	General School Supplies
Trowbridge School	Donors Choose	132.60	General School Supplies
Trowbridge School	Donors Choose	228.33	General School Supplies
Trowbridge School	Donors Choose	248.02	General School Supplies
Trowbridge School	Donors Choose	407.78	General School Supplies
Vincent High School	Donors Choose	437.00	General School Supplies
Washington High School	Donors Choose	820.53	Washington Works
Walt Whitman School	Milwaukee Admiral Hockey	90.00	Admiral Admission Tickets
Total Non-monetary Donations		*$53,711.57*	
Total Value of Donations for December 2021		$66,681.09	
**Donations from MPS Alumni*		*$360.00*	

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

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, with appropriate acknowledgment to be made on behalf of the Board.

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

* * * * *

(Item 7) Action on the Award of Professional Services Contracts

RFP 1034 Authorization to Extend a Contract with Goodwill Talentbridge, LLC, for Contingent Staffing Services

The Administration is requesting authorization to extend a 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, including, but 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 in order 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 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 first one-year option to extend the contract. This contract renewal will run from January 1, 2022, through December 31, 2022.

The total cost of the contract in the Initial 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 1025 Authorization to Extend a Contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for IT-support Services

The Administration is requesting authorization to extend a contract with Accounting Equipment Corp, d/b/a AE Business Solutions, for IT-support services. These support services are used by the Department of Technology, as necessary, to provide interim IT support for schools at various times throughout the year and assistance on large-scale projects. An increase in dollar amount is necessary as additional technicians have been needed to cover pandemic-related support in the schools as well as equipment prep and staging at our warehouse.

Contractor was chosen pursuant to RFP 1025, which closed on November 7. 2019. The original contract provided for two one-year options to extend if certain performance metrics were met. AE Business Solutions has met the performance metrics codified in the contract; therefore, MPS is exercising the second option year of the contract. The contract extension will run from February 1, 2022, through January 31, 2023

The total cost of the contract in this extension year will not exceed $350,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services) $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
92	12	28	No	0	0	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

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 8) Action on the Award of Exception-to-bid Contracts

——— Authorization to Contract with Milwaukee Area Technical College for Credit-bearing College Courses

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College for credit-bearing college courses. Contractor will be used to deliver courses in English, math, sciences, world languages, career and technical education (CTE), and potentially other content areas.

MPS has contracted with MATC for many years through the CTE office and through the M^3 College Connections program. Students have been very successful, with a high percentage of students earning college credits 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 of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from January 1, 2022, through July 31, 2022, (the "Initial Term") and will not exceed $300,000.00.

Budget Code: DTI-0-0-7G2-EO-ECTSCOVD (ESSER II Funds)..... $300,000.00

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

——— Authorization to 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 enter into 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. 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^3 College Connections program. Students have been very successful, with a high percentage of students earning college credits 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 of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from January 1, 2022, through July 31, 2022, (the "Initial Term") and will not exceed $470,000.00.

Budget Code: DTI-0-0-7G2-EO-ECTSCOVD (ESSER II Funds)..... $470,000.00

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

——— Authorization to Extend a Contract with Smart Interpreting Services, Inc., DBA Professional Interpreting Enterprise, for Interpretation Services

The Administration is requesting authorization to enter into a contract with Smart Interpreting Services, Inc., DBA Professional Interpreting Enterprise, for interpretation services. Contractor will provide interpretation services for students and staff who are deaf and hard of hearing in MPS. The grade levels of the students may be from Pre-K3 to 12^{th} 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 for staff who work for MPS. Activities may include, but are not limited to, individualized education plan (IEP) meetings, parent/teacher conferences, school performances, and graduation ceremonies.

According to the Americans with Disabilities Act (ADA), MPS is required to provide interpretation services to any individual who uses sign language as his/her primary mode of communication for any school activity or individual conference at which the parent is present. 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.

This vendor is an exception to bid because it can meet the capacity needed for MPS staff, as we request two to three in-person sign language interpreters each week for adults.

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, 2022, through December 31, 2022, and will not exceed $300,000.

Budget Code: HI2-0-I-EEN-DW-ECTS (Interpreting Services — Contract Services) $300,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
NA	NA	NA	NA	0	0	0	NA	300	10

——— Authorization to Extend a Contract with Walk on Water Consulting, Inc., for Peoplesoft Support and Upgrades

The Administration is requesting authorization to extend 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 original contract provided for two one-year options to extend upon mutual consent. This will be the second extension of this contract. This second and final contract extension will run from January 1, 2022, through December 31, 2022.

The total cost of the contract in the second extension will not exceed $90,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology — Contracted Services) $90,000

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 Professional Services Contract with AT&T Wisconsin for POTS (Plain Old Telephone Services)

The Administration is requesting authorization to enter into a contract with AT&T Wisconsin ("AT&T") for Plain Old Telephone Services (POTS). This service is used to provide critical communications for elevators, alarm lines, fire notification lines, and other critical functions which must continue even in the event of a power outage. During the summer of 2019 MPSs' service provider for the majority of POTs lines abruptly terminated service. MPS was left to quickly obtain and establish connections with AT&T due to the vendor being the Incumbent Local Exchange Carrier (ILEC). As the ILEC, AT&T owns the facilities and equipment

which provide local telephone exchange services in this geographic area. As the ILEC, AT&T is obligated to serve the exchange as the "provider of last resort."

The work done during this transition was extensive in terms of cross-connecting lines in the schools, testing, and troubleshooting issues. The process took several months to complete. With that said, continuing service with the current provider, AT&T, will ensure that there are no disruptions to service at our sites and will save costs of establishing new connections in each school.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from December 17, 2021, through December 16, 2023, and total cost will not exceed $205,000.00

Budget Code: PIN-0-0-TLN-DW-ETEL $205,000.00

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 Contract with The Concord Consulting Group of Illinois, Inc., for Owner-representative Services for Construction Projects

The Administration is requesting authorization to issue a contract to The Concord Consulting Group of Illinois, Inc., to provide owner-representative services for construction projects completed using ESSER III funds. The Concord Consulting Group was selected to be the owner's representative for the ESSER II construction projects based on its proposal to RFP #21-027 and selection by an evaluation committee. A formal contract was awarded at the Board's meeting on August 26, 2021. The Concord Consulting Group has been working with DFMS and the Integrated Project Delivery Contractors to coordinate investigation and development of information relative to the construction projects to be completed as part of ESSER II. The Concord Consulting Group will provide services for the construction projects to be completed under ESSER III to ensure continuity of process, reporting, and coordination of work between ESSER II and ESSER III contractors.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are required pursuant to continuity (Administrative Policy 3.09 (7)(E)(1)(b)(iv)).

The contract will run from December 17, 2021, through December 31, 2024. The total cost of the contract will not exceed $2,000,000.00.

Budget Code: OPR-0-0-7S2-FM-ECTS
FAR-0-0-RDC-DW-ECNC..... $2,000,000.00

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	25%	25%	*	NA	1,500	20

*Value will be based on the amount of services purchased, which is based on the percentage of construction contracts they are administering.

——— 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. MPS will receive premium-plus access to Nearpod for one year — December 1, 2021, until November 30, 2022. This product will include premium features for all teachers and 49,000 students, 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.

Nearpod Premium Plus includes unlimited access to Nearpod's lesson, video, and activity creation and delivery platform with 20+ formative assessment and media features; Nearpod Lesson Library with 7,500+ standards-aligned, interactive lessons for all K-12 subject areas, featuring favorite educational brands; Nearpod Video & Activity Library with 5,000+ standards-aligned interactive videos and activities for all K-12 subject areas, featuring favorite educational brands, that can be used on their own, or added to Nearpod slides lessons; District features including larger class sizes, unlimited storage, School and District shared Libraries, LMS integration, and more; and Premium Plus lesson delivery features, including Live Teacher Annotation and Co-teaching.

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 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 and the rest utilize 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.

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)).

This subscription will run from December 1, 2021, through November 30, 2022. The total cost of the goods purchased will not exceed $145,440.

Budget Code: ITS-0-0-7G2-CI-ECTSCOVD $145,440

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 Learning A-Z, LLC, for License Renewal

The Administration is requesting authorization to issue a purchase order to Learning A-Z, LLC, for license renewals for the 2022-23 year. Learning A-Z is a literacy-focused curriculum-resource company that has partnered with Milwaukee Public Schools at a district-wide level since 2008. Learning A-Z makes it easy to target the skills, strategies, and points of emphasis associated with curriculum and state standards. With the company's online correlation tools, teachers can quickly find resources correlated to Wisconsin Standards for English Language Arts, Wisconsin Standards for Scient, HMH Intro Reading® (2022 correlation currently in progress), and language-proficiency standards.

Learning A-Z products have been a supplemental core resource which supports differentiation in grades PreK-6 in literacy and science. This core resource provides teachers and students with access to level text (literature and informational), authentic text in several languages besides English, and child-centric activities which provide a level of interactivity that is not available through paper resources. These dynamic resources are constantly updated to include the latest research-based strategies and resources that are aligned to standards (inquiry unity, project-based learning, etc.). With development, not only to increase usage but to ensure quality usage with student achievement at the core, the district has been able to connect systems to our Single Sign On (SSO) through Clever, which makes rostering and reporting significantly user-friendly and efficient. Using another resource for this purpose would be a loss in terms of teacher training and professional development for quality usage. Additionally, the technological infrastructure's set-up that has been established is not easily replicable through other providers.

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 subscription will run from July 15, 2022, through July 14, 2023.

The total cost of the goods purchased will not exceed $937,078.00.

Budget Code: GEN-0-0-INV-DW-ENTB $937,078.00

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

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 9) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Authorize a Purchase with Committee for Children for Online Access to Second Step Curriculum

Background

The Administration is requesting authorization to waive Administrative Policy 3.09(9)(e) and to purchase from Committee for Children online access to social-emotional learning curriculum. Milwaukee Public Schools has been using the Second Step Social and Emotional Learning (SEL) curriculum for more than 15 years and has been fully implementing the curriculum in all schools with elementary grades since January 2017. Since that time, Committee for Children has undertaken significant efforts to improve and to update its curriculum to improve cultural representation and to reflect the most current SEL research. Second Step has transitioned to a fully digital curriculum, allowing real-time access to updated curricular materials.

The current edition of Second Step used by MPS was updated in 2011, so the Administration is requesting a five-year subscription to the digital edition, released in 2021.The five-year subscription would be prepaid, but comes with a significant cost savings over shorter-term licensure and ensures curricular continuity for at least a five-year period. This further reduces costs to the District by way of professional development and curriculum retraining.

	Annual	Three-year	Five-year
Subscription Rate	$177,930.00	$153,456.00	$132,648.40
Plus Annual Rate	—	$355,860.00	—
Total	$889,650.00	$816,228.00	$663,242.00
Notes	—	Prepay 3	Prepay 5

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 Purchase will be from January 1, 2022, through December 31, 2026, and will not exceed $663,241.50. The draft award letter is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: OPR-0-0-7S2-DE-ECTSCOVD (ESSER III Funds — Contract — Second Step) 397,944.90
SPE-0-0-ESS-DE-ECTS $265,296.60

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Career-awareness Experience
NA	NA	NA	NA	0	0	NA	NA	0	30

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the purchase from Committee for Children.

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

* * * * *

(Item 10) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Authorize a Contract with Alverno College for Coursework Services

Background

The Administration is requesting authorization to waive Administrative Policy 3.09(9)(e) and to contract with Alverno College for coursework services for three years and one month. Alverno College will offer discounted tuition for employees of MPS, specifically targeting paraprofessionals to become licensed teachers in Wisconsin. Alverno College has developed a paraprofessional-to-teacher pathway to support the Milwaukee Board of School Directors' Bilingual Initiative, which is to grow and to support bilingual employees in the district to earn bachelor's degrees with specific emphasis on K-9, bilingual, world language, and ESL teacher licensure. The services will also provide a pathway for bachelor-degreed bilingual employees to earn master's degrees with initial teacher certification in K-9, bilingual, world language, and ESL.

Drafts of the professional services contracts related to this item are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Budget Code: SDV-0-0-ATT-HR-EUWT (Human Resources — Contracted Services), allocated to three cohort groups/contracts as follows:

C030311 Cohort A — BA	$45,000
C030315 Cohort B — MA	$141,750
C030316 Cohort A — MA	$141,750
Total	$328,500

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

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) and approve the contracts with Alverno College, 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 a Request to Approve Vacation Compensation for Eligible Employees

Background

Due to COVID-19, many individuals have not used their earned vacation-time benefit. Vacation time may accumulate and not be used to a point where it is no longer being earned by an employee. The Administration is requesting approval of vacation-time compensation for employees that 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 in 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 in 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 to approve the balance of the Committees' reports.

* * * * *

(Item 12) Action on Monthly Facilities Matters: FMS Award of Construction Contracts; Report With Possible Action Regarding Air Quality

Construction Contracts

Energy Conservation Corridor — Ceiling & Lighting Upgrade

Casimir Pulaski High School

Prime Contractor
Burkhart Construction Corporation
3271 Endeavor Drive
Richfield, WI 53076

Low Bidder, base bid of $2,583,000.00, plus $124,100.00 for mandatory alternate bid #1, for exterior lighting, for a total cost of $2,707,100.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	3	5	No	20%	63.2%	$1,634,000.00	20%	100	10

Funds are available for the Energy Conservation Corridor Ceiling & Lighting Upgrade project from account code FCM 00 ECE CT ECNC7 (Project No. 7531). The project start date is scheduled for December 17, 2021, and completion date is August 5, 2022.

Roof Replacement

Neeskara Elementary School

Prime Contractor
FJA Christiansen Roofing Co., Inc.
2101 West Purdue Street
Milwaukee, WI 53209

Low Bidder, base bid of..... $853,500.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
83	48	2	No	15%	16%	$136,560.00	20%	100	10

Funds are available for the Roof Replacement project from account code FAR 00 MM2 NE ECNC (Project No. 3371). The project start date is scheduled for December 17, 2021, and completion date is August 19, 2022.

Total construction contract dollars awarded..... $3,560,600.00
Total dollars HUB participation $1,770,560.00
% of HUB participation 51.52%
% Minority employees within companies.....36.66%
% Women employees within companies 38.49%

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 for classrooms and schools without window access to outside air.

The Department of Facilities and Maintenance Services (DFMS) will continue to monitor mechanical systems throughout the district while performing all necessary repairs to ensure 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 will report to the Board monthly. The report will include updates on procuring consultants and status of findings during the site investigations as part of their scope, steps toward procuring contractors to perform testing and balancing and identifying any deficiencies in mechanical systems, and an evaluation of potential deficiencies and establishment of a remediation plan if necessary. This defined process equates to performing a ventilation audit.

DFMS continues to work with the Integrated Project Delivery contractors and the contracted Owner's Representative to finalize scopes at each school building. One scope related to air quality is the design and installation of outdoor classrooms to promote social distancing and outdoor learning opportunities. (Please see attachments to the minutes of your Committee's meeting.)

We are excited to present some preliminary prototypes that will allow schools to choose from a menu that meets their educational needs for school programs and outdoor natural environments. (Please see attachments to the minutes of your Committee's meeting.)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.09, Purchasing and Bidding Requirements

Fiscal Impact Statement

Total Construction Contracts Requested..... $3,560,600.00

Implementation and Assessment Plan

Upon the Board's approval, the construction 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 contracts as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 13) Action on a Request to Approve Conservation Easements among 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 $1,013,000 in partnership funding grants for green infrastructure projects at the following five school sites:

- Burnham Playfield, 1755 S. 32nd Street
- Clement Avenue, 3666 S. Clement Avenue
- Doerfler, 3014 W. Scott Street
- Golda Meir Lower Campus, 227 W. Pleasant Street
- Vincent High School, 7501 N. Granville Road
- Westside Academy I, 1945 N. 31st Street.

The funding agreements stipulate that, upon completion of these green infrastructure projects, an 11-year limited-term conservation easement be executed for each site in order to ensure that the new green space is adequately maintained and protected. These projects have resulted in improved stormwater management through the installation of bioswales, underground cisterns, native plants, new tree plantings, and additional green space. These efforts provide a direct benefit to the environment and create additional opportunities for MPS's students to learn about advancing sustainability efforts through the implementation of green infrastructure.

Drafts of the proposed easement agreements are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule 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 will be executed with the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that the Board approve the limited-term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

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

* * * * *

(Item 14) Action on a Request to Approve the Funding Agreement with Common Ground, Inc., for the Reconstruction of Washington High School's Playfield

Background

Common Ground, Inc., a non-partisan group of citizens of Southeast Wisconsin dedicated to identifying and implementing creative solutions to problems facing its community, has identified the playfield at Washington High School (WHS), 2525 N. Sherman Blvd., Milwaukee, Wisconsin, 53210, as being in need of reconstruction for the benefit of WHS's students and the community at large. Milwaukee

Public Schools (MPS) also identified WHS's playfield as a candidate for reconstruction pursuant to the MPS Facilities Master Plan. MPS partnered with Common Ground, Inc., to achieve the mutual goal of reconstructing the playfield, and the Administration has entered into a partnership agreement with Common Ground, Inc., for the design phase of the playfield reconstruction at WHS on September 26, 2019.

The Administration is seeking the Board's approval to enter into a funding agreement with Common Ground, Inc., for the construction phase of the playfield reconstruction at WHS.

A partnership agreement, a funding agreement, and a letter of intent are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

Common Ground, Inc., will cover $735,321.00 of the total costs of construction, and MPS will cover $1,489,954.00 of the total costs of construction of the WHS playfield reconstruction. The parties acknowledge that Common Ground, Inc., has worked with MPS to apply for a grant of up to $250,000.00 from the NFL Foundation Grassroots Program for the project, and that any amount awarded under the NFL grant will serve to reduce MPS's contribution. The total construction costs will be as determined by the construction bid submitted by the successful bidder issued by MPS in accordance with the funding agreement.

Implementation and Assessment Plan

Upon the Board's approval, the Funding Agreement with Common Ground, Inc., for the reconstruction of Washington High School's Playfield, as attached to the minutes of your Committee's meeting, will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Funding Agreement with Common Ground, Inc., for the reconstruction of Washington High School's Playfield, 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 with Possible Action Regarding the Bilingual Task Force's Recommendations on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff

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 Bilingual Task Force met on Monday, November 22, 2021. During this meeting, members present continued to work on the four points of focus as directed by the Milwaukee Board of School Directors:

1. financial support from MPS and the specific out-of-pocket costs to future bilingual and world language teachers;
2. protocols so that bilingual and world language teachers complete their student teaching on the job at MPS;
3. examination of alternative ways of assessing the language proficiency of bilingual employees and of how to engage DPI on standards for bilingual and related certification; and

4. examination of the most efficient and effective way to reorganize programs and support systems to advocate and to nurture educators for the expansion of bilingualism in MPS.

At the Board's meeting in Administrative Policy 6.33, Clinical Students, Student Teaching, Student Administrator, Practicum Students, and Field Placement Students, was amended to allow MPS employees to complete their requirements without being required to leave their employment with MPS. The Task Force has begun conversations around implementation of this change. Additionally, discussions around the other focus items have occurred.

* * * * *

(Item 16) Report with Possible Action Regarding Schools' Requests for Addition and Renovation Projects

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 October 14, 2021, the Milwaukee Board of School Directors approved the budget for the Elementary and Secondary School Emergency Relief Fund (ESSER III). As part of the approved budget, approximately $65 million was appropriated for potential school addition and renovation projects. At its regular meeting in October, the Milwaukee Board of School Directors requested a report on the selection process.

A project-submission application was distributed to all school leaders on November 3, 2021, with a return date of November 12, 2021, requested. The district team received more than 700 project requests from the schools. The team went through every submission application and compiled a list of potential project requests from the data.

The construction costs — which are preliminary and need further vetting by a consultant through site investigations — were provided to assist in deciding whether the projects are feasible and can be pursued. Once projects have been approved, the District will create a Request for Proposal (RFP) to solicit design and construction services.

Classification of Schools' Requests

Type of Work	Estimated Costs	Percent of Total Requests
Major Renovation or Addition	$319,442,000	68%
Exterior Work	$24,190,800	5%
Interior Work	$125,521,850	27%
Total	$469,154,650	

Exterior Projects

- Painting
- Signage
- Windows
- Doors
- Security Cameras
- Concrete Work
- Fencing
- Site Furnishings
- Site Lighting
- Parking
- Playgrounds
- Landscaping
- Storage sheds

Interior Projects

- Athletic equipment
- Graphics
- Painting
- Security cameras
- Bathroom upgrades
- Bottle filling stations
- Casework modifications
- Door repairs
- Flooring replacements
- Furniture
- Lighting
- HVAC improvements
- Lockers
- Plumbing
- Window treatments
- Electrical work
- Ceilings

Major Renovations or Additions

- New schools
- Gym/classroom additions
- Major interior renovations

Percent of Total by Region

Region	Estimated Costs	Percent of Total Requests
High School Region	$166,064,250	44%
Northwest Region	$46,871,050	12%
Southwest Region	$43,803,850	12%
Central Region	$59,565,200	16%
City-wide Region	$18,498,000	5%
East Region	$40,352,300	11%

The full summary of the type of work and estimate costs for each school's request is included in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

N/A

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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 Data and Progress Associated with the Office for Civil Rights (OCR) 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

In 2014-15, the U.S. Department of Education's Office for Civil Rights (OCR) conducted a biennial review of data and discovered a disproportionality of African American students 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 MPS's compliance with 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.

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. This work is aligned to Resolution #05-14-5003 with the Office for Civil Rights. 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 counseling and support services are being used.

- Analyze and evaluate individual schools' 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.

Promote and Provide 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. A practice shared with schools during November was the use of "brain breaks" — quick activities that get students' minds and bodies activated within the educational setting in the classroom. There are a variety of brain-break examples provided to schools through Student Services, Ropes & Challenges, and Student Wellness to use with students across all grade levels and schools.

All staff members document classroom-managed behaviors and intervention supports provided to students within Infinite Campus and have access to best-practice strategies to support classroom behavior. A document containing best practice, videos, examples, and reflections on supporting data was updated to include additional resources for staff members.

On November 15, 2021, a variety of self-paced modules were offered to staff members as part of their professional development time, including trauma-sensitive classroom management, mindfulness, vulnerable decision points, discipline documentation, and microaggressions, among others.

School leaders from the Southwest Region attended a session discussing alternatives to suspensions. Discussion started with community building as an alternative to needing suspensions, the use of preventative strategies to support students, and a brainstorm of discipline to be used as an alternative to suspension when appropriate within the guidelines of the District's code of conduct and due process.

Ensure Counseling and Support Services Are Being Used by Schools

The District Discipline Disproportionality (3D) Leadership Team met on November 4, 2021, to review October's discipline data by race, behavior, and school. Reviewing and discussing this data through small-group discussion allowed the Team to create next steps from its specific locus of influence.

All staff members document strategies used to support classroom-managed behaviors that are not violations of the District's code of conduct, but are in violation of the classroom expectations. For the year to date, the top strategies documented by school staff members are one-on-one conversations with students, acknowledging positive behavior, parental contact, redirection of behavior, consultation with support staff, and proximity control.

School Discipline Work Groups discussed a variety of topics throughout November, including staff wellness, more professional development on bias, ensuring proper documentation of behaviors, transitions within the school day, PBIS systems, Tier 2 interventions for identified students, and classroom systems to support students.

Analyze and Evaluate 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 suspension or student services suspensions across the district from November 1, 2021, through November 30, 2021, as documented in Infinite Campus. There were 2,660 suspensions in November 2021, compared with 2,477 suspensions in November 2019.

	Race or Ethnicity							
Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Arson				11				11
Assault	4		1	32		4		41
Battery	13	1		79		4		97
Bullying	2	1		15				18
Chronic Disruption or Violation of School Rules	65	9	2	394		8	12	490
Disorderly Conduct	96	6	9	428	2	19	8	568

Behavior	Race or Ethnicity							Total
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	
Endangerment of Physical Safety/Mental Well-being	16	2		127		2	1	148
False Fire Alarms				3				3
Fighting	59	6	6	568		11	6	656
Gambling			1	21		2		24
Inappropriate Personal Property	5	1		13				19
Inappropriate use of electronic communication devices	6	2		47		1		56
Intent to Distribute Drugs/Alcohol/Meds	2			3				5
Leaving the Classroom Without Permission	1			5				6
Loitering		1		29				30
Other Substances/Materials	5	1	1	35		1		43
Personal Threat	9		1	36		6	3	55
Possession of Drug Paraphernalia	1			7		1	1	10
Possession/Ownership/Use of Alcohol	3			3		1		7
Possession/Ownership/Use of Drugs	5	1		36		1	1	44
Possession/Ownership/Use of Gun				2				2
Possession/Ownership/Use of Weapon Other than Gun	4		1	24				29
Possession/Use of Fireworks								
Reckless Vehicle Use	1							1
Robbery	1			3				4
Sexual Assault	3			10			1	14
Sexual Harassment	5	1	2	19				27
Skipping Class				1				1
Substantial Environmental								
Disruption	36	1	3	77		3		120
Theft	1			10				11
Trespassing	2	1		1				4
Use of Tobacco, Including Chewing	10			25		2		37
Vandalism	5	1		21			1	28
Verbal Abuse/Profanity/Harassment	3	1		44		3		51
Grand Total	363	36	27	2,129	2	69	34	2,660

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

	Race or Ethnicity							Total
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	
Conference	56	4	2	144		4	6	216
Counseling	234	21	13	1,056	1	50	28	1,403
Detention	13	1	5	98		8		125
Mediation	8		3	46			2	59
Referral BIT	5	1		15			1	22
Repairing-harm Circle	2			25				27
Restorative Conference	3			8		2	1	14

Student Demographics and Year-to-date Suspensions through October 2021

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple
Population	28%	<1%	8%	50%	<1%	10%	4%
Suspensions	12%	1%	1%	81%	0%	3%	2%

Continue and Expand Book Studies

Courageous Conversations about Race Explorations sessions were held for school-based administrators, school counselors, Central Services staff members, and teachers at identified elementary schools. Throughout November, a total of 234 staff members attended, with a total of 799 throughout the 2021-22 school year and a total of 2,157 staff having attended since March 1, 2021, when our first seminar occurred. A cohort of staff members from schools and Central Services is beginning a five-part book study of Glenn Singleton's *Courageous Conversations about Race.* The second meeting of the District Equity Leadership Team (DELT) is occurring on December 7, 2021, further exploring our personal racial equity purpose (PREP).

A cohort of staff members reading Monique Morris' *Pushout: The Criminalization of Black Girls in Schools* will meet four times in December and January to read her work and to discuss implications for our work here in Milwaukee Public Schools.

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

Across all traditional middle and high schools, there have been more than 100 meetings of the school-based Student Discipline Committees. Students discuss concerns and recommendations regarding school climate. Looking at the discussion, some of the trends of topics being discussed include conflict-management tactics, Spirit Week and school activities to get involved in, holding conversations with students throughout the discipline process, and social spaces for students to interact with their peers,

Throughout November, focus groups were held with school administrators, classroom teachers, students, and families/parents to discuss the District's code of conduct and any updates needed. On December 8, 2021, our final focus group will meet with community organizations. Some topics discussed have included the definition of "chronic," the dress code, students feeling safe, and ensuring that staff members are aware of behavioral supports and intervention best practices. After all focus groups have been completed, data will be compiled with a district-wide team meeting throughout January and February to update the District's code of conduct and disciplinary levels for the 2022-23 school year.

Next Steps

We will hold final focus groups discussing the District's code of conduct and to begin to formalize reflections and recommendations from all focus groups.

Based on data on classroom-managed behavior across all schools, one of the top behaviors facing teachers is students leaving the classroom without permission. The December update to Discipline Champions will focus on classroom strategies, procedures, and systems to address students leaving the classroom without permission.

Additional Courageous Conversations about Race Explorations for elementary regular education and special education teachers and the creation of Courageous Conversations about Race professional development are planned for second semester.

Spotlight on Carver Academy

Mission Statement

Learners today and leaders tomorrow through academic excellence and strength in character.

Vision Statement

Carver Academy strives to be a premier K-8 school where all scholars equally demonstrate high academic achievement and strength in character. We provide a comprehensive education that will enable our scholars to be not only college-ready, but also contributing members to their schools, homes, and communities.

All stakeholders work through our strategic priorities — data-driven instruction, scholar culture, coaching teachers, staff culture, and family engagement — to provide scholars with diverse experiences in a challenging and inclusive educational environment.

State Report Card

	Overall Score	
2016-17	43.8	Fails to Meet Expectations
2017-18	50.9	Fails to Meet Expectations
2018-19	68.3	Meets Expectations*
2020-21	72.9	Exceeds Expectations

*Due to the COVID-19 pandemic, caution must be used when interpreting scores and ratings. Careful review of the detailed data on all pages is encouraged.

Priority Area Weights

Achievement	Growth	Target Group's Outcomes	On-track to Graduation
5.0%	45.0%	25.0%	25.0%

Demographics

Our Students..... 350
Special Needs..... 21.3%
ELL..... 0%
Economically-disadvantaged 90.1%

Black/African American..... 93.9%
Multiple..... 2.9%
Hispanic 2.3%
American Indian/Native Alaskan..... 0.6%
White..... 0.3%

Staff

	Total	Black/African American	White
Staff	50	64%	36%
Teachers	20	45%	55%

Disciplinary Data, through November

	2016-17	2017-18	2018-19	2019-20	2021-22
Referrals	452	176	155	115	42
Suspensions	43	10	46	23	11

Strategies

- Morning Meetings
- Circle of Power and Respect
- Assemblies
- 2nd Step

Book Study

Glenn E. Singleton's *Courageous Conversations about Race*

Why…

- Racial tensions
- Staff's needs
- Student's needs
- Equity

How…

- Purchased books for all staff through grant money
- Set up monthly book study
- Set norms
- Acknowledge feelings

Outcomes

- Trust
- Platform to hold difficult conversations
- Team
- Sense of belonging
- Built culture staff/students

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 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

The Family and Community Engagement Framework includes six standards that all schools strive to meet:

- Schools are welcoming and culturally relevant environments
- Schools are connected to the community
- Schools have tools and knowledge needed to build relationships with families and the community
- Families have avenues to serve as leaders
- Families have tools and knowledge needed to be active in their child's education
- Families have opportunities to build peer networks

These standards align with the District's Five Priorities for Success, to strengthen communication and collaboration. The Department of Strategic Partnerships and Customer Service works to empower families to build mutually beneficial relationships that maximize resources to promote greater student outcomes. In addition, the District understands the importance of providing quality customer service to families to assist them in getting important information on school- and district-related matters.

The following update will provide an overview of the District's customer-service efforts, community partnerships, and resources available to families that foster a positive educational experience for children.

Family and Community Engagement Report

Goals

- 100% of all schools will be compliant with conducting their annual Title 1meetings by December 31, 2021.
- We will provide 100% of school leaders with feedback from families regarding their school communities by March 31.
- We will increase the number of schools that have family-leadership/family-involvement organizations by 25% by June 30, 2022.
- We will increase community volunteer participation by 20% to support students in schools by June 30, 2022.

Welcome Center

- One-stop shop for families to receive support to navigate school and district matters.
- Provides support to families in the areas of: parent portal accounts, password resets, enrollment, transportation, specialized service referrals, Head Start, and bilingual testing.
- Works with families and regional support team to resolve complaints.
- More than 1,800 families served since July 1, 2021.

MPS Switchboard

- First point of contact for community members and families to get information related to school and district matters.
- Assists with lost children, Central Services room reservations, and district initiatives.
- More than 48,000 callers since July 1, 2021.

Partnership: Fall Backpack Drive

- WISN/Salvation Army's No Empty Backpack Drive
- 88Nine/Educators Credit Union/MPS Foundation Drive
- Costco
- Sleepover for Education
- More than 5,000 students served

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 3) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Your Committee reports having received the following report 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 LRE with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

There are 17 indicators that help steer states to develop State Improvement Plans that target special education. 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 for speech and language services.

		MPS				
Indicator	State's Target	May 2021	August 2021*	Sept 2021	Oct 2021	Nov 2021
5A	70.00%	81.60%	83.08%	83.21%	83.32%	83.43%
5B	7.90%	15.69%	15.53%	15.35%	15.74%	15.48%
5C	0.95%	0.34%	0.32%	0.32%	0.32%	0.31%

*The data for the August 2021 LRE report represent 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 attachments 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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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 Summer Academy 2022

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 2022, MPS will offer the following Academies

Academy	Grades	Dates	Times
June Academy	high-school (including rising freshmen)	June 9-29	8:00 a.m. to 1:00 p.m.
July Academy	7-12th	July 6–27	8:00 a.m. to 1:00 p.m.
Summer Academy	K5-8th-grade	June 27–July 27	8:00 a.m. to 12:00 p.m.

July 4 and July 5 are non-attendance days. Breakfast and lunch will be provided.

High-school Summer Academy is designed to engage students academically through recovery, acceleration, and career-skill-building opportunities. Students will also participate in career-based learning experiences such as internships and exploration based upon their academic and career plans.

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 and acceleration opportunities, as well as skill development.

The Elementary Summer Academy's curriculum is designed to prepare students in grade 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 take place half-day, full-day, week-long, or overnight at school locations or community organizations.

Extended school-year services are provided to qualifying students during Summer Academy, as mandated in their Individualized Education Plans. Enrichment opportunities with community partners are built into programming.

Bridge programs are offered to assist in the transition of students to high school and sixth grade. Twenty-two high schools will offer freshman bridge. Eight schools will offer middle-school bridge.

Potential Summer Sites and Dates, Updated 11/18/21

High School Summer Academy

June 7, 2022-July 27, 2022, 7:30 a.m. to 1:20 p.m. These Dates are when summer staff will be in the buildings.

School	Calendar	Region	ZIP Code	Grades	Classrooms	Capacity	A/C	Heat Site*	Childcare
MSoL	Early	HS	53222	6-12	60	1,073	No	Vincent	n/a
Hamilton	Early	HS	53220	9-12	95	1,690	Yes	n/a	n/a
Bradley Tech	Early	HS	53204	9-12	52	931	Yes	n/a	n/a
WCLL	Early	HS	53212	3-12	59	1,053	Yes	n/a	n/a

Elementary School Summer Academy

June 23, 2022-July 27, 2022, 7:30 a.m. to 12:30 p.m. — tentative dates for the Elementary Summer Academy. These dates are when summer staff will be in the buildings.

School	Calendar	Region	ZIP Code	Grade	Classrooms	Capacity	A/C	Heat Site*	Childcare
Bethune	Trad.	Central	53208	K-8	25	452	Yes	n/a	CLC
Browning	Trad.	NW	53218	K-5	26	479	Partial	n/a	CLC
Clement	Trad.	East	53207	K-8	22	388	Yes	n/a	CCC
Cooper	Trad.	East	53221	K-8	20	334	No	Victory	n/a
53rd St.	Trad.	Central	53216	K-8	27	506	No	MACL	CLC
Gaenslen	Trad.	East	53212	K-8	45	877	Yes	n/a	CLC
Elm	Trad.	East	53205	K-5	30	587	Yes	n/a	CCC
Hopkins-Lloyd	Trad.	Central	53206	K-5	34	651	No	Jackson	CLC
Lloyd Barbee	Trad.	Central	53209	K-6	26	506	No	Fratney or Gaenslen	CCC
MACL	Trad.	East	53233	K-8	43	779	Yes	n/a	n/a
Maple Tree	Trad.	NW	53224	K-5	21	388	No	Vincent	CCC & BGCGM
Morgandale	Trad.	SW	53221	K-8	25	452	No	Hamilton	CCC
Rogers	Trad.	SW	53204	K-8	28	506	Yes	n/a	BGCGM
Vieau	Trad.	SW	53204	K-8	31	587	No	Bradley Tech	CLC

*Heat sites are alternative sites in hot weather for schools that do not have air conditioning.

MPS Summer School Programming

Highlights from Summer Academy 2021

- More than 2,700 courses recovered
- 105 college credits earned
- More than 1,900 virtual attendees
- 127 Graduates
- Record number of applications
- Eight new program offerings
- 105 courses recovered in virtual night school
- More than 80 virtual adventures

What's New in Summer Academy

College 101

Dual-enrollment courses for students seeking to get a jump start on their college experience.

Summer Academy Super Site

Offers a variety of specialty classes for students in grades K5 through 12 in all interest areas. Staff will submit proposals for course offerings based on students' interest and staffs' talents.

Summer Academy Satellite Sites

High schools and schools serving sixth-grade students will have the opportunity to be satellite sites focused on students' acceleration. Schools will offer the Booster courses focusing on the standards that students will face in literacy or math in the next school year. High-school students will also have the opportunity to take high-school specialty courses for credit.

Summer Curriculum

- Extended School Year (ESY) provides educational services to students with disabilities.
- Bilingual Camp: Five weeks of bilingual and ESL services
- Montessori Camp: Five weeks
- High school focuses on credit recovery and acceleration with opportunities for career exploration, service learning, and internships.
- Middle-school grade 8 promotion
- Credit recovery and acceleration
- Alternative programs

High-school Programming

June Session: June 9-29, 2022
July Session: July 6-27, 2022
Monday-Friday, 8:00 a.m.-1:00 p.m.

High-school summer school includes:

- College 101
- Career exploration programs
- Virtual summer program
- Extended School Year (ESY)
- Face-to-face instruction (bilingual and English-language learners)
- Online learning
- GED Option #2 and competency-based

Middle-school Programming

June Session: June 9- 29, 2022
July Session: July 6-27, 2022
Monday-Friday, 8:00 a.m.-1:00 p.m.

Middle-school summer school includes:

- Career-exploration program
- Explore Your Future
- Extended School Year (ESY)
- Academic and social-emotional programming
- Bilingual and English-language learner options
- Acceleration options

Elementary Programming

Session: June 27-July 27, 2022 (Five weeks)
Monday-Friday, 8:00 a.m.-12:00 p.m.

- Exploration camps: one-week themed camps
- Extended learning adventures
- Breakfast and lunch provided
- Wraparound services provided
- Extended School Year (ESY)
- Bilingual and English-language learner programs
- Montessori

Extended Learning Adventures

Complement classroom instruction
Innovative hands-on experiences while exploring STEM/STEAM:

- Wisconsin's unique heritage
- Natural environment
- Archaeology, paleontology, environmental science and life cycles
- Farm life
- Arts-integrated activities
- Gardening
- Culinary

Attendance and Sites

To increase efficiency and to best support the needs of our families, we studied past sites and enrollment trends, considering:

- prior years' enrollment
- capacity
- location
- wraparound services

Bridge Programs

High School

- Goal: Enhance students' confidence, self-esteem, academic preparation, and soft skills
- Location: 22 MPS high-school sites
- Program length: Two days

Middle School

All 6-12 and traditional middle schools
Scheduled in two-week window prior to first day of student attendance

- Provide sixth-grade students an opportunity to form realistic expectations of what middle school will be like
- Build a sense of community
- Explore extracurricular activities
- Experience the difference between elementary and middle school

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.17, Summer Academy

Fiscal Impact Statement

Projected expenditures of $5.7 million — $3.2 million from the Extension Fund for elementary, and $2.5 million from board funds for both high school and extended school year. The cost is split between FY21 and FY22 budgets.

Implementation and Assessment Plan

Upon approval, the Administration will begin preparing for implementation in the summer of 2022. All summer programs are contingent upon funding, enrollment, and Facilities and Maintenance's building-modification projects. Changes necessitated by these contingencies will be reported to the Board.

Committee's Recommendation

Your Committee recommends that the Board approve the 2022 Summer Academy Plan.

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

* * * * *

(Item 2) Report with Possible Action on State Accountability Report Cards, 2020-21

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.

This presentation of the State Accountability Report Card's results fulfills the requirement in Wis. Stat., §115.385(4), for the public reporting of state report cards. The full report of the District's outcomes is attached to the minutes of your Committee's meeting.

State Accountability Report Card

Scoring

Milwaukee Public Schools was rated as "Meets Expectations," with an overall score of 58.1. More schools moved into the "Meets Expectations" and "Exceeds Expectations" over the last reporting period

School Report Cards Summary

	2015-16	2016-17	2017-18	2018-19	2020-21
Fails to Meet Expectations	42	46	39	28	21
Meets Few Expectations	41	34	33	41	29
Meets Expectations	31	29	33	42	54
Exceeds Expectations	21	25	29	25	27
Significantly Exceeds Expectations	3	4	5	7	5

Highlights

- Marvin Pratt Elementary earned the highest overall accountability score — 89.3
- More than 50% of schools (86) meet, exceed, or significantly exceed expectations
- Five schools significantly exceed expectations
- Deductions for absenteeism and dropout rate are no longer part of the report card
- Every group met or exceeded predicted growth in English language arts on the district report card
- Most struggling students in the district grew at a higher rate in math than did other students

Overview

The full report of the District's outcomes, which is attached to the minutes of your Committee's meeting, features a new format: There is now a visual and narrative overview by school. In addition, no deductions are included in the report card.

Priority Areas

The areas of priority depicted in the report are Achievement, Growth, Target Group Outcomes, and measures of On-track to Graduation. Each priority area will have a chart that compares the district or school with the State in that area.

Weighting

The report cards of schools and districts with higher percentages of economically-disadvantaged students will have overall scores more impacted by growth.

Schools and districts with lower percentages of economically-disadvantaged students will be scored more on achievement.

Course and Program Data

Advanced Courses

District	State
20.1%	19.2%

4,259 students successfully completed at least one Advanced Placement or International Baccalaureate course.

Dual Enrollment

District	State
10.6%	17.8%

2,232 students successfully completed at least one dual-enrollment course.

Industry-recognized Credentials

District	State
0.0%	1.4%

One student earned at least one industry-recognized credential.

Work-based Learning

District	State
0.3%	2.4%

66 students participated in work-based learning programs.

Art & Design

District	State
36.2%	24.7%

7,651 students successfully completed at least one art design course.

Dance

District	State
0.5%	0.3%

116 students successfully completed at least one dance course.

Music

District	State
17.6%	21.3%

3,720 students successfully completed at least one music course.

Theater

District	State
3.9%	1.9%

829 students successfully completed at least one theater course.

Statutory Compliance

In compliance with Wisconsin Statutes, §115,385(4), the District has posted information about school report cards on the MPS portal. Compliance also includes a requirement of schools to notify parents by the end of September as to the standing of their children's schools.

"Quick Links" to the MPS district report card, educational options, and school state report cards have been added to the portal. Several drop-down menus, including one for "school improvement plans at-a-glance" are also provided.

Next Steps

Implement Ambitious Instruction: Accelerating Learning

Increase students' academic performance through acceleration and scaffolding

Implement Strategies to Improve Attendance

Schoolwide strategies (e.g., implementation of PBIS attendance interventions, parental calls, monitoring data) are part of school improvement plans

Increase Four-year Graduation Rate

Closer monitoring of course completion and programming
Identify adults/students needing support to prevent failures

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.38, Balanced Assessment Systems

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 3) Report with Possible Action on the Regional Showcase: Central Region

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

Background

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.

Regional Showcase — Central Region

This month, the Central Region is featured. The Central Region, which comprises the following 24 schools, serves 7,089 students in diverse settings to meet their varied needs:

K-5 Neighborhood

- Samuel Clemens
- Gwen T. Jackson
- Neeskara Elementary
- Keefe Avenue

K-8 Neighborhood

- Mary McLeod Bethune
- Luther Burbank
- Clarke Street
- Fifty-Third Street
- Benjamin Franklin
- Hi-Mount School
- Story Elementary
- Robert M. LaFollette
- Ralph H. Metcalfe
- Frances Starms Discovery Learning Center

Academic Specialty

- Lloyd Barbee (K-6 Montessori)
- Hawley (K-5 Environmental)
- Grant Gordon (Early Childhood)
- Frances Starms ECC (Early Childhood)
- Milwaukee French Immersion (K-5)
- Sherman Multicultural Arts (Turnaround Arts, K-8)
- Marvin Pratt (Primary Years IB Candidate School, K-5)

Community Schools

- Auer Avenue (K-5)
- Hopkins-Lloyd (K-5)
- Westside Academy (K-5)

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

Demographics

- 7,089 Students
- 6.6 % English-language Learners
- 19.4 % Students with DisabiIities
- 89.3% Economically-disadvantaged

Asian	7.0%
Black/African American	79.2%
Hispanic	6.3%
White	3.1%
Multiple Ethnicities	3.9%

2020-21 State Report Card

	Score
Significantly Exceeds Expectations	
Pratt Elementary	89.3
Meets Expectations	
Starms Discovery	66.6
Milwaukee French Immersion	65.9
Clemens Elementary	64.8
LaFollette Elementary	63.3
Neeskara Elementary	62.8
Franklin Elementary	62.7
Bethune Academy	62.5
Fifty-Third Street Elementary	62.3
Clarke Street Elementary	61.2
Metcalfe Elementary	61.2
Story Elementary	58.4
Westside Academy	58.2
Meets Few Expectations	
Hi-Mount Community School	56.9
Burbank Elementary	54.8
Auer Avenue Elementary	53.8
Hawley Environmental School	53.3
Barbee Elementary	52.4
Keefe Avenue Elementary	52.3

	Score
Fails to Meet Expectations	
Sherman Elementary	47.1
Jackson Elementary	26.0
Hopkins Lloyd Community School	21.2

Spotlight on Westside Academy

Vision Statement

Westside Academy is a school with high expectations focusing on core academics and the social-emotional development of our students to prepare them to be college- and career-ready. Our comprehensive program encourages students to be critical thinkers across the content. Students solve complex problems using higher-order thinking skills. We are a uniform school, embracing Positive Behavioral Interventions and Supports (PBIS) to reinforce positive behaviors.

Demographics

- 191 Students
- 0.5% English-language Learners
- 21.7% Students with Disabilities
- 91.0% Economically-disadvantaged

American Indian 0.5%
Asian 4.2%
Black/African American.....90.1%
Hispanic 3.1%
White.....0.5%
Multiple Ethnicities.....1.6%

Committed Staff

- 95.7% staff attendance Rate
- 80% of our teaching staff have at least one master's degree.
- 70% of our staff have been at Westside at least five years.
- 80% of our staff volunteer for monthly family events.

Years of Teaching Experience

6-30+ Years.....70%
0-5 Year.....30%

Engaging Families with Community

- Froedtert & Medical College of Wisconsin
- Wisconsin Bike Federation
- Hunger Task Force
- Milwaukee Community Schools Partnership

Safe and Supportive Culture

- Safety as a Priority
- Bike Federation/City of Milwaukee
- PBIS (Positive Behavior Intervention Supports)
- SEL (Social Emotional Support)
- Sports Program
- Awards and Recognition
- Community School Leadership Team
- CLC (Community Learning Center)
- Restorative Practices

Green School

- Discovery Cart
- Academic Performance
- Community Engagement

Next Steps

- Professional Development in research-based strategies in literacy to all teaching staff.
- Professional Development to build capacity of all staff in Restorative Practices.
- Parents supporting Parents initiative.

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 Title I District Advisory Council (DAC) 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 December 2021 included the following:

Academic Achievement

- Met with Dr. Posley and Jennifer Mims-Howell regarding serving students with special needs.
- Met with Jennie Ekstein and Felicia Saffold regarding social studies curriculum on the Milwaukee Civil Rights Movement and the upcoming textbook adoptions.
- Met with Eduardo Galvan and Robert Harris to talk about MPSU and its bilingual cohorts
- Attended the monthly meeting of the Committee on Parent and Community Engagement
- Attended a special meeting of the Board
- Attended the monthly meeting of the Committee on Student Achievement and School Innovation
- Visited La Escuela Fratney's new three-year-old kindergarten with Director Gokalgandhi and Superintendent Posley
- Attended the December full board meeting

Effective and Efficient Operations

- Met with the Chief of Police and two of his staff along with Dr. Posley and Marla Bronaugh
- Met with Dr. Mann regarding numerous issues
- Spoke with school board members about different issues
- Met with Jim Nelsen about high-school concerns
- There is also a lot of work underway with the Middle and High School Equity Work Group, which I participated in including:
  - — attending the Middle and High School Equity Workgroup's meeting;
  - — attending two meetings of the Steering Committee of the Middle and High School Equity Work group and helping with related follow-up work;
  - — speaking with members of the Middle and High School Equity WorkGroup

Student, Family, and Community Engagement

- Met with Dr. Posley along with Ben Ward and Amy Mizialko from the MTEA
- Talked with two parents and one staff parents about concerns at their schools
- Wrote article for December issue of Shepherd Express, "MPS: Diversity Unmatched by Any District in Wisconsin," which has been provided under separate cover
- Spoke with people regarding the January 28 2022, mini-conference on Metro School Integration
- Made phone calls and emails regarding January 28 mini-conference
- Met with Dr. Posley and Representatives of the MTEA and United Way regarding Community Schools
- Met with Superintendent Posley regarding building modifications and improvements
- Met with Stefan Lallinger and planning team from MPS and Century Foundation

- Met with Reggie Jackson regarding January 28 2022 mini-conference on Metro School Integration

* * * * *

NEW BUSINESS

(Item 1) Action on a Request to Establish Administrative Policy 9.14, Community Schools

Referred to the Committee on Legislation, Rules and Policies

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COMMUNICATIONS AND PETITIONS

(Item 1) Communication 2122C-003 from Mr. Tim Clements Regarding a Request to Rename Custer Stadium

SUBJECT: PROPOSAL TO RENAME CUSTER STADIUM AND FIELD

I am writing to you as the School Board Director representing Area #3, the region of the city that includes the Obama School of Career and Technical Education and the adjoining stadium, Custer Stadium. I make this respectful request not only on my personal behalf, but also with a united voice of the local soccer community to rename Custer Stadium the "Jimmy Banks Memorial Stadium." For added consideration, we would encourage the Board to designate the stadium's football/soccer field as the "Richard Williams Field."

Historically, MPS has established a precedent in the naming of a number of its athletic facilities and sporting events after distinguished alumni, coaches and contributors to the district. To cite a few examples:

- Hogan Field @ Herlevitch Diamond (baseball) at Hamilton High School
- Sijan Playfield (softball and baseball) near Bay View High School
- The Blackbourn Division (football)
- The Terry Porter Classic (basketball)

A few highlights to get to know Mr. Banks:

Jimmy Banks was born in 1964 in the Westlawn Projects of Milwaukee's North side and was a 1982 graduate of Custer High School. In high school he played soccer with distinction and was honored as a high school NSCA All-American for his efforts. He was coached by Wisconsin Soccer Hall of Fame coach, Richard Williams.

After playing for two years at UW Parkside, Jimmy transferred to UW Milwaukee, where he distinguished himself with All-American honors. His playing career continued with the national champion Bavarian Soccer Club of Milwaukee and the professional indoor team, Milwaukee Wave. The crowning achievement of Jimmy's playing career was to be named to the starting lineup on the United States Men's' National Soccer Team and to start in all three games in the 1990 World Cup in Italy.

Still mindful of his neighborhood roots, Jimmy's degree enabled him to become the recreation director of the Sherman Park YMCA. About this same time, he founded the Simba Lions Soccer Club. The Simba legacy continues today under the banner of the Milwaukee Kickers. The club's purpose is to promote the game of soccer and all of its benefits (health, team-building, etc.) to the youth of Milwaukee's central city. Mr. Banks' son, Demetrius, coaches the Simbas to this day as well as assistant coach at Rufus King High School.

In 1999 Jimmy continued his soccer career as head coach of the men's team at Milwaukee School of Engineering, and won several conference championships in addition to making multiple appearances in the NCAA tournament. Jimmy held this position until his sad and untimely passing from cancer on April 26, 2019.

Mr. Richard Williams' distinguished career:

Born in Antigo in 1936, Richard Williams graduated from High School and served in the United States Army. Upon his graduation from college, Mr. Williams began a teaching career in the Milwaukee Public Schools. Coach Williams taught Social Studies at Custer high school and established the first varsity-level

soccer program in the City Conference in 1969. following that milestone, Richard was instrumental in organizing the state's first public school high school soccer league. In 1974, Coach Williams arranged for the first high school (public school) invitational state tournament which he hosted on Custer's campus and in the stadium. Following the implementation of Title 9, in 1980, Richard began the first girls varsity soccer program in the Milwaukee area. Along the way, Richard was able to earn a USSF "A" coaching license and became an assessor. This made Coach Williams the first Wisconsin born individual to do so. Beginning in 1990, one of the two divisions of the boys' and girls' soccer divisions of the City Conference were named in his honor. Working with the Wisconsin Masons, Richard was able to establish the Wisconsin High School All-Star games for Boys and Girls senior players in 1992. In 2009 "Dick" was selected to the Wisconsin Soccer Association Hall of Fame. After dedicating a lifetime of service to his country, City, the sport of soccer and to his school system, Richard died on April 15, 2019.

These proposed name changes will honor contemporary, deserving individuals for their contributions to the thousands of lives of Milwaukee children for which they had a direct and lasting impact. Not only would the proposed name changes positively impact MPS, but it will remove an undesirable connotation to the facility by Milwaukee's Native Americans.

This is an opportunity for the Board to shine a light on the achievements of our homegrown greats who have promoted the values espoused by coaches and educators alike. I would personally be filled with joy to see the profile of high school soccer raised to a level of recognition it deserves.

I stand ready to meet or talk with you individually or the entire Board to promote this very worthwhile endeavor. I am a retired MPS teacher, former MPS athletic director, and 20-year soccer coach at MPS.

Respectfully submitted,

Tim Clements
"the unofficial voice" of South Stadium Soccer

Referred to the Superintendent in accordance with Board Rule 1.10(2).

* * * * *

ITEM DEFERRED

The Board returned to consideration of the following communication from the Superintendent of Schools, which had been postponed earlier in the meeting.

(Item 2) Action on a Request to Retire to Executive Session to Confer with Legal Counsel and Possibly to Take Action on Litigation in Regard to ERD Case No. CR 202001138, Cross-filed as EEOC Case No. 26G202000805C

Background

The Administration is requesting a closed session in order to confer with legal counsel concerning litigation in which the Board is or is likely to become involved. This request is made pursuant to:

- Wisconsin Statutes, §19.85(1)(f), which allows a closed session for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems, or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; and
- Wisconsin Statutes, §19.85(1)(g), which allows a closed session to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.18, Legal Representation

Recommendation

The recommendation is that the Board retire to closed session to confer with legal counsel.

Director O'Halloran moved to retire to executive session, pursuant to Wisconsin Statutes, §§19.85(1)(f) and 19.85(1)(g).

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Noes — None.

The Board was in closed session from 7:05 p.m. to 7:31 p.m.

Upon returning to open session, Director Peterson moved to approve the settlement agreement as presented in the executive session, relative to ERD Case No CR 202001138, cross-filed as EEOC Case No 26G202000805C.

The motion passed, the vote being as follows:

Ayes — Directors Garcia, Gokalgandhi, O'Halloran, Taylor, and President Peterson — 5.
Noes — None.

The Board adjourned at 7:33 p.m.

JACQUELINE M. MANN,Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 6, 2022

Special meeting of the Board of School Directors called to order by President Peterson at 7:26 P.M.

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

The Board Clerk read the following call of the meeting:

January 5, 2022
REVISED

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Special Board Meeting
6:30 p.m., Thursday, January6, 2022

At the request of President Robert E. Peterson, a special meeting of the Board of School Directors will be held on Thursday, January 6, 2022, to consider the item below. The meeting will begin at 6:30 p.m., or immediately following the adjournment of the meeting of the Committee on Student Achievement and School Innovation.

1. Report with Possible Action Regarding COVID-19 Health and Safety Protocols

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. 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 January 6, 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 January 6, 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) Report with Possible Action Regarding COVID-19 Health and Safety Protocols

Background

Milwaukee Public Schools continues to monitor its 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.

The following outlines the District's approach to provide a healthy and safe learning and work environment.

COVID-19 Update

Roadmap to Readiness

Guiding Principles

- Health and Safety
- Quality Instruction
- Support for Students and Staff
- Efficient and Safe Operations
- Effective Communication

Current Health and Safety Protocols

- Wear facemask in all MPS locations
- Practice physical distancing
- Wash hands often
- Get the vaccine or booster
- Stay home if sick
- Report positive cases, symptoms, and close contacts
- Use isolation rooms
- Isolate and quarantine as necessary
- Facilitate districtwide COVID-19 testing
- Replace filters and improve air quality
- Continue advanced and daily cleaning
- Clean and disinfect high-touch surfaces
- Provide personal protective equipment
- Distribute technology to students and staff
- Transition to virtual learning when positive cases reach 3% per 14-day period
- Offer two virtual-learning programs
- Conduct virtual staff meetings and professional development sessions

Updates

- Purchased additional KN95 and N95 masks for students and staff
- Mandated vaccinations for staff
- Expanded vaccination incentive for students
- Requested additional school vaccination clinics

Additional COVID-19 testing opportunities

- January 1 & 2: 448 staff tested
- January 3: 1,913 staff and students tested

Student and Staff Support

- District staff assigned to support schools:
  - Central staff
  - School support teachers and coaches
  - Limited-term employees
  - Substitute teachers
- Social and emotional learning
- Student vaccination incentive
- Early-release days
- Staff bonus and vacation compensation
- Employee assistance program
- Alternative MPS work locations for central staff
- Visits to schools and central buildings by appointment only
- Limited capacity at school events and activities

Student and Community Support

- Student meal distribution locations
- Twilight Centers
- Recreation Programs
- Athletics
- School events, e.g., plays, musicals

Extended Learning Opportunities

- Virtual-learning options
- Targeted interventions
- Compensatory after-school support

Considerations

- Assess schools on a case-by-case basis
- Adjust isolation and quarantine guidance
- Request waivers from the Department of Public Instruction
- Review staffing and all salary schedules

- Update emergency paid sick leave
- Assess student transportation
- Anticipate the needs of students and their families

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.

Director Peterson moved:

1. to extend virtual learning for one week, with an expected return to in-person learning on Tuesday, January 18, 2022;
2. to continue and to improve mitigation strategies relative to COVID-19 health and safety protocols, including cleaning, adequate PPE supplies, vaccine clinics, support for staff and others;
3. to direct the Office of Board Governance to immediately send an urgent communication to Acting Mayor Cavalier Johnson, to the Common Council, and to Milwaukee Health Commissioner, Kirsten Johnson, to request that the City reinstate its mask mandate for all buildings and events that are open to the public; and
4. that the communication reference the rapid spread of the Omicron virus as a compelling reason for a city-wide mask mandate.

The gavel was passed to Vice-President Taylor at 8:32 P.M. and returned to President Peterson at 8:34 P.M.

The Board was in recess from 9:40 to 10:02 P.M.

The gavel was passed to Vice President Taylor at 11:16 P.M.

The question being the four-part motion by Director Peterson, the motion passed, the vote being as follows:

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

The gavel was returned to President Peterson at 11:38 P.M.

The Board adjourned at 11:38 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 27, 2022

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

Present — Directors Carr (6:20 P.M.), Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Absent — None.

Before commencing with 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:

- Richard Anderson, a retired teacher from South Division High School;
- Ada Antonopoulos, a retired teacher from Fritsche Middle School;
- John Donahue, a retired building service helper from South Division High School;
- Donniesha Harris, a graduate of Vincent High School;
- Tianna Huddleston, a student from Samuel Clemens;
- Van Johnson, a paraprofessional from Hopkins-Lloyd school;
- Eddie Jones, a retired general education assistant from Northwest Secondary School;
- Martha Korpke, a retired teacher from our Home and Hospital program;
- Ardys Listug, a retired paraprofessional from Bay View Middle and High School;
- Maria Guadalupe Lopez, a school secretary from Hayes Bilingual School, and
- Rosie Sims, a retired general education assistant from Barack Obama K-8 School.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of December 2021 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

Superintendent's Report

Activities from late December through mid-January are included in the following report.

MPS Celebrates the Birthday of Dr. Martin Luther King, Jr.

Monday, January 17, 2022, was the formal observance of the birthday of Dr. Martin Luther King, Jr., who would have been 93 years old this year. Milwaukee Public Schools' students and teachers observed Dr. King's birthday and learned about his legacy throughout the week and will continue to do so.

Students and educators observe 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 17, 2022, Dr. King's birthday was highlighted with the 38th Annual Dr. Martin Luther King, Jr., virtual celebration, sponsored by the Marcus Center for the Performing Arts. This annual event included recognition of participants in the 38th Annual Dr. Martin Luther King, Jr., Art, Speech and Writing Contest, the theme of which was theme was "We Must Speak." Milwaukee Public Schools students performed, delivered speeches, and shared artwork during this year's event, which was livestreamed.

The following are the MPS students who placed in the contest:

38th Annual Dr. Martin Luther King, Jr., Birthday Celebration

Grades	Place	Student	School	Teacher
Art Contest				
K-2	1st	Donald Mason	Fratney	Elizabeth Kremer
	2nd	Dakota Ellis	Goodrich	Rosalind Knight
	3rd	Bella Marie Calderon	Spanish Immersion	Tracy Matel
3-5	1st	Devion Hardin	Alcott	Valerie Erby-Walker
	2nd	Niles Janzen	Fernwood Montessori	Laura Zimmerman
	3rd	Dyani Mendoza	Spanish Immersion	Tracy Matel
6-8	1st	Skye Arnold	Wedgewood Park	Margaret Fish
	2nd	Nandar Oak	Wedgewood Park	Margaret Fish
	3rd	Andrea Correa-Resendiz	Wedgewood Park	Margaret Fish
9-12	1st	Camorra Forrest	MHSA	Kaitlynn Radloff
	3rd	Odalis Garcia	MHSA	Kaitlynn Radloff
Speech Contest				
K-2	1st	Trinity Gentry	Craig Montessori	Susan Starkman
	2nd	Haley Johnson	Elm Creative Arts	Therese Kroll
3-4	1st	Madison Kruczkowski	Gold Meir	Tracey Joan Fecteau
	2nd	Melvin Morris	Forest Home	Laurie Hett
5-6	1st	Aniyah Lewis	Alcott School	Valerie Erby-Walker
	2nd	Antonio Deal	Samuel Clemens	Rakia Jones
	2nd	Dahlia Santiago	Golda Meir	Nicole Price
	3rd	Isabella Krieger Silva	Fernwood Montessori	Jean Vogel
7-8	2nd	Aida EI-Hajjar	Maryland Ave. Montessori	Gina Follstad
	3rd	Isaac Feng	Victory School	Amrit Kaur
9-10	1st	Leila Muhammad	Reagan High School	Carrie Baker
	3rd	Bujana Ntabala	MHSA	David Powell
11-12	1st	Amillia Bell	King IB High School	Camilla Sparks
	2nd	Malcolm Bishop	Vincent High School	Jennifer Koss
Writing Contest				
2-3	1st	Jasper Goochey	Trowbridge	Desire Tyler
	2nd	Aarya Rodriguez	I.D.E.A.L.	Jennifer Kolatski
	3rd	Isabella Doyle	Fratney	Elsi Mercado
4-5	1st	Aaliyah Cooper Durant	Clemens School	Aruna Halala- Vishudh
	2nd	Kennedi Chapman	Golda Meir	Alexandra Schley
	3rd	Deonna Jones	Hi-Mount	Mary Seewald
6	1st	Eleanor Lawton	Parkside School	Erica Zitzke
	2nd	Emerson Schaber	Bay View Montessori	Emma Gunderson
	3rd	Emilio Carro	Green Tree Prep Academy	Tyra Merriweather
7-8	1st	Victoria Kona	MACL	Bianca Gasparri
	2nd	Jayla Harris	Morse Middle	Laura Hopps
	3rd	Claire Wise	ID.E.A.L.	Aimie Rognsvoog
9-10	1st	Jesabelle Cruz	MHSA	Peter Whalen
	2nd	Jacob Britton	King IB High School	Dawn Schlipp

Grades	Place	Student	School	Teacher
11-12	1st	Jayda Lee	Riverside	Cara Slingerland
	2nd	Lamont Johnson	Riverside	Cara Slingerland
	3rd	Evelinda Arteaga	Riverside	Cara Slingerland

Happy Birthday, Dr. King! Congratulations to all of this year's contest's participants!

Congratulations, Milwaukee Public Schools' Winter Graduates!

On January 15, 2022, MPS hosted an in-person ceremony that was livestreamed to recognize the more than 100 winter graduates.

Milwaukee Public Schools congratulates these graduates and wishes them a bright and successful future!

MPS Hosts a Virtual Kindergarten Fair on February 5, 2022, 9:00 a.m.-12:00 Noon

MPS will host a Virtual Enrollment Kindergarten Fair allowing families to view schools, to meet with school administrators and educators, to select schools, and to enroll their children.

Head Start

Preschool is available through the federal Head Start program for families who 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, 2022, to be eligible.

Four-year-old Kindergarten

Programs are available at most schools across the district. Children must turn four by September 1, 2022, to be eligible.

Five-year-old Kindergarten

Programs are available at most schools across the district. Children must turn five by September 1, 2022, to be eligible.

To apply for Kindergarten enrollment, please complete the following steps:

1. Visit the website:

https://mps.milwaukee.k12.wi.us/en/Schools/How-to-Apply/Kindergarten-Enrollment.htm

2. Go to To Complete Your Enrollment
3. Select the link that describes you — "current" family or "new" family
4. Current families will need their log-in information, and new families will need email addresses

Additional Health and Safety Guidance in MPS

In order to help mitigate COVID-19, MPS has expanded COVID-19 vaccine clinics in its schools. In collaboration with the Milwaukee Health Department, the District continues to provide access in schools to help protect students, staff, and families.

The District remains committed to providing appropriate masks for students and staff. We would like to recognize Governor Evers for supporting the District by providing 100,000 N95 masks and the City of Milwaukee for providing 300,000 additional N95 masks. We will all do our part to help support a safe and healthy community.

School Vaccination Clinics

Alexander Mitchell Integrated Arts School 1728 S. 23rd St., Milwaukee, WI, 53204	January 19, 2022, and February 9, 2022	1-4 p.m.
Morse Middle School for the Gifted and Talented 6700 N. 80th St., Milwaukee, WI, 53223	January 20, 2022, and February 10, 2022	2-5 p.m.

Clement J. Zablocki School		
1016 W. Oklahoma Ave., Milwaukee, WI, 53215	January 21, 2022, and February 11, 2022	1-4 p.m.
Grant Gordon Learning Center		
921 W. Meinecke Ave., Milwaukee, WI, 53206	January 24, 2022, and February 14, 2022	1-4 p.m.
Hayes Bilingual School		
971 W. Windlake Ave., Milwaukee, WI, 53204	January 25, 2022, and February 15, 2022	2-5 p.m.
Auer Avenue School		
2319 W. Auer Ave., Milwaukee, WI, 53206	January 28, 2022, and February 18, 2022	1-4 p.m.
Clarke Street School		
2816 W. Clarke St., Milwaukee, WI, 53210	January 31, 2022 and February 21, 2022	1-4 p.m.
Jackson Early Childhood and Elementary School		
2121 W. Hadley St., Milwaukee, WI, 53206	February 3, 2022, and February 24, 2022	1-4 p.m.
Starrns Discovery		
2035 N. 25th St., Milwaukee, WI, 53205	February 4, 2022, and February 25, 2022	2-5 p.m.
Longfellow School		
1021 S. 21st St., Milwaukee, WI, 53204	February 7, 2022, and February 28, 2022	1-4 pm.
Hopkins-Lloyd Community School		
1503 W. Hopkins St., Milwaukee, WI, 53206	February 8, 2022, and March 1, 2022	1-4 p.m.

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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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 January, the Wisconsin Policy Forum issued a report on state taxes in which it warned of diminished support for public services and highlighted the fact that Wisconsin's support for its schools has fallen below the national average. Specifically, the report stated:

> [A] continued focus on lowering Wisconsin's tax burden may bring with it diminished public services, particularly at the local level. Already, for example, the state has seen its per pupil spending on K-12 education fall from the top 10 nationally to below average.

In fact, over the past decade, per-pupil funding support has fallen well off of the pace of inflation. Since 1993, allowing per-pupil funding to keep pace with the rate of inflation had been a cornerstone of Wisconsin's K-12 funding system. Over the past ten years, however, per-pupil support has been $1,864 per pupil behind the inflationary index. Stated in a different way, if per-pupil funding had simply kept pace with inflation, each student would have $1,864 more of support than he/she does today.

As a fundamental part of the State's K-12 funding system, that support should be provided and is attainable. New state revenue estimates are expected to be published at the end of January, and on top of $1.7 billion available in the State's fiscal stabilization fund, it is anticipated that there could be an additional $2 billion of available revenue. Given the persistent underfunding of K-12 education and of other public services, and if current estimates are correct, the nearly $4 billion of possible revenue should not be seen as a "surplus," but be put to immediate use to support critically-needed programs.

Revenue Limit's Per-pupil Adjustment Indexed to Inflation

The following information has been provided by the Legislative Fiscal Bureau.

Under revenue limits, the amount of revenue that a school district can raise from general school aids, property taxes, and exempt property aid is restricted. A district's base revenue in a given year is equal to the restricted revenues received in the prior school year. Base revenue is divided by the average of the district's enrollments in the prior three years to determine its base revenue per pupil.

In 2021-22, no per-pupil adjustment was made to each district's base-revenue per pupil to determine its current-year revenue per pupil. Current-year revenue per pupil is then multiplied by the average of the district's enrollments in the current and prior two years to determine the district's initial revenue limit. There are several adjustments that are made to the initial revenue limit, such as the declining-enrollment adjustment and the low-revenue adjustment. A district can also exceed its revenue limit by receiving voters' approval of a referendum.

From 1998-99 to 2008-09, the revenue limit's per-pupil adjustment was indexed for inflation each year. The increase in inflation was the percentage change, if not negative, in the Consumer Price Index for all urban consumers between the preceding March and second-preceding March. Under the 2009-11 budget act, the inflation adjustment was deleted. Per-pupil adjustments under revenue limits were then specified by law in biennial budget acts.

As to what the revenue limit's per-pupil adjustment would have been in each year, had the prior law's indexing mechanism been in place since its repeal, and how that amount compares with the actual annual combined resource change provided from the revenue limit's per-pupil adjustment and the change in the per-pupil aid payment relative to the prior year, that information is shown in the table below.

Revenue Limit Per-pupil Adjustment under Prior Inflation Indexing Compared with Actual Resource Change

	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

*While the 5.5% per-pupil reduction amount varied among districts, the statewide average reduction was $554

As they move forward, updates on relevant bills and legislation 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 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 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.

Report to the Milwaukee Board of School Directors

The following report includes activities from late December through mid-January.

During the reporting period, the Office of Accountability and Efficiency continued to implement its FY22 Work Plan.

Accountability and Efficiency Services

Between December 6, 2021, and January 17, 2022, Accountability and Efficiency Services fulfilled six requests for information/research and seven constituent inquiries. Accountability and Efficiency Services also completed one special project. The OAE also collaborated with the Office of Board Governance and the Administration on the implementation of Resolution 2122R-007, regarding an evaluation of the effectiveness and impact of charter schools in MPS.

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 2022-23 (FY23). The forecast is intended to support fiscal and equity-based decision making to maintain and to improve essential school operations services in the FY23 budget cycle. Forecast assumptions are calculated based 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

During the reporting period, Contract Compliance Services' (CCS's) staff members focused on efforts in the Communities In Need (COIN) and Student Engagement programs. The team collaborated with Mission Aligned Partners (MAPs) to recruit MPS students for a project-based carpentry internship that provides hands- on learning with wood as a pathway to COIN certification and the skilled trades. The recruitment process is ongoing.

CCS continues to engage MPS's high schools interested in taking advantage of abbreviated Job-readiness training sessions. Grandview, Marshall, NOVA, and Vincent high schools have submitted requests. These sessions will be scheduled once the District returns to in-person learning.

Additionally, four high-school students engaged in interviews for internship opportunities in actuarial services administration, construction, and information technology. Three of the students were hired — two in actuarial services, and one in information technology.

Team members participated in the Department of Facilities and Maintenance Services's (DFMS's) Contractor Open House. DFMS hosted the event to provide an educational session on bidding on ESSER II and III Relief Fund projects. The open house afforded potential contractors and subcontractors the opportunity to learn how to navigate the bidding process from start to submittal. CCS used the opportunity to provide an in-depth overview of HUB and COIN participation requirements, including, but not limited to, schedule reviews.

CCS fulfilled four requests for lists of certified HUB firm in the areas of construction, professional development, and textbook publishing.

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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(Item 2) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

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

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

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

The Board Clerk presented 13 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors for the following dates and times:

- January 4, 2022, at 9:00 a.m., 10:00 a.m., 11:00 a.m., 1:00 p.m., and 2:00 p.m.
- January 5, 2022, at 9:00 a.m. and 10:00 a.m.
- January 6, 2022, at 9:00 a.m.
- January 11, 2022, at 9:00 a.m.
- January 13, 2022, at 9:00 a.m. and 10:00 a.m.
- January 20, 2022, at 9:00 a.m. and 10:00 a.m.

Provided 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 January 4, 5, 6, 11, 13, and 20.

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

Ayes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 8.
Noes — None.
Temporarily Absent — Director Carr — 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 Seven, Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts Recommendation; Report with Possible Action Regarding Air Quality, which had been set aside at the request of the Administration; and
- Report of the Committee on Strategic Planning and Budget, Item Two, Action on Schools' Requests for Addition and Renovation Projects, which had been set aside at the request of President Peterson.

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

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

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				
5	Stephanie Hapka	Building Service Helper I	$15.18/hr.	12/06/2021
2	Jordan Weathersby	Building Service Helper I	$15.18/hr.	11/22/2021
2	Jaheim Neely	Boiler Attendant Trainee	$37,102.00	12/13/2021
2	Jason Saunders	Boiler Attendant Trainee	$37,102.00	12/13/2021
2	Renee Broady	Children's Health Assistant	$21,465.00	12/15/2021
4	Rocio Gaytan	Children's Health Assistant	$18,139.00	11/29/2021
2	Betty Branom	Food Service Assistant	$15.18/hr.	12/13/2021
2	Dawn Christen	Food Service Assistant	$15.18/hr.	11/16/2021
4	Elizabeth Mejia	Food Service Assistant	$15.18/hr.	12/13/2021
4	Anitxa Ortiz De Jesus	Food Service Assistant	$15.18/hr.	12/13/2021
2	Jahadu Rahman	Food Service Assistant	$15.18/hr.	11/16/2021
2	Laura Robinson	Food Service Assistant	$15.18/hr.	11/16/2021
2	Lorraine Starks	Food Service Assistant	$15.18/hr.	12/13/2021
2	Trulunda Stenson	Food Service Assistant	$15.18/hr.	11/16/2021

Code	Name	Position	Salary	Date
2	Charles Benford	Para Ed Assistant	$18,872.00	12/09/2021
5	Ian Bigalk	Para Ed Assistant	$18,872.00	12/02/2021
2	Cierra Buford	Para Ed Assistant	$18,872.00	11/17/2021
2	Esther Chappell	Para Ed Assistant	$19,334.00	12/15/2021
2	Tina Dalton	Para Ed Assistant	$18,872.00	11/29/2021
5	Brook Dirk	Para Ed Assistant	$22,803.00	11/29/2021
4	Yosmary Godkin	Para Ed Assistant	$22,803.00	11/29/2021
2	Kabrina Griffin	Para Ed Assistant	$18,872.00	12/06/2021
2	Tequilia Lewis	Para Ed Assistant	$18,872.00	12/13/2021
2	Faye Madison	Para Ed Assistant	$21,416.00	11/29/2021
4	Arantxa Ojeda Lopez	Para Ed Assistant	$18,872.00	11/19/2021
4	Willmarie Pagan	Para Ed Assistant	$18,872.00	11/16/2021
2	Tiffany Parker	Para Ed Assistant	$20,722.00	11/30/2021
5	Marina Povich	Para Ed Assistant	$21,416.00	11/29/2021
5	Angela Pryor	Para Ed Assistant	$18,872.00	12/07/2021
3	Maricar Ranic	Para Ed Assistant	$18,872.00	12/09/2021
4	Maria Rodriguez	Para Ed Assistant	$18,872.00	12/13/2021
2	Angela Smith	Para Ed Assistant	$21,416.00	11/22/2021
2	Ishmael Swain	Para Ed Assistant	$20,722.00	12/10/2021
2	Sharon Tidwell	Para Ed Assistant	$22,803.00	11/29/2021
2	Patricia Whitehurst	Para Ed Assistant	$18,872.00	12/13/2021
2	Tracy Williams	Para Ed Assistant	$20,028.00	11/16/2021
5	Mike Wooldridge	Para Ed Assistant	$22,803.00	12/15/2021
6	David Woolfolk Jr.	Para Ed Assistant	$18,872.00	11/16/2021
2	Jay Shields	Para Ed Assistant Hourly	$20.32/hr.	12/06/2021
4	Diana Sotelo Munoz	Para Ed Assistant — Parental Involvement	$25,162.00	11/22/2021
2	Raheem Baber	School Safety Assistant	$23,513.00	12/01/2021
2	Rafonte Bandy	School Safety Assistant	$27,676.00	12/01/2021
2	Kanzetta Davis	School Safety Assistant	$23,513.00	12/01/2021
2	Money Love	School Safety Assistant	$25,887.00	12/01/2021
2	Dajanique Williams	School Safety Assistant	$23,513.00	12/01/2021
2	Trayvon Wilson	School Safety Assistant	$26,781.00	12/01/2021
2	Alfreida Casterlow	School Secretary I — 10-month	$30,886.00	11/29/2021
2	Tierra Harris	School Secretary I — 10-month	$28,973.00	12/13/2021
2	Jaslyn Lewis	School Secretary I — 11-month	$31,870.00	12/13/2021
5	Evan Close	School Secretary I — 12-month	$33,570.00	11/22/2021
5	Joanne Lake	Steamfitter	$47.79/hr.	12/06/2021

Promotions

2	Tamika Ramey	Para Ed Assistant	$20,722.00	11/22/2021
2	Tonya Armstrong	Secretary I — 10-month	$29,929.00	11/22/2021
2	Shantel Richardson	Telephone Operator	$38,544.00	12/06/2021

Rehires

2	Peggy Fortune	Food Service Assistant	$15.18/hr.	12/15/2021
2	Chymikheysia Holmes	Food Service Assistant	$15.18/hr.	12/13/2021
2	Jadaya McCoy	Food Service Assistant	$15.18/hr.	11/16/2021
4	Rebecca Zepeda	Food Service Assistant	$15.18/hr.	12/13/2021
2	Levita Davis	Para Ed Assistant	$19,334.00	11/30/2021
2	Deidre Warner	Para Ed Assistant	$20,028.00	11/29/2021
2	Carleesha Ferguson	Para Ed Assistant	$23,366.00	12/13/2021

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
Teacher, Restorative Practice					
2, r	Russell, Lakiesha Q	General Operations	01/B	$59,275.00	12/13/2021

Codes	Name	Appointment	Level	Salary	Date
Teacher					
5, nr	Barrett, Michaela	AMP HPE	01/MA	$51,569.00	11/29/2021
5, nr	Ceravolo, Michael	Gen Elem & K8 — All Grades	01/MA	$67,802.00	12/6/2021
5, nr	Kastner, Kelly M	Spec Ed Multicateg.	01/BA	$44,870.00	12/6/2021
Library Media Specialist					
4, r	Engelbrecht, Laura	Library	01/2F	$46,985.00	11/29/2021
Teacher, Early Start					
6, nr	Alston, Brenda	Business Ed	01/BA	$44,870.00	8/9/2021
2, r	Brown, Kaydine Karyne	Health & Phy Ed	01/BA	$53,115.00	11/1/2021
2, r	Fancher, Cassandra	Spec Ed Multicateg.	01/MA	$47,962.00	12/6/2021
School Counselor, Early Start					
2, r	Cummings, Christopher	Guidance	01/MA	$47,962.00	12/3/2021
Teacher Leader, Early Start					
4, nr	Garcia, Elizabeth	Educational Operations	1C/BA	$60,378.00	12/13/2021
Permit Teacher					
2, nr	Hussey, Chenon	Gen Elem & K8 — All Grades	XX/4W2	$44,073.00	11/29/2021
4, r	Morales Negron, Karla F	SAGE	XX/4W2	$44,073.00	12/1/2021
Permit Teacher, Early Start					
4, nr	Perez, Maria Guadalupe	Foreign Language	XX/4W2	$44,073.00	12/6/2021
5, r	Spirewka, Laura M	Spec Ed Multicateg.	XX/4W2	$44,073.00	11/29/2021

Code		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0
2	African American	4	0	0	1	5
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	3	0	0	1	4
5	White	4	0	0	0	4
6	Other	1	0	0	0	1
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	1	0	0	1	2
	Female	11	0	0	1	12

B, BA Bachelor's Level (Teachers)
C, MA Master's Level (Teachers)
nr Non-residents
r Residents

Leaves of Absence

	Present Assignment	Effective From
Illness Leave, August 2021		
Mary J. Bell	Out of Assignments	August 9, 2021
Dannette Calvin	Obama S.C.T.E.	August 9, 2021
Illness Leave, September 2021		
Kendra Terry	Itinerant — System-wide	September 9, 2021
Illness Leave, November 2021		
Amanda Coyle	Equity Access & Inclusion	November 15, 2021
Kristine Esmond	Out of Assignments	November 17, 2021
Dale Balkowski	Bethune Academy	November 18, 2021
James Korsi	Meir School	November 18, 2021
Illness Leave, December 2021		
Iman Abuhakmek	Out of Assignments	December 13, 2021
Personal Leave, November 2021		
Antoinette Anyanwu	Itinerant — System-wide	November 19, 2021

Personal Leave, December 2021

Leiloni Cloutier	Story School	December 7, 2021
Maria Garcia	Vieau School	December 6, 2021
Alyssa Caballero	Out of Assignments	December 8, 2021
Kellie Butler	Itinerant — System-wide	December 14, 2021

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Retire	18.3	5	Dale Balkowski	Teacher	Bethune	12/03/2021
Retire	32.2	4	Nilda Cordero	Teacher	Kagel	01/04/2022
Personal	0.2	5	Elizabeth Crahen	Teacher	Starms	11/12/2021
Personal	7.3	2	Krista Helsell	Teacher	Parkview	12/15/2021
Personal	7.9	5	Marcy Hunter	Speech Path	Alcott	01/03/2022
Other Work	12.3	5	Steven Johansen	Teacher	South Division	12/11/2021
Personal	7.9	2	Shantale Kimber	Teacher	Lancaster	11/09/2021
Other Work	0.3	5	Tyler Kraft	Teacher	Bradley Tech	11/13/2021
Retire	31.9	5	Joy Kuharske	Teacher	MCYEC	01/04/2022
Retire	22.3	5	Curtiss Larson	Teacher	Metcalfe	05/27/2022
Retire	42.0	4	Maria Lopez	Teacher	Doerfler	01/07/2022
Personal	2.3	5	Emma Manola	Teacher	AAL	12/23/2021
Personal	2.4	5	Brian Mullen	Counselor	Green Tree Prep	12/23/2021
Personal	0.3	5	Sydni Nass	Teacher	Meir	11/23/2021
Retire	30.1	5	Jay Phebus	Teacher	Burdick	12/31/2021
Personal	7.0	4	Ana Puma	Nurse	Central Svcs	12/03/2021
Personal	0.2	5	Morgan Ramey	Teacher	Dr. King Elem	11/22/2021
Retire	31.3	5	Darren Schacht	Teacher	Manitoba	01/28/2022
Other Dist	1.2	5	Melissa Schumacher	Teacher	Thurston Woods	11/12/2021
Other Dist	19.3	2	Jacqueline Spence	AP	Grantosa	12/17/2021
Other Dist	0.2	5	Audra Stanislawski	Teacher	Allen Field	11/12/2021
Other Dist	0.4	2	Ruthie Stewart	Teacher	Meir	12/23/2021
Other Work	19.0	5	Sheri Turnacliff	Teacher	Green Tree Prep	12/31/2021
Retire	25.9	5	John Woida	Teacher	Vincent	12/31/2021
Classified Retirements						
Retire	21.9	5	Mary Hoppert	Para	Browning	11/20/2021
Retire	20.0	2	Louis Stewart	Boiler Attendant	MacDowell	11/20/2021
Retire	25.6	2	Mari Payton	Secretary I	Marshall	12/01/2021
Retire	32.9	5	Jan Preston	Para	Honey Creek	12/02/2021
Retire	2.9	2	Tawny Vinson	Para	Townsend	12/05/2021

Summary of Certificated Resignations

Personal	9	38%
Retire	8	33%
Other District	4	17%
Other Work	3	13%

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for December 2021 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.

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

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

Recommended Appointments

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

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
5, nr	Michelle Lenski	Manager III — Design & Construction	Office of the Chief of School Administration	03	13A	$113,181
2, r	Ray Perine	Assistant Principal III — Rufus King High School	Office of the Chief of School Administration	03	12C	$89,388
5, nr	Debra Hickey	Coordinator III — Non-public Educational Services	Office of the Chief of Finance	03	08A	$87,980
5, r	Anthony Frank	Assistant Principal III — Alexander Hamilton HS	Office of the Chief of School Administration	03	12C	$80,936
2, r	Rodney Gary	Assistant Principal II — Obama SCTE	Office of the Chief of School Administration	03	11C	$76,994
5, nr	Renea Drews	Webmaster	Office of the Chief of Communications & School Performance	03	08A	$70,465
5, r	Tamara Tyrrell	Finance & Budget Analyst I	Office of the Chief of Finance	03	05A	$66,758
2, r	Tayler Wingate	Procurement Associate III	Office of the Chief of Finance	03	05A	$61,381
4, r	Regina Stieber	Family & Communication Engagement Associate	Office of the Chief of Communications & School Performance	03	03A	$56,827
2, nr	Jaquita Murphy	Planning Assistant III	Office of the Chief of Academics	03	02A	$53,792

Recommended LTE Contracts Exceeding 60 Days

Your Committee 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
5, nr	Susan Apps	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
2, nr	Janine Cano-Graber	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
2, r	Thresessa Childs	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
2, r	Beverly Conner	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
5, r	Jordan Fishman	Assistant Principal — Coach & Mentoring	Office of the Chief of School Administration	$40.00	02/01/21-05/30/22
2, r	Thyra Handford	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
6, r	Ali Hatab	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
5, nr	Margie Hood	ESSER Project Manager	Office of the Chief of Academics	$40.00	01/01/21-06/30/22
2, r	Yvette Martel	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
5, r	Virginia McFadden	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	Ruth Messnick	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
2, r	Peggie Swift	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
2, nr	Winifred Tidmore	Administrator — Coach & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
2, r	Ruth Aviles	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, nr	Mae Beard	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, nr	Walter Boyer	Male Vocal Instructor — Music Department	Office of the Chief of School Administration	$30.00	01/01/22-05/27/22
5, r	Geoffrey Carter	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, r	Deon Haith	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
2, r	Janie Hatton	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
2, r	Rozalia Harris	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
2, r	Mary Henry	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, r	Debbie Karow	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, r	Steven Krey	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, nr	Devin Lazo	Planning Assistant	Office of the Chief of Academics	$30.00	12/16/21-06/16/22
5, r	Roberta McLoud	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
2, r	Mondell Mayfield	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, r	Therese Meurer	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
4, r	Lourdes Ocampo	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
2, r	Kelvin Robinson	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, r	Cynthia Shields	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, r	Robin Waeltz	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, r	Diana Wellinghoff	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, r	Paul Westfahl	Percussion Instructor — Music Department	Office of the Chief of School Administration	$30.00	01/01/22-06/30/22
2, r	Ouida Williams	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
2, r	Louise Young Benson	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, r	John Zablocki	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
2, r	Lavenia Shorter	School Safety Assistant	Office of the Chief of School Administration	$22.00	01/01/22-05/26/22
2, nr	Leah Cornelius	Limited-term Employment Paraprofessional	Office of the Chief of Academics	$20.00	01/04/22-05/25/22

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		

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

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(Item 3) Action on a Request for Authorization to Seek Waivers of Educator Effectiveness and Personnel Evaluation from the Wisconsin Department of Public Instruction as a Result of the COVID-19 Pandemic for the 2021-22 School Year

Background

The Wisconsin Legislature developed the 20 Wisconsin Education Standards found in Wisconsin Administrative Code sec. PI 8.01, which establish minimum expectations for each school district. Standard 17 requires each school district to evaluate all licensed school personnel in their "first year of employment and, at least, every third year thereafter." Wis. Stat., §115.415, requires the Wisconsin Educator Effectiveness (EE) System as the specific process by which all Wisconsin districts must meet the requirements listed in PI 8 for principals and teachers. Milwaukee Public Schools uses the Educator Effectiveness (EE) System, which identifies specific criteria for best practices in teaching (teachers) and leadership of schools (principals and assistant principals), for professional growth and evaluation.

During the 2019-20 school year, the statewide alteration of school calendars as a result of the COVID-19 pandemic caused disruption to the Educator Effectiveness's cycle. Based on this, the District applied for and received a waiver of the Wisconsin Educator Effectiveness System for the 2019-20 school year. The District again applied for and received a waiver of the Wisconsin Educator Effectiveness System for the 2020-21 school year.

The Wisconsin Department of Public Instruction (DPI) is offering districts flexibility during the COVID-19 pandemic as they continually seek new ways in which to best serve all students, to improve students' learning, and to increase opportunities for the children whom they serve through a variety of options. To accomplish this, the DPI created the COVID-19 District Flexibility application, which provides districts the ability to apply for regulatory flexibility and waivers needed as a result of the impacts of the pandemic relative to K-12 education. Due to the continued and unexpected impacts that COVID-19 has had on staffing, the Administration is requesting that the Board authorize the Administration to seek waivers of Educator Effectiveness and personnel evaluation from the DPI for the 2021-22 school year via submission of the COVID-19 District Flexibility Application.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.01, General Personnel Policies

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will submit a request for an Educator Effectiveness waiver from the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends approval of the request to seek waivers of Educator Effectiveness and personnel evaluation for the 2021-22 school year from the Department of Instruction.

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

* * * * *

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

Purchases

RFB 5784 Authorization to Extend a Blanket Agreement with American Lithography and Publishing, Inc., for Printing and Mailing of Four Seasonal Recreation Guides

The Administration is requesting authorization to extend the blanket agreement with American Lithography and Publishing, Inc., ("American Lithography") to provide printing and mailing of the MPS Department of Recreation and Community Services four seasonal recreation guides.

The contractor was chosen pursuant to RFB 5784 which closed on December 3, 2019. American Lithography was the lowest-complying bidder. The original agreement provided for two one-year options to extend if certain performance metrics were met. American Lithography has met the performance metrics codified in the bid; therefore, MPS is exercising the second, and final, extension option ("Year 3") for the blanket agreement.

This agreement extension will run from February 1, 2022, through January 31, 2023. The total cost of the blanket agreement in this extension year will not exceed $244,252.

Budget Code: CSV-0-0-PRC-RC-EADV (Community Recreation — Official Advertising) $244,252

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
18	4	2	No	NA	NA	NA	NA	300	10

——— Authorization to Purchase from Deere & Company Ground-maintenance Equipment (under NASPO ValuePoint Contract)

The Administration is requesting authorization to use a NASPO (National Association of State Procurement Officials) ValuePoint contract to purchase from Deere & Company ground-maintenance equipment. This purchase will be made under the NASPO ValuePoint Contract 505ENT-M20- GROUNDMAINT-02 Master Agreement E194-81037-DC.

Farm equipment to be purchased is a John Deere tractor ($56,877.57) and loader ($6,578.56); a John Deere discbine ($27,790.62); and a Frontier manure spreader ($19,650.81). The equipment currently is used to maintain the fully- functional, educationally-focused Oakridge Farm and has exceeded its service life. The tractor in use was manufactured in 1963. the discbine is from the early 1980s, and the manure spreader is from 1979. On average, more than 10,000 MPS students visit Oakridge Farm annually.

The current lease agreement with the Department of Natural Resources requires maintenance of the property to be the responsibility of the Milwaukee Public Schools. The impact of the aging equipment is felt on a daily basis when various chores and projects cannot be completed due to the constant servicing needs of the current equipment.

This will be a one-time purchase, and funds expended will not exceed $110,897.56

Budget Codes: ORF-0-0-PRC-RC-ERVH (Vehicle Replacement — Recreation) $63,456.13
ORF-0-0-PRC-RC-EEQ5 (Equipment over $5k) $47,441.43

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 Blanket Agreement with Fastenal Company and Cintas Corporation for KN95 Disposable Face Masks (under the OMNIA Cooperative Program)

The Administration requests authorization to issue a blanket agreement with Fastenal Company and Cintas Corporation for adult and child KN95 masks, which meet the FDA's requirements. These items will foster a safe learning environment and promote students' and staffs' safety by reducing risk of transmission of COVID-19 in MPS facilities.

The vendors were chosen pursuant to OMNIA Cooperative Program. OMNIA Partners is the largest cooperative purchasing organization for public-sector procurement. The Administration is requesting approval of both vendors due to the high demand for KN95 masks to ensure that masks will be available.

The total cost of the agreements for each vendor will not exceed $1,000,000

Budget Code: OPR0SCR2DWESUP-COVD $2,000,000

Fastenal Company

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	TBD	NA	400	10

Cintas Corporation

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	TBD	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.

C029756 EdTech Strategies, LLC

Original Contract Amount $282,460.03
Increase..... $31,000.00
Adjusted Contract Amount $313,460.03

On January 1, 2021, the Milwaukee Board of School Directors and EdTech Strategies, LLC, entered into Professional Services Contract number C029756 ("Contract"), with a term of January 1, 2021, through September 30, 2021, in response to RFP 1032 for eRate funding from the FCC . The contract was subsequently extended for a second term, from October 1, 2021, through September 30, 2022.

Additional funding was needed for additional consultant work in connection with the Emergency Connectivity Fund application for families, which included survey, ordering, audit, and tracking.

C029591 National Academy Foundation (NAF)

Original Contract Amount $24,875.00
Increase..... $22,825.00
Adjusted Contract Amount $47,700.00

On July 22, 2020, the Milwaukee Board of School Directors and National Academy Foundation (NAF) entered into Professional Services Contract number C029591 ("Contract"), with a term of September 1, 2020, through August 31, 2021, to provide support for 14 NAF academies, including South Division High School and Washington High School. The contract was extended from September 1, 2021, through August 31, 2022.

Additional funds are now added as the scope was amended to add Year of Planning ("YOP") for Marshall High School and NAF Fast-track Process for Marshall High School.

Routine Monthly Reports

The report on revenues and expenses; the monthly expenditure control report; the report of school fund 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			
Milw German Immersion	German Consulate General	17,407.50	Support for the German Immersion program
	Total Monetary Donations over $5,000	*17,407.50*	
Monetary Donations			
Alliance High School	G/L Community Fund, Inc.	200.00	Support for Alliance School Programs
Auer Avenue School	By Sophia Lee LLC	2,000.00	Money for Holiday Bazaar 2021
Bradley Trade & Tech	Theresa Thurman*	200.00	Support for Football
Clement Avenue School	Kyle S. Davis	50.00	School Support
Curtin School	N Cody Hedrick	250.00	Holiday gifts for families
Curtin School	Anonymous Donor	5.00	Holiday donation
Sp Ed & Supportive Svcs	CS Giving Foundation	2,200.00	AED Equipment
Fernwood School	Jill David Nelson	20.00	Pet supplies
Forest Home Ave Elem	Big Green	2,000.00	Big Green Grant
Franklin School	Daniel and Sarah Czaplewski	100.00	Playground Redevelopment
German Immersion School	Gary Lehman	30.00	School Supplies
German Immersion School	Robert Bartels	245.00	School Supplies
German Immersion School	Sara Coleman	75.00	School Supplies
German Immersion School	Christine Luedeman Fenner	50.00	Classroom Supplies
German Immersion School	Ronald and Jane Miller	25.00	School Supplies
German Immersion School	Christine and James Schindhelm	50.00	School Supplies
German Immersion School	Patricia DAmore	10.00	School Supplies
German Immersion School	Christine Benson	30.00	School Supplies
German Immersion School	Michael and Erin Mindt	100.00	School Supplies
German Immersion School	Dennis or Ann Lauber	100.00	School Supplies
German Immersion School	David and Dawn Dvorak	25.00	School Supplies
German Immersion School	Ronald and Betty Marks	25.00	School Supplies
Hamilton High School	Kingfish Solutions LLC	29.75	School Supplies
Bay View Montessori	Maria A. Karos	25.00	Classroom Supplies
Longfellow Elementary	Big Green	2,000.00	Big Green Grant
Marshall High School	Antioch Baptist Church	200.00	Transitional Café Supplies
Meir School	National Forensics League	2,500.00	NSDA Memorial Debate Grant
Milw. Sch. of Languages	Nathan A. and Jodi S. Elliot	40.00	Speech and Debate tournament
Milw. Sch. of Languages	Lisa Kamutzki	50.00	Donation to Forensics
Milw. Parkside School	Rebecca and Benjamin Wilson	100.00	School Supplies
Riverwest Elementary	Milwaukee Spurs Official Supporters Club	3,000.00	School Supplies
Riverwest Elementary	Milwaukee Spurs Official Supporters Club	246.00	School Supplies
Riverwest Elementary	General School	3,246.00	Spurs and Dinner baskets
Siefert School	Thomas Kriofsky	100.00	Staff Activities

Location	Donor	Amount	Gift or Purpose
Starms Early Childhood School	Diane and John T. Duffey*	100.00	Books
Marvin Pratt School	Northwest Side Community Development Corp.	2,850.00	Safe Street Project
Trowbridge School	Childrens Wisconsin	1,000.00	Healthy Schools Challenge
Trowbridge School	Various Anonymous Donors	400.00	School Support
Zablocki School	Michael S Ward	500.00	Green Schoolyard
Zablocki School	Big Green	2,000.00	Outdoor Learning
	Total Monetary Donations	*26,176.75*	
Non-monetary Donations			
Audubon High School	Donors Choose	537.45	Graphing Calculators
Audubon High School	Donors Choose	2,059.80	Graphing Calculators
Audubon High School	Donors Choose	222.56	Supplies for Wellness Activity
Audubon Middle School	Donors Choose	1,356.16	Water Bottles /PhyEd
Audubon Middle School	Donors Choose	454.21	Kidney Table and supplies
Bryant School	Donors Choose	376.97	Scholastic Reading
Bryant School	Donors Choose	550.20	New year reboot
Bryant School	Donors Choose	324.35	Sound wall
Carver Academy	Donors Choose	624.00	Classroom Supplies
Cass Street School	Donors Choose	214.85	Cricut Explore Air 2 fundraise
Clarke Street School	Donors Choose	274.06	Reading resources
Clarke Street School	Donors Choose	491.18	Engaged Virtual Reading
Curtin School	Various Donors Anonymous	1,115.00	Gift cards for families
Doerfler School	Fox River Christian Church	1,000.00	Handmade hats and mittens
Doerfler School	Just One More Ministry	750.00	Winter coats for students
Dr.B.Carson Academy of Science	Donors Choose	322.12	Clothes
Emerson School	Milwaukee Urban League	3,117.26	Support for families in need
Emerson School	Anonymous	450.31	School Supplies
Emerson School	American Legion Auxiliary Unit 449	151.17	School Supplies
Engleburg School	Donors Choose	149.43	Items for speech therapy
Engleburg School	Donors Choose	293.53	Books-Update classroom library
Engleburg School	Donors Choose	227.73	Learn on the Move
Engleburg School	Donors Choose	627.55	Cleaning/health supplies
Engleburg School	Donors Choose	239.64	Childrens Books and Math materials
Engleburg School	Donors Choose	393.53	Gift cards - student incentives
Engleburg School	Donors Choose	311.02	Reading and math material
Engleburg School	Donors Choose	745.79	Reading skill training online
Fernwood School	Donors Choose	400.79	Montessori practical life supplies
Fernwood School	Donors Choose	377.11	School Supplies
Fernwood School	Chanda Miller-Scout Leader	300.00	Bike rack for Girlscouts
Fifty-Third Street School	Donors Choose	576.94	Classroom Materials
Fratney Street School	Donors Choose	283.77	Laminator and Office Supplies
Fratney Street School	Donors Choose	450.13	Mobile Storage Cabinet
French Immersion School	Anonymous donor	35.00	Change of clothes for student
French Immersion School	Treml Family	120.00	Classroom supplies
French Immersion School	Raymond McCormick Family	65.00	Classroom supplies
French Immersion School	Carlberg Family	16.99	Classroom organization supplies
Gaenslen School	Linda's Kids Inc.	500.00	New Clothes, Toys, Backpacks
German Immersion School	Donors Choose	258.12	School Supplies
German Immersion School	Donors Choose	186.91	Classroom Supplies
Goodrich School	Donors Choose	457.02	Books for Classroom
Goodrich School	Donors Choose	336.85	Books for Classroom
Goodrich School	Donors Choose	266.18	Books for Classroom
Goodrich School	Donors Choose	181.89	Books for Classroom
Goodrich School	Donors Choose	156.30	Books for Classroom
Goodrich School	Donors Choose	553.30	Classroom supplies

Location	Donor	Amount	Gift or Purpose
Goodrich School	Donors Choose	370.78	Art Materials
Goodrich School	Donors Choose	607.49	Books for Classroom
Goodrich School	Donors Choose	300.06	Books for Classroom
Goodrich School	Donors Choose	162.90	Books for Classroom
Goodrich School	Donors Choose	325.61	Books for Classroom
Goodrich School	Donors Choose	235.88	Books for Classroom
Goodrich School	Donors Choose	200.05	Books for Classroom
Goodrich School	Donors Choose	452.08	Books for Classroom
Goodrich School	Donors Choose	149.86	Books for Classroom
Goodrich School	Donors Choose	154.68	Books for Classroom
Goodrich School	Donors Choose	295.91	Books for Classroom
Goodrich School	Donors Choose	387.73	Books for Classroom
Goodrich School	Donors Choose	263.54	Books for Classroom
Goodrich School	Donors Choose	263.15	Books for Classroom
Goodrich School	Donors Choose	447.21	Books for Classroom
Goodrich School	Donors Choose	131.50	Books for Classroom
Goodrich School	Donors Choose	483.67	Books for Classroom
Goodrich School	Donors Choose	382.14	Books
Goodrich School	Donors Choose	214.37	Classroom Supplies
Goodrich School	Donors Choose	324.45	Books for Classroom
Goodrich School	Donors Choose	290.37	Exploring stem literacy
Goodrich School	Donors Choose	276.91	Books for Classroom
Goodrich School	Donors Choose	279.51	Books for Classroom
Goodrich School	Donors Choose	373.71	Books for Classroom
Goodrich School	Donors Choose	398.48	Books for Classroom
Goodrich School	Donors Choose	258.90	Novels
Green Tree Prep Academy	Julia Damato	462.00	Appreciation lunch-staff/students
Green Tree Prep Academy	Dr. Katrina Fisher	69.95	Pizza
Holmes School	Donors Choose	864.09	Library Supplies for Holmes
Holmes School	Donors Choose	854.75	Popular books for library
Holmes School	Donors Choose	866.39	Library supplies
Honey Creek Elementary School	Donors Choose	501.54	Books for Classroom
Honey Creek Elementary School	Donors Choose	397.67	STEM Building Toys
Honey Creek Elementary School	Donors Choose	288.85	Classroom Library
Honey Creek Elementary School	Donors Choose	434.13	Scholastic News Subscription
Humboldt Park School	Donors Choose	251.49	Snacks
Humboldt Park School	Donors Choose	321.61	Puzzlies
Humboldt Park School	Starbucks	125.00	Gift cards
Keefe Avenue School	St. Mark AME	500.00	20 $25 Amazon Gift Cards
Kluge School	Donors Choose	330.53	Subscription
MacDowell Montessori	Donors Choose	466.40	Classroom Supplies/snow machine
MacDowell Montessori	Donors Choose	388.72	Classroom Supplies
MacDowell Montessori	Donors Choose	429.38	Classroom Supplies
MacDowell Montessori	Donors Choose	336.45	Classroom Supplies
MacDowell Montessori	Donors Choose	562.20	Classroom Supplies
MacDowell Montessori	Donors Choose	732.12	Classroom Supplies
MacDowell Montessori	Donors Choose	2,169.00	Classroom Supplies
MacDowell Montessori	Donors Choose	341.62	Classroom Supplies
MacDowell Montessori	Donors Choose	432.34	Classroom Supplies
MacDowell Montessori	Donors Choose	1,250.28	Maps/cabinet
Manitoba School	Donors Choose	293.73	Markers, pencils, whiteboards
Manitoba School	Donors Choose	278.92	Scholastic News, Science Spin
Manitoba School	Donors Choose	245.98	Multicultural Classroom Books
Manitoba School	Donors Choose	155.91	Pencils, sharpener, books

Location	Donor	Amount	Gift or Purpose
Manitoba School	Donors Choose	252.88	Colored pencils, crayons, wipes
Manitoba School	Donors Choose	143.73	Books
Manitoba School	Donors Choose	328.65	Books/supplies
Manitoba School	Donors Choose	425.32	Books
Maple Tree School	Donors Choose	253.97	Classroom Supplies
Maple Tree School	Donors Choose	372.00	Classroom Supplies
Marshall High School	Donors Choose	307.16	Supplies ink for printer
Marshall High School	Donors Choose	296.53	Social studies supplies
Milw High Sch of Arts	Donors Choose	391.00	Classroom supplies
Milw High Sch of Arts	Donors Choose	520.00	Seating for students
Milw. Sch. of Languages	Donors Choose	1,035.52	Books for classroom
Milw. Sign Language School	Harbor Freight Tools	250.00	Gift card
Mitchell School	Donors Choose	790.28	Health-Wellness Items
Mitchell School	Culvers West Milwaukee	250.00	Ice Cream Tokens/Meal Vouchers
Morgandale School	Donors Choose	413.62	Basic School Supplies
Morgandale School	Donors Choose	1,017.60	Storage Center/Cubbies
Morgandale School	Donors Choose	417.79	Play-Doh/Model Magic
Morgandale School	Donors Choose	481.60	Paint Supplies
Morgandale School	Donors Choose	414.70	Craft Supplies
Morse Middle School	Donors Choose	533.24	Science Reading materials
Neeskara School	Donors Choose	517.17	Food, Clothing Hygiene
Neeskara School	Donors Choose	18,300.00	Playground equipment
Ninety-Fifth Street School	Donors Choose	247.43	Classroom Supplies
Ninety-Fifth Street School	Donors Choose	363.42	Montessori supplies
Ninety-Fifth Street School	Donors Choose	257.11	Holiday gifts
Ninety-Fifth Street School	Donors Choose	155.53	Masks
Ninety-Fifth Street School	Donors Choose	161.45	Supplies for tactile play
Ninety-Fifth Street School	Donors Choose	496.49	Sensory materials
Ninety-Fifth Street School	Donors Choose	392.47	Kargol books
Ninety-Fifth Street School	Donors Choose	214.42	Document camera
Ninety-Fifth Street School	Donors Choose	219.21	Kargol winter gear
Project Stay Senior Institute	Calvary Presbyterian Church	200.00	Thanksgiving Food/Sides
Project Stay Senior Institute	Funky Fresh Spring Rolls	30.00	Gift Cards
Project Stay Senior Institute	Restorative Church	600.00	Winter Gloves Hats
Riverwest Elementary	Donors Choose	864.39	Supplies — Balls
Riverwest Elementary	Milwaukee Spurs Official Supporters Club	2,400.00	Dinner basket for families and students
Siefert School	Donors Choose	260.03	School Supplies
Siefert School	Donors Choose	325.57	School Supplies
Marvin Pratt School	Donors Choose	230.75	School Supplies — Pop it toys
Story School	Donors Choose	225.86	Classroom Supplies
Story School	Donors Choose	469.67	Classroom Supplies
Story School	Harley-Davidson Motor Company	2,017.02	Classroom Supplies
Thurston Woods	Donors Choose	363.94	Sensory table
Townsend School	Milwaukee Black Media Association*	150.00	Backpacks with school supplies
Trowbridge School	Donors Choose	177.80	Donors Choose
Trowbridge School	Donors Choose	283.63	Donors Choose
Trowbridge School	Donors Choose	131.77	Donors Choose
Victory School	Donors Choose	578.00	Classroom Supplies
Wisconsin Conservatory	Donors Choose	230.30	Science Investigation
Zablocki School	Donors Choose	154.80	Sensory Materials for Early Childhood
	Total Non-monetary Donations	*85,197.98*	

Location	Donor	Amount	Gift or Purpose
	Total Value of Donations	128,782.23	
	**Donations from MPS Alumni*	*450.00*	

Committee's Recommendation

Your Committee recommends that the Board authorize the purchases and accept the donations as listed, with appropriate acknowledgment to be made on behalf of the Board.

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

* * * * *

(Item 5) Action on the Award of Exception-to-bid Contracts

——— Authorization to Contract with Center for Safe & Resilient Schools and Workplaces for Cognitive Behavioral Intervention for Trauma in Schools (CBITS) Training for Social Workers and School Psychologists

The Administration is requesting authorization to enter into a contract with Center for Safe & Resilient Schools and Workplaces for CBITS training for social workers and school psychologists. Contractor will be used to deliver Cognitive Behavioral Intervention for Trauma in Schools, an evidence-based, trauma-focused, cognitive-behavioral intervention designed for the school setting. This service will serve as an important component of the District's mental-health supports during one-to-one counseling and SAIGs (social or academic intervention groups) as part of its multi-tiered system of supports. Increased support for traumatic events in the lives of our students has been identified as a need during the process of determining ESSER funding, particularly after the onset of the COVID-19 pandemic.

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 February 1, 2022, through January 31, 2023. The total cost of the contract will not exceed $102,025.

Budget Code: SDV-0-0-7G2-DE-ECTSCOVD (Specialized Services — Contracted Services) $102,025

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 Mackin Educational Resources for Digital Comics Subscriptions

The Administration is requesting authorization to issue a purchase order to Mackin Educational Resources for digital comics subscriptions. Comics Plus is a digital resource that offers age-appropriate digital comics for elementary-, middle-, and high-school libraries. Each title is available 24 hours a day, seven days a week for offline reading, with unlimited, simultaneous checkouts to maximize circulation through book clubs, reading programs, makerspace activities, and other engaging initiatives.

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 subscription will run from February 3, 2022, through February 2, 2023, with the total cost not to exceed $92,182.50.

Budget Code: SLB-0-S-CSF-DW-ESWR (Curriculum & Instruction — Purchases) $92,182.50

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	NA	NA	NA	NA	0	0

——— Authorization to Issue a Purchase Order to Riverside Assessments, LLC, dba Riverside Insights, for Education Assessments

The Administration is requesting authorization to issue a purchase order to Riverside Assessments, LLC, dba Riverside Insights, for education assessments. Riverside Insights is a vendor of cognitive and educational assessments for use with school-age children. These assessments, for which this vendor is the sole source, are commonly required by our assessment teams in Milwaukee Public Schools (MPS). These include the Woodcock-Johnson (WJ) IV, the Bateria IV for Spanish-speaking students, and the Universal UNIT-2 for non-verbal testing of students who require it.

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 continuity (Administrative Policy 3.09(7)(e)(1)(b)(i)and (iv)).

The subscription will run from February 3, 2022, through February 2, 2023, with the total cost not to exceed $150,180.40

Budget Code: DTI-0-0-7S2-DE-ESUP (Specialized Services — Purchases) $150,180.40

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 requests:

- Center for Safe & Resilient Schools and Workplaces for CBITS Training, SDV-0-0-7G2-DE-ECTSCOVD $102,025.00
- Mackin Educational Resources for Digital Comics Subscriptions, SLB-0-S-CSF-DW-ESWR..... $92,182.50
- Riverside Assessments, LLC, dba Riverside Insights, for Education Assessments, DTI-0-0-7S2-DE-ESUP..... $150,180.40

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 and presented above and in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 6) Action on Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with FEI Behavioral Health, Inc., to provide Employee-assistance Plan Benefits

Background

The Administration is requesting authorization to waive Administrative Policy 3.09(9)(e) and to enter into a contract with FEI Behavioral Health, Inc,. (FEI) to provide the employee-assistance plan (EAP) benefits to MPS employees, dependents, and household members.

FEI offers on-demand help (master's-level counselors) 24 hours a day, seven days a week, 365 days a year to employees, dependents, and household members. FEI has more than 180 providers and 60 locations for members to access within five- to 10-mile radii of their primary home ZIP codes. The contract with FEI will also provide EAP members three additional counseling sessions, for a total of up to six visits per incident per eligible individual per year. All counseling sessions are free to eligible members.

FEI also contracts with two of the leading legal service companies in the United States and with the leading financial services company to provide personal legal, financial-assistance, and referral services to EAP members. Finally, FEI's contract will include unlimited hours for crisis and trauma support to help employees cope with the aftermath of critical events such as natural and human-made disasters and tragedies, violence and death, and significant workplace change.

The services through the EAP will help fulfill the needs of district employees, dependents, and household members with a holistic approach to life and transitions. There is an increased need for support in mental health and wellbeing and in areas of financial and legal assistance. The EAP also provides assistance with family concerns such as childcare and aging parents. The increase of visits will provide the participants additional time to assist with their needs as well as additional providers in the network.

Contractor was chosen pursuant to RFP 1056, which closed on October 5, 2021. The contract will run from April 1, 2022, through March 31, 2025, (the "Initial Term") with the possibility of two one-year extensions, upon agreement of the parties, at the same terms. Certain performance guarantees are associated with the contract.

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.

The total cost of the contract term will not exceed $440,000.

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

Budget Code: DTI-0-0-7G2-HR-ECTS-COVD (ESSER II Funding)..... $400,680
DWC-0-0-EMB-DW-EMDI (Health Insurance — District-wide)..... $39,320

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
315	64	233	No	NA	NA	NA	NA	300	10

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of Administrative Policy 3.09(9)(e) request as set forth in the attachments to the minutes of your Committee's meeting.

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

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(Item 7) Action on FMS Award of Professional Services Contracts and Report with Possible Action Regarding Air Quality

Professional Services Contracts

RFP #21-034 Contract Labor — Various

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide contract labor at various locations.

The selected firm is Powers Holdings Inc. — Fire Brick Engineers. The contract's Amount will be $75,000.00 over a three-year term, February 1, 2022-January 31, 2025.

Budget Code: Various $75,000.00

RFP #21-033 Integrated Project-delivery Services for Elementary and Secondary Schools Emergency Relief (ESSER) III Funds at Various MPS Sites

A Request for Proposal from construction-management and design build firms for integrated project-delivery services was solicited by the Department of Facilities and Maintenance Services. The approval of providers for the implementation of construction projects to improve MPS facilities using ESSER III funds will comply with Administrative Policy 3.09.

Per the rate schedules provided in the responses to RFP 21-033, the approved providers will enter into contracts for integrated project-delivery design and construction contracts for implementation of projects to improve MPS facilities by providing design services for construction documents, obtaining competitive bids for construction, and providing construction and management services for projects. Administration will provide a monthly report to the Board of contracts awarded.

The responses to the RFP were reviewed by a committee made up of four MPS representatives from the Department of Recreation & Community Services and the Department of Facilities and Maintenance Services and one representative from The Concord Group, which is the MPS Owner's Representative.

Firms Selected:

Division 1, Southwest Region — Miscellaneous Interior and Exterior Remodeling
Selzer-Ornst Construction Company, LLC

Division 2, Central Region — Miscellaneous Interior and Exterior Remodeling
VJS/JCP Joint Venture III

Division 3, Northwest Region — Miscellaneous Interior and Exterior Remodeling
CHSBJ Milwaukee Team Joint Venture

Division 4, East Region — Miscellaneous Interior and Exterior Remodeling
Performance Services, Inc.

Division 5 — Interior Remodeling of High-school Athletic Facilities
VJS/JCP Construction Services Joint Venture III

Division 6 — Exterior Remodeling of High-school Athletic Facilities
VJS/JCP Construction Services Joint Venture III

The Administration will enter into contracts for integrated project-delivery design and construction services for the term of January 28, 2022-December 31, 2024. The cumulative value of the contracts with the selected firms will not exceed $135,000,000.00.

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 lacking 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'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 monthly. The report will include updates on procuring consultants and the status of findings during the site investigations as part of their scope; steps toward procuring contractors to perform testing and balancing and identifying any deficiencies in mechanical systems; and an evaluation of potential deficiencies and establishment of a remediation plan if necessary. This defined process equates to performing a ventilation audit.

DFMS continues to work with the integrated project-delivery contractors and the contracted Owner's Representative to finalize scopes at each school building.

Attached to the minutes of your Committee's meeting is a summary from The Concord Group, MPS's Owner's Representative, of project activities during 2021.

This is an informational item, and although it has been noticed for possible action, no action is required.

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

The item authorizes expenditures for professional services contracts not to exceed $135,075,000.00 over a three-year term

Implementation and Assessment Plan

Upon the Board's approval, the 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 professional services contracts as attached to the minutes of your Committee's meeting.

This item had been set aside at the request of the Administration, who advised that a technical amendment was needed relative to the contracts with CHSBJ, Selzer-Ornst, & Performance Services, Inc. The contracts originally indicated ESSER II as the funding source when the funding source is actually ESSER III.

The Administration recommended approval of the professional services contracts, inclusive of this technical amendment.

Director O'Halloran moved approval of the Administration's recommendation, with the amendment to the funding source as requested by the Administration.

The motion passed, the vote being as follows:

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

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(Item 8) Action on a Request to Approve Conservation Easements among Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District

Background

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the District's sustainability initiatives through $211,579.10 in partnership funding grants for playfield projects at the following three recreation sites:

- Columbia Playfield, 1345 W. Columbia Street
- Custer Playfield, 4001 W. Custer Avenue
- Southgate Playfield, 3300 and 3350 S. 25th Street.

These projects have resulted in improved stormwater management through the installation of bioswales, new tree plantings, and additional green space. These efforts provide a direct benefit to the environment and create additional opportunities for MPS students to learn about advancing sustainability efforts through the implementation of green infrastructure.

The funding agreements specify that, upon completion of these green infrastructure projects, an 11-year limited-term conservation easement is to be executed for each site in order to ensure that the new green space is adequately maintained and protected.

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 will be executed with the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that the Board approve the limited-term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District, as attached to the minutes of your Committee's meeting.

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

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(Item 9) Report with Possible Action on Student Fees

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 30, 2021, the Board took action to adopt Resolution 2122R-012, as amended, directing that, during the 2021-22 school year, the Board consider the logistics and feasibility of waiving all fees charged to students, including those for student activities (towels, swimsuits, school newspaper, assembly programs, locks for gym locker, etc.), supplementary subject-area materials, club activities, graduation ceremonies (caps and gowns) and athletic participation, instrument rental or music lessons, drivers' education, and work permits.

The Administration surveyed each school to gather a list of fees assessed to students. Athletic fees are the most common. While these fees may be slightly different between schools and sports, most schools have an average fee of $20-$25. Per the survey, another common fee is for graduation and completion. These fees do vary between schools. While this fee type is most common in high schools, some elementary and middle schools do use fees to help pay for their completions.

In 2019, the last pre-pandemic full school year, schools collected more than $6 million in student-activity revenue, which included $1.8 million in fundraising revenue, $1.6 million in fee revenue, $1.2 million in "other" revenue, $1.1 million in trip revenue, and $500,000 in donation revenue. The majority (61%) of fees were collected by middle and high schools.

Based on preliminary conversations with the MPS Foundation and the Business and Community Partnership team, there may be a potential for funding through alumni donations as well as other community support. In addition, the grant development team will work to identify other funding options for activities that are currently funded through student fees. Exploration of partnerships with community, alumni, grant, and other support are in the discovery phase. These types of initiatives can take significant time to develop and to grow. With no alternative in place, schools will not benefit by removing fees at this time.

As the District works to identify other funding, it recommends using Elementary and Secondary School Emergency Relief (ESSER) funds. Through ESSER III funding, each MPS school was allocated $100,000 to budget through a menu of eligible options. The District recommends adding student-fee replacement to the menu of options. This will provide schools with an additional funding option. While ESSER does not provide a permanent replacement, it does provide time to continue to develop other funding sources by 2025.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.41, Student Fees, Fines, and Charges

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(Item 10) Report and Possible Action on Elementary and Secondary School Emergency Relief (ESSER) Spending

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

Between March of 2020 and 2021, Congress passed three stimulus bills related to the Elementary and Secondary School Emergency Relief (ESSER) Fund. These funds provide emergency financial assistance to address the impact that COVID–19 has had, and continues to have, on elementary and secondary schools.

ESSER I funding focused on purchasing technology for virtual learning, personal protective equipment, and cleaning supplies to safely reopen schools. The District focused on three key priority areas — accelerating learning, health and wellness, and facilities — when allocating ESSER II funds. Two additional priority areas, technology and extracurricular engagement, were added during the ESSER III budget planning process.

The following report provides an overview of ESSER spending as of October 31, 2021. A menu of services will guide schools as they plan for the $100,000 that each was allocated.

Report on Elementary and Secondary School Emergency Relief (ESSER) Funds

	ESSER I	ESSER II	ESSER III
Stimulus bill	Coronavirus Aid, Relief, and Economic Security (CARES) Act	Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA)	American Rescue Plan Act (ARPA)
Performance period	3/13/2020-9/30/2022	3/13/2020-9/30/2023	3/13/2020-9/30/2024
Total amount in grants to MPS	$41 million	$225 million	$506 million — districts must reserve 20% to mitigate learning loss
MPS provides private school services	$15 million	N/A	N/A

ESSER I

Accomplishments & Expenditures through October 31, 2021

Description	Amount
Provided professional development to transition to online learning	$14,635
Offered COVID-19 testing	82,323
Disseminated COVID-19 information for families and staff	7,139
Distributed protective equipment (PPE)	1,468,286
Distributed reopening resources	2,465,895
Improved air quality	3,728,127
Distributed technology for online learning	23,805,931
Provided for indirect costs	4,273,174
Reimbursed to contracted schools	1,188,958
Set aside for contract payments (encumbrances)	2,064,753
Total	$39,099,221

ESSER II and III

	Priority Area				
	Accelerating learning	Health and wellness	Facilities	Technology	Extracurricular Engagement
ESSER II Funding Area:	×	×	×		
ESSER III Funding Area:	×	×	×	×	×

ESSER II Accomplishments

Accelerating Learning

- Completed science textbook adoption
- Completed reading textbook adoption
- Offered over 150 professional development sessions
- Contracted for content-adoption implementation support
- Expanded personal finance classes
- Designed barber/cosmetology space at Obama SCTE
- Invested in art and physical education programs
  - — Art supplies & equipment
  - — Smartboards and laptops
  - — Physical education equipment
- Invested in Early Childhood (EC) personalized reading programs
- Invested in online world language programs
- Purchased an interactive instructional technology tool to support learning in the content areas
- Expanded dual-enrollment opportunities
- Offered four virtual parent institutes

Health and Wellness

- Expanded mental health and social emotional learning support at CLC sites
- Expanded contact tracing by nursing staff beyond the workday
- Expanded School Community Partnership for Mental Health (SCPMH)
- Expanded Success Center menu of services

- Expanded ropes course
- Planned professional development for evidence-based Tier 2 school interventions (trauma)
- Hired additional restorative-practice coaches, social workers, and school counselors
- Started restorative practice professional development
- Hired Coordinator and planning assistants for BLMA Department
- Launched the Gender, Identity, and Inclusion Department

Facilities

- Facilitated assessment for air quality
- Purchased replacement filters
- Started working with contractors regarding building modifications
- Planned deferred maintenance projects, such as boiler and air-handling units

ESSER II Spending through October 31, 2021

Priority	Costs
Accelerating Learning	
Professional Development	$799,745
Total	799,745
Health and Wellness	
Physical Health	21,182
Social Emotional Learning	111,795
Total	132,977

Priority		Costs
Facilities and Maintenance		
Air Quality		1,793,157
	Total	1,793,157
Indirect Charges		257,971
Encumbrances		7,201,277
Grand Total		$10,185,127

ESSER III Accomplishments/Forecast

Accelerating Learning

- Planning for CNA classrooms at North, Madison, Hamilton, and South
- Teachers' continuing professional development
- Preparing for adoption of social studies textbooks
- Increasing postsecondary planning opportunities
- Expanding opportunities for project-based learning

Health and Wellness

- Continuing Stop, Grab & Go and fresh fruits and vegetables programs
- Continuing summer meal program
- Planning for a nutrition center (including test kitchen and educational spaces)

Facilities

- Created and implemented process for schools to submit requests for building modifications
- Purchased water-bottle filling stations
- Developed prototype development for outdoor classrooms
- Will be installing missing window screens on operable windows

Technology

- Purchased 50,000 Chromebooks
- Purchased 2,000 interactive flat panels
- Ordered 2,000 staff laptops
- Purchased 70,000 Chromebook cases
- Purchased 5,000 document cameras

Extracurricular Engagement

- Issued RFP for interior/exterior upgrades to athletic facilities
- Working with the office of Extended Learning to coordinate after-school services and resource allocations
- Identifying organizations, services, and activities that schools can access for mini-grant spending

ESSER III spending through October 31, 2021*

Priority		Costs
Accelerating Learning		
Direct Services to Students		$79,617
	Total	$79,617
Technology		
Equipment to Support Students' Learning		6,237,564
	Total	6,237,564

Priority		Costs
Administration		
Duplicating		6,497
	Total	6,497
Indirect Charges		869,581
Encumbrances		1,856,468
Grand Total		$9,049,727

*ESSER III budget approved on October 14, 2021

Additional Accomplishments

- Developed ESSER III menu of services
- Developed guidelines
- Provided opportunity for school input

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 authorize expenditures.

Implementation and Assessment Plan

Funds for ESSER I must be expended by September 30, 2022, for ESSER II by September 30, 2023, and for ESSER III by September 30, 2024.

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REPORT OF THE 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 Data and Progress Associated with the Office for Civil Rights (OCR) 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

In 2014-15, the U.S. Department of Education's Office for Civil Rights (OCR) conducted a biennial review of 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 took action to direct the Administration to report its progress on a monthly basis. The January 2022 report and presentation follow.

Monthly Discipline Disproportionality Report, December 2021

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. This work is aligned to Resolution #05-14-5003 with the U.S. Department of Education's Office for Civil Rights. 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 schools' data related to suspensions to determine best course of action to address disproportionality'
- continue and expand book studies; and
- form district committees to identify, to develop, and to implement strategies to reduce suspensions.

Promote and Provide 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. December's monthly update focused on the classroom-managed behavior of leaving the classroom without permission. Some of the strategies shared where understanding the function of the behavior, movement in class, recovery area in class, mindfulness, 2×10 intervention, hand signals, social stories, and home spots.

The District Equity Leadership Team (DELT), in collaboration with Courageous Conversations about Race, is identifying opportunities to integrate Courageous Conversations about Race's protocols within district policy, systems, and practices, including space for staff members to use and practice using the protocols with other staff members engaging in this work with racial equity.

Ensure That Counseling and Support Services Are Being Used by Schools

The District Discipline Disproportionality (3D) Leadership Team met on December 2, 2021, to review November discipline data by race, behavior, and school. Reviewing and discussing this data through small-group discussion allowed the team to create next steps from its specific locus of influence. The schools with the most suspensions have been identified, and root-cause analysis of a variety of school metrics is taking place. In January, a team will spend time at each identified school engaging students, staff members, and administrators in focus groups, conducting observations, facilitating a data dive, and creating a school-based action plan in collaboration with the school.

Through December 31, 2021, there have been more 470 meetings of school-based Discipline Work Groups. These work groups discuss school climate and discipline, looking specifically at strategies, procedures, systems, and next steps to address disciplinary disproportionality. Strategies that schools discussed included Social Academic Instructional Groups (SAIG), Check-In/Check-Out, specific PBIS behavior lessons/cool tools, interrupting bias throughout the school, creating boosters for students upon returning after Winter Break, sharing and updating the behavior t-chart, focused relationship building with specific students, and buddy classrooms.

The MPS Culture & Climate Toolkit has been shared with Discipline Champions and school leaders and in Thursday Updates. The toolkit outlines specific strategies for schools and individual staff members to use to support positive behaviors within the PBIS framework, restorative practices, trauma-sensitive schools, and other approaches to school climate. The use of specific re-directional strategies for classroom-managed behaviors are documented within PLP Classroom Behavior notes. The total documented strategies for all schools through December 31, 2021, can be found below.

Acknowledge verbally or tangibly	13,316	Buddy Classroom	1,206
Brain Breaks	422	Community Service	78
Behavior Contract	303	Collect Property	730

Go Guardian..... 163
Independent work..... 190
Mindfulness 332
Move their seat..... 1,455
One on one conversation..... 17,932
Proximity Control..... 3,058
Praise 5:1 108
Parent Contact..... 12,622
Planned ignoring 2,372
Redirection..... 9,258
Recovery area (within room)..... 1,011
Restorative conversation..... 1,457
Secret Signal 63
Support staff consultation 5,194
Self-monitoring 124
Refection sheet..... 343

Analyze and Evaluate 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 December 1, 2021, through December 31, 2021, as documented in Infinite Campus. There were 2,180 suspensions in December 2021, compared with 2,005 suspensions in December 2019.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Arson	1			5				6
Assault	1			31			1	33
Battery	8			39			1	48
Bullying	4	1		8		1		14
Burglary	1					1		
Chronic Disruption or Violation of School Rules	39	8	5	329		14	6	401
Disorderly Conduct	82	9	6	321	1	16	8	443
Endangerment of Physical Safety/Mental Well-being	12		2	130		1	2	147
False Fire Alarms				1				1
Fighting	52	6	5	510		6	6	585
Gambling				11		1		12
Inappropriate Personal Property	1	1		18				20
Inappropriate use of electronic communication devices	10	3		62		1	1	77
Intent to Distribute Drugs/Alcohol/Meds				3				3
Leaving the Classroom Without Permission				3				3
Loitering				5				5
Other Substances/Materials	7			24		1	1	33
Personal Threat	2	1		51		1	1	56
Possession of Drug Paraphernalia	5			6				11
Possession of stolen property				2				2
Possession/Ownership/Use of Alcohol				1				1
Possession/Ownership/Use of Drugs	7	1		29		3	1	41
Possession/Ownership/Use of Gun	1			2				3
Possession/Ownership/Use of Weapon Other than Gun	5			18				23
Possession/Use of Fireworks								
Reckless Vehicle Use	1							1
Robbery								
Sexual Assault				11				11
Sexual Harassment	2			15		1		18
Skipping Class				2				2
Substantial Environmental Disruption	17	2		55		1	3	78
Theft	2			5				7
Trespassing				5				5
Use of Tobacco, Including Chewing	7		2	19		2		30
Vandalism	4	1		15		1		21
Verbal Abuse/Profanity/Harassment	6	1	1	28			1	37
Grand Total	277	34	21	1,764	1	51	32	2,180

Schools used the following alternatives to suspension when handling disciplinary events.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Conference	38	1	3	71		5	5	123
Counsel	156	18	16	831		27	24	1,072
Detention	15	4		95		2	1	117
Mediation	5		2	61				68
Referral BIT	1			10				11
Repairing Harm Circle		1		6				7
Restorative Conference	3		1	21		1	1	27

The following charts show district demographics and year-to-date disproportionality of suspensions through December 31, 2021.

	Demographics	Suspension Events
Hispanic	28%	13%
American Indian	<1%	1%
Asian	8%	1%
Black	50%	81%

	Demographics	Suspension Events
Pacific Islander	<1%	1%
White	10%	3%
Multiple	4%	1%

Continue and Expand Book Studies

Courageous Conversations about Race Explorations sessions were held for school-based administrators, school counselors, Central Services staff members, and teachers at identified elementary schools. In December, a total of 26 staff members attended, with a total of 825 throughout the 2021-22 school year and a total of 2,183 staff having attended since March 1, 2021, when our first seminar occurred. A cohort of staff members from schools and Central Services begin a five-part book study of Glenn Singleton's *Courageous Conversations about Race,* with the first monthly session occurring in December.

The second meeting of the District Equity Leadership Team (DELT) took place on December 7, 2021, further exploring our personal racial-equity purpose (PREP). The Team began to identify opportunities to integrate Courageous Conversations about Race's protocols within district policy, systems, and practices, including space for staff members to use and to practice using the protocols with other staff members engaging in this work with racial equity.

On December 23, 2021, all elementary schools that are part of the Milwaukee Community Schools Partnership participated in professional development throughout the day. Staff members at those schools attended a session on continuing our Courageous Conversations about Race exploration focusing on integration of the protocols and framework within our schools with our conversations with colleagues, families, and students.

A cohort of staff members reading Monique Morris' *Pushout* met twice in December and will meet an additional two times in January to read her work and to discuss its implications in the Milwaukee Public Schools.

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

Across all traditional middle and high schools, there have been more than 135 meetings of the school-based Student Discipline Committee. Students discuss concerns and recommendations regarding school climate. In January and February focus groups will be held at identified schools to engage students in further discussions on recommendations to create positive school climate and to reduce suspensions.

The next quarterly Community Conversation will occur on February 9, 2022, at 6 p.m.. Topics will be based on feedback from previous Community Conversations' input.

Next Steps

Meetings of citywide code-of-conduct work groups will be held to analyze focus groups' recommendations and to make appropriate updates to the District's code of conduct.

The District Discipline Disproportionality Leadership Team is to meet in January for assessment of mid-year disciplinary data and action plan.

Additional Courageous Conversations about Race Explorations will take place for elementary regular education and special education teachers.

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 O'Halloran presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on the Development of an Election-district Apportionment Plan for the Election of Members of the Milwaukee Board of School Directors, Pursuant to Wisconsin Statutes, §119.08(1)

Your Committee reports having received the following report from the Chief Officer, Office of Board Governance. Although this item has been noticed for possible action, no action is required.

Background

The Wisconsin Statutes specify the constitution of school board districts as follows:

> 119.08 Election of board members. (1)(a) The board shall consist of one member elected at-large and 8 members elected from numbered election districts determined by the board. The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city.
>
> (b) Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following, the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1) redetermining the aldermanic district boundaries.

The Milwaukee Common Council adopted aldermanic maps on January 18, 2022, which began the Board's 60- day timeline to act on a plan for redistricting.

Consistent with the process established with the last redistricting, which took place in 2011, the Office of Board Governance has been in constant communication with the City Clerk's Office regarding the development of the Board's redistricting process. Representatives from the City's Clerk's Office and the City's Legislative Reference Bureau, which develops the City's redistricting process and plans for the election wards and the aldermanic districts, have extended the offer to provide the District again with demographic data, mapping, and technical assistance for the development of the Board's redistricting plan.

Analysis

Wisconsin Statutes, §62.08(1), which deals with aldermanic districts, requires that aldermanic districts be "as compact in area as possible and contain, as nearly as practicable by combining contiguous whole wards, an equal number of inhabitants according to the most recent decennial federal census of population." Similar requirements apply to the Board's districts. Data, including a table listing the population by the Board's districts, will be developed and provided to the Board to assist in the planning process.

Since 1991, various court decisions have affected the criteria that elected bodies may use in reapportionment. An opinion from Hogan and Hartson discussing the U.S. Supreme Court's April 19, 2001, decision in the North Carolina redistricting case states:

> The court reiterated its prior holdings that race may be a consideration in electoral redistricting, but not the "dominant and controlling" one. The High Court's recent decisions in this area have struck down a number of election districts where the jurisdiction in question relied too heavily upon race, but the court has left unclear the extent to which race could be permissibly be considered.

The opinion concludes with a summary of the issues facing the Board:

> While the Court's decision in Hunt thus gives some additional guidance to school districts facing redistricting issues, such school districts, like other electoral bodies, face the daunting task of reconciling the protection of minority voting rights based on race under the Voting Rights Act with the limitations on redistricting based on race created by the Supreme Court in Hunt's predecessor, Shaw v. Reno.

When the Board redistricted in 2001, it established guidelines for increasing opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest. These guidelines were also used in the 2011 redistricting process.

During the previous redistricting process, the Office of Board Governance requested an opinion from the City Attorney's office regarding the criteria that the Board may establish for redrawing its districts. A copy of that opinion will be provided to board members as a part of the information used in the redistricting planning process.

Redistricting Process Update, January 2022

The following update is being provided for informational purposes.

The City of Milwaukee's Common Council completed its aldermanic redistricting process on January 18, 2022. The Milwaukee Board of School Directors has 60 days from that date to act on and to complete a plan for redistricting. The schedule below is being presented for the Board's consideration.

The process for the Milwaukee Board of School Directors to complete its reapportionment and redistricting includes two public hearings inclusive of a presentation from the City of Milwaukee's Legislative Reference Bureau of proposed maps for redistricting, meetings between board members and the Legislative Reference Bureau regarding individual districts' maps, and publication of newly-proposed district maps before final adoption.

Attached to the minutes of your Committee's meeting is a map representing a proposed reapportionment of the Board's districts. Below is a list of schools in each of those districts:

District	School
1	Barton Elementary
1	Bruce Elementary
1	Bryant Elementary
1	Goodrich Elementary
1	Green Tree Preparatory Academy
1	Hawthorne Elementary
1	Kluge Elementary
1	Madison Academy Campus
1	Maple Tree Elementary
1	Milw Sign Language Elementary
1	Morse Mid
1	Parkview Elementary
1	River Trail Elementary
1	Stuart Elementary
1	Thoreau Elementary
1	Thurston Woods Elementary
1	Vincent Accelerated Academy
1	Vincent High
2	Browning Elementary
2	Carmen Mid/Hi Northwest Campus
2	Craig Montessori Sch
2	Eighty-First Street Elementary
2	Emerson Elementary
2	Engleburg Elementary
2	Grantosa Drive Elementary
2	Hampton Elementary

District	School
2	HAPA Hmong Amer Peace Academy
2	Hi-Mount Elementary
2	Kilbourn Elementary
2	Lancaster Elementary
2	Marshall High
2	Milw Environmental Science Aca
2	Milw French Immersion
2	Milw German Immersion
2	Milw Sch of Languages
2	Neeskara Elementary
2	Ninety-Fifth Street Elementary
3	Andrew S Douglas Mid
3	ASSATA
3	Auer Avenue Elementary
3	Banner Preparatory
3	Barbee Elementary
3	Carson Academy
3	Clemens Elementary
3	Congress Elementary
3	Fifty-Third Street Elementary
3	Franklin Elementary
3	Keefe Avenue Elementary
3	King International
3	LaFollette Elementary
3	Milwaukee Excellence
3	NOVA

District	School
3	Obama SCTE
3	Pratt Elementary
3	Sherman Elementary
3	Townsend Street Elementary
4	Bethune Academy
4	Brown Street Academy
4	Clarke Street Elementary
4	Grant Gordon Learning Center
4	Groppi High
4	Hawley Environmental Sch
4	Highland Community Sch
4	Hopkins Lloyd
4	Jackson Elementary
4	Metcalfe Elementary
4	Milw Academy of Chinese Lang
4	Milw Co Youth Educ Center
4	Milw College Preparatory--36th St
4	Milw College Preparatory--38th St
4	Milw College Preparatory--Lloyd St
4	Milw College Preparatory--North
4	Milw High Sch of the Arts
4	Next Door Charter
4	North Division High
4	Project STAY
4	Shalom High
4	Siefert Elementary
4	Starms Discovery
4	Starms Early Childhood
4	Story Elementary
4	Transition High
4	Westside Academy
4	WHS Info Technology
4	WI Consrv Lifelong Learning
5	Alliance Sch of Milw
5	Carver Academy
5	Cass Street Elementary
5	Elm Creative Arts Elementary
5	Fratney Elementary
5	Gaenslen Elementary
5	Golda Meir Sch
5	Hartford Avenue Elementary
5	Holmes Elementary
5	King IB Mid
5	King Jr Elementary
5	Lincoln Mid
5	Maryland Montessori
5	Riverside High
5	Riverwest Elementary
5	Roosevelt Mid
5	Southeastern
6	ALBA
6	Allen-Field Elementary

District	School
6	Bradley Tech High
6	Carmen High South Campus
6	Doerfler Elementary
6	Forest Home Elementary
6	Grandview High
6	Grant Elementary
6	Hayes Bilingual Sch
6	Kagel Elementary
6	La Causa Charter Sch
6	Lad Lake Synergy
6	Lincoln Avenue Elementary
6	Longfellow Elementary
6	Mitchell Elementary
6	Riley Dual Language Montessori
6	Rogers Street Academy
6	South Accelerated Academy
6	South Division High
6	Vieau Elementary
7	Acad of Accelerated Learning
7	Alcott Elementary
7	Audubon High
7	Audubon Mid
7	Burbank Elementary
7	Carmen High Southeast Campus
7	Curtin Elementary
7	Fairview Elementary
7	Greenfield Bilingual
7	Hamilton High
7	Honey Creek Elementary
7	MacDowell Montessori Sch
7	Manitoba Elementary
7	Milw Spanish Immersion
7	Pulaski High
7	Wedgewood Park Sch
7	Whitman Elementary
8	Bay View High
8	Bay View Montessori Sch
8	Burdick Elementary
8	Clement Avenue Elementary
8	Cooper Elementary
8	Fernwood Montessori
8	Garland Elementary
8	Humboldt Park Elementary
8	IDEAL
8	Lowell International Elementary
8	Milw Parkside Sch
8	Morgandale Elementary
8	Reagan High
8	Trowbridge Street Sch
8	Victory Elementary
8	Whittier Elementary
8	Zablocki Elementary

Proposed Reapportionment/Redistricting Schedule

At this time, the Office of Board Governance is presenting the Board with the following proposed timeline, which adheres to state statutes:

January 25, 2022	*Milwaukee Board of School Directors:* • Consideration of the reapportionment/redistricting schedule and process • Public hearing and consideration of reapportionment/redistricting item • Presentation of proposed MPS district maps by Legislative Reference Bureau
January 31-February 4, 2022	Milwaukee Board of School Directors and Legislative Reference Bureau meet on individual board-district maps
February 11, 2022	*Board Clerk:* Publication of proposed reapportionment/redistricting plan
February 22, 2022	*Milwaukee Board of School Directors:* Public hearing and consideration of proposed reapportionment/redistricting plan and maps
February 24, 2022	*Milwaukee Board of School Directors:* Possible adoption of the Board's reapportionment/redistricting plan and maps

Statute, Administrative Policy, or Board Rule Implication Statement

The proposed redistricting plan will be developed pursuant to Wisconsin Statutes, §119.08(1)(a), which states, in part, "The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city." and Wisconsin Statutes, §119.08(1)(b), which directs:

> Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1).

Fiscal Impact Statement

Any costs associated with the redistricting process and the plan's development will be charged to the contingency budget.

Implementation and Assessment Plan

The plan to be established for developing the Board's election districts would, at a minimum, increase opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest.

Now that the City has adopted its aldermanic districts, the Board will be provided with at least one plan for developing the Board's election districts no later than the Board's regular meeting of February 2022. The Office of Board Governance will secure the services of the Milwaukee City Clerk's Office to assist district staff in developing a plan for apportioning the Board's election districts.

Public hearings will be held both while the apportionment plan is being developed and after the plan has been prepared.

The Office of Board Governance will work with the Board's president to ensure that all board members return their input in a timely manner and to schedule public meetings regarding redistricting.

* * * * *

(Item 2) Action on Schools' Requests for Addition and Renovation Projects

Background

On October 14, 2021, the Milwaukee Board of School Directors approved the budget for the Elementary and Secondary School Emergency Relief Fund (ESSER III). As part of the approved budget, approximately $65 million was appropriated for potential school addition and/or renovation projects. At its regular meeting in October, the Milwaukee Board of School Directors requested a report on the selection process.

A project-submission application was distributed to all school leaders on November 3, 2021, with a return date of November 12, 2021, requested. The district team received more than 700 project requests from the schools. The team went through every submission application and compiled a list of potential project requests from the data.

Attached to the minutes of your Committee's meeting is a summary of schools' requests and a breakdown of proposed projects. The construction costs are preliminary and need further vetting by a consultant through site investigations. The costs were provided to assist with deciding if the projects are feasible and can be pursued. Once projects are approved, the District will move forward with contracted Integrated Project Delivery (IPD) teams assigned to ESSER III contracts to complete design and construction services.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee recommends that the Board approve the proposed additions and renovation projects as listed in the attachments to the minutes of your Committee's meeting.

This item having been set aside for additional consideration, Director O'Halloran 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.

* * * * *

(Item 3) Report with Possible Action on Fiscal Year 2022-23 Estimated Enrollment, Revenues, and Long-range Financial Forecast

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

Background

Each 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 (see attachment to the minutes of your Committee's meeting). The forecast will support fiscal decision making to maintain or to improve essential school operations services.

Draft FY22-FY27 Five-year Forecast Pro-forma Summary

	School Operations (in Millions)						
	FY22 Adopted	FY23 Est	FY24 Est	FY25 Est	FY26 Est	FY27 Est	Change, FY27-FY22
Revenues	$1,051.5	$1,058.5	$1,061.5	$1,063.0	$1,064.5	$1,066.0	$14.5
Expenditures							
Salaries/Other Wages	$476.5	$475.4	$494.9	$515.2	$533.2	$552.4	$75.9
Benefits							
Medical/Vision Insurance — Active	$125.0	$144.4	$150.1	$156.0	$162.2	$168.7	$43.7
Employee Contribution — Active	−$13.9	−$14.2	−$14.5	−$15.1	−$15.7	−$16.3	−$2.4

	School Operations (in Millions)						
	FY22 Adopted	FY23 Est	FY24 Est	FY25 Est	FY26 Est	FY27 Est	Change, FY27-FY22
Medical-Retiree (no Vision)	$58.7	$64.1	$65.3	$66.5	$68.3	$69.8	$11.1
Employee Contribution — Retiree	−$0.9	−$0.9	−$1.0	−$1.1	−$1.3	−$1.5	−$0.6
Net Medical/Vision	$168.9	$193.5	$199.9	$206.3	$213.5	$220.7	$51.8
Other Benefits	$73.4	$71.3	$83.2	$86.1	$89.2	$92.7	$19.3
Total Benefits	$242.3	$264.7	$283.1	$292.4	$302.8	$313.4	$71.1
Purchased Services							
Contracted Schools Charters	$82.5	$87.4	$90.4	$91.8	$94.0	$95.8	$13.3
Open Enrollment - Outbound	$34.9	$37.5	$36.9	$36.6	$36.2	$35.3	$0.4
Pupil Transportation	$66.0	$67.3	$68.7	$70.0	$71.4	$72.9	$6.9
Other Purchased Services, including Utilities	$50.6	$53.2	$54.6	$56.1	$57.2	$58.4	$7.8
Total Purchased Services	$234.0	$245.4	$250.6	$254.4	$258.8	$262.4	$28.3
Supplies/Materials	$50.3	$40.4	$46.4	$45.4	$46.6	$38.5	−$11.8
Capital Purchases	$2.6	$2.8	$2.8	$2.9	$3.0	$3.0	$0.4
Debt Service	$37.2	$37.2	$29.7	$37.3	$27.8	$27.7	−$9.5
Insurances	$9.1	$10.1	$10.5	$11.0	$11.4	$11.9	$2.8
Other	−$0.6	−$0.8	−$0.9	−$0.9	−$1.0	−$1.0	−$0.4
Total Expenditures	$1051.5	$1075.2	$1117.2	$1157.7	$1182.7	$1208.2	$156.7
Balance Before Internal Adjustments	$0.0	−$16.7	−$55.7	−$94.7	−$118.2	−$142.2	
Internal Adjustments	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	
Cumulative Surplus/Deficit	$0.0	−$16.7	−$72.4	−$167.1	−$285.3	−$427.5	

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

This item does not authorize expenditures.

* * * * *

(Item 4) Action on a Request to Approve the Fiscal Year 2022-23 (FY23) Budget Parameters

Background

Budget parameters which will be used in the planning and development of the 2022-23 (FY23) budget will help to guide the decisions made during the budget-preparation process. The parameters necessarily may be modified based on 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:

- Increase academic achievement and accountability
- Improve district and school culture

- Develop our staff
- Ensure fiscal responsibility and transparency
- Strengthen communication and collaboration.

The following budget parameters will guide the Ddistrict 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. Prioritize school budgets by adjusting and repurposing educational programming and departmental budgets
3. Allocate resources in the areas of school library, art, music and physical education
4. 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
5. Implement strategies to recruit and to retain staff, including a compensation study
6. Implement salary schedules with a possible cost-of-living increase
7. Consider modification of benefits for eligible employees to identify cost savings and to increase efficiencies
8. Explore operating efficiencies, including those related to transportation
9. Increase the number of site-based production kitchens
10. Implement a kitchen-equipment replacement schedule based on an inventory-aging report
11. Provide flexibility to meet standards to safeguard health, safety, and educational needs during the COVID-19 pandemic
12. Address deferred maintenance and future construction needs by restoring revenue to the Construction Fund and the Construction Trust
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 Implication 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 Fiscal Year 2022-23 budget parameters as listed in the item.

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

* * * * *

(Item 5) Action on a Request to Approve the Timetable for the Proposed Fiscal Year 2022-23 Budget

Fiscal Year 2022-23 Proposed Budget Timetable

This item is being presented in accordance with Wisconsin Statutes, §119.16(8), and Board Governance Policy BG 2.05, Board Planning Cycle, which states, "A Board calendar with all work displayed on the timetable will be developed annually."

Dates	Action	Responsibility
June 2021-March 2022	Collection of a variety of inputs, ideas, and costs with analysis of their impact for fiscal year 2022-23 (FY23) budget planning.	Administration
September 2021-April 2022	MPS engages the community on broad topics to identify district priorities at various venues.	Administration
December 10, 2021	School-level allocation estimates are drafted by departments and provided to Financial Planning & Budget Services.	Administration
November 15-December 22, 2021	Third Friday of September 2022's school enrollments are projected.	Administration
December 2021-March 2022	Board and Administration continue to solicit stakeholders' input into the development of the proposed FY23 budget.	Board and Administration
January-February 2022	Superintendent holds School Ambitious Instruction Budget Conversations with identified school leaders.	Administration
January 5, 2022	Present preliminary budget preparation information to School Leaders.	Administration
January 14-28, 2022	School leaders prepare all required budget documents with input from their School Engagement Councils.	Schools
January 25, 2022	Committee on Strategic Planning and Budget meets to discuss and possibly to adopt a FY23 budget timetable & FY23 parameters.	Board and Administration
February 2-7, 2022	Administrative teams review each school's budget for FY23 budget/staffing resolutions.	Administration
February 10, 2022	Superintendent's resolution meetings on FY23 school budget/staffing needs.	Administration
February 11, 2022	All school-staffing data submitted to Human Resources.	Administration
February 14-March 3, 2022	Offices prepare budgets, organizational charts, and narratives.	Administration
February 23, 2022	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 schools and departments.	School & Department Administration
February 24-June 3, 2022	Staff-exchange process.	Administration
March 11, 2022	Office budget reviews completed, and staffing changes submitted to Human Resources.	Administration
March 14-31, 2022	District budget is entered into the financial system and balanced.	Administration
April 2022	Superintendent's proposed budget is finalized and assembled for publication	Administration
April 26, 2022	Board's organizational meeting held.	Board and Administration
April 29, 2022	Superintendent's proposed 2022-23 budget released.	Administration
May 4, 2022	Proposed budget and public hearing notice published in newspaper, parent companion guide and budget overview presentation released.	Administration and Board Governance
May 5, 2022*	Committee on Strategic Planning and Budget meets on the Superintendent's proposed 2022-23 budget and receives public testimony.	Board and Administration
May 10, 2022*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.	Board and Board Governance
May 12, 2022*	Administration submits proposed amendment analysis to the Office of Board Governance by the end of the day.	Administration
May 17, 2022	Statutory public hearing on the Superintendent's proposed 2022-23 biennial budget.	Board and Administration
May 19, 2022	Committee on Strategic Planning and Budget reviews the proposed FY23 budget, hears public testimony and possibly takes action on proposed amendments and proposed budget.	Board
May 20, 2022*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.	Board and Board Governance
May 23, 2022	Administration submits proposed analysis of proposed amendments to the Office of Board Governance by noon.	Administration

Dates	Action	Responsibility
May 24, 2022*	Committee on Strategic Planning and Budget reviews the proposed FY23 budget, takes public testimony, and possibly takes action on proposed amendments and proposed budget.	Board
May 26, 2022	Board meets to consider and possibly to take action on the Superintendent's proposed 2022-23 budget.	Board and Administration
No later than June 27, 2022	Board Clerk transmits adopted preliminary FY23 budget to the Milwaukee Common Council.	Board Governance
October 25, 2022	Board meets to consider and take final action on the amended adopted budget recommendations for FY23.	Board and Administration
No later than October 31,2022	Board Clerk sends adopted FY23 amended budget to the Milwaukee Common Council.	Board Governance

*Date subject to change by the Milwaukee Board of School Directors.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditures. There is no fiscal impact from the adoption of the budget timetable.

Implementation and Assessment Plan

If approved, the Board and Administration will follow the budget timetable.

Committee's Recommendation

Your Committee recommends that the Board adopt the Fiscal Year 2022-23 proposed budget timetable as set forth above.

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

* * * * *

(Item 6) Report with Possible Action on Resolution 2122R-011 Regarding a Budget-process Evaluation

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 special October 14, 2021 meeting, the Board adopted Resolution 2122R-011 by Director Siemsen regarding a budget-process evaluation.

The following report details the output of this work, including the scope of the review and opportunities for transitioning to a priority-based budget process.

Response to Resolution 2122R-011

Resolution 2122R-011 directed the Administration, in consultation with the Office of Accountability and Efficiency and the Office of Board Governance, to perform an evaluation of the budget-planning process, including a review of policies and procedures and of best practices.

Practice Review

Currently, the Board reviews and takes action on budget parameters as part of the annual budget process. Specific and rank-ordered budget priorities are less defined.

Budget Parameters vs Budget Priorities

Budget *parameters* are guiding principles that define how the budget should be crafted. Examples:

- prepare on current law
- maximize the revenue limit
- provide for equity. Administrative Policy 1.06 (3)(a):

> Achieving equity may require an unequal distribution of resources and services in order to ensure that all children have an equal opportunity to a free and appropriate public education.

Budget *priorities* are the precedence of allocations that define what the budget should fund. Examples

- fund staffing to support class-size ratio
- fund all scheduled salary increases
- fund art, music, physical education at a given level.

> The philosophy of priority-driven budgeting is that resources should be allocated according to how effectively a program or service achieves the goals and objectives that are of greatest value
>
> — Government Finance Officers Association (GFOA)

MPS faces projected financial constraints and must prioritize its budgeted allocations.

> Do the important things well; cut back on the rest. In a time of revenue decline, a traditional budget process often attempts to continue funding all the same programs it funded last year, albeit at a reduced level (e.g., across-the-board budget cuts). Priority-driven budgeting identifies the services that offer the highest value and continues to provide funding for them, while reducing service levels, divesting, or potentially eliminating lower-value services.
>
> — Government Finance Officers Association (GFOA)

Budget-process Consideration

Introduction of a priority review

- What are the Board's and the public's priorities?
- What are the priorities as set forth in the Strategic Plan?
- What are the measures of equity we want to reach?

Approach

- Prioritize the District's goals and objectives
- Assess the effectiveness of services and programs
- Allocate funding accordingly

- **Next Steps**
  - Budget timeline/calendar updates
  - Examination of salary schedule's approval process
  - Examination of budget-amendment process
  - Development of and alignment to the Strategic Plan

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

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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 Recommendation for Renewal of the Instrumentality Charter School Contract for The Alliance School of Milwaukee

Background

Alliance School of Milwaukee, located at 850 West Walnut Street, was established as an instrumentality charter school beginning with the 2005-06 school year. The current contract is for up to a maximum of 360 full-time-equivalent (FTE) pupils in grades 9 through 12.

Alliance's mission is to provide a safe, student-centered, and academically challenging environment to meet the needs of all students.

In July 2021, the Department of Contracted School Services initiated the Charter School Contract Review Process. On August 27, 2021, representatives from Alliance submitted the Charter Renewal Intent Cover Sheet, and, on August 28, 2021, Alliance submitted its Charter Renewal Application to seek renewal of its charter school contract.

On November 9, 2021, the Charter School Contract Review Team conducted a full-day site visit at Alliance. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed any additional responses and information provided by the school. The Team also heard testimony of parents and students and conducted classroom observations.

Based on a thorough review of the evidence provided, the Charter School Review Team recommends a three-year renewal of the instrumentality charter school contract with Alliance. This recommendation is based on Alliance's commitment to demonstrate academic growth, an emphasis on social emotional learning, and a dedication to cultivating meaningful relationships with students. 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 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

Approval of this item alone does not authorize expenditures. Pending contract approval, the funds for the 2022-23 charter school contract will be authorized as a part of the FY23 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of The Alliance School of Milwaukee in consultation with the Board's designee and the Office of the City Attorney in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a three-year instrumentality charter school contract with The Alliance School of Milwaukee; 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 The Alliance School of Milwaukee and to draft a renewed instrumentality charter school contract to begin with the start of 2022-23 school year and to end with the last regularly scheduled day of the 2024-25 school year.

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

* * * * *

(Item 2) Action on a Recommendation for Renewal of the Non-instrumentality Charter School Contract with Milwaukee Teacher Education Center, Inc., for Milwaukee Environmental Sciences Academy (MESA)

Background

Milwaukee Environmental Sciences Academy (MESA), located at 6600 West Melvina Street, was established as a non-instrumentality charter school beginning with the 2013-14 school year. The current contract is for up to a maximum of 500 full-time-equivalent (FTE) pupils in grades K4 through 8.

MESA is dedicated to the intellectual, physical, social, and emotional growth of all students, with an emphasis placed on engaging students in thinking, problem solving, and decision making that allow students to function in a global society. The goal of MESA is to provide instruction to students through the implementation of expeditionary learning.

In July 2021, the Department of Contracted School Services initiated the Charter School Contract Review Process. On August 16, 2021, representatives from MESA submitted the Charter Renewal Intent Cover Sheet, and on August 24, 2021, MESA submitted its Charter Renewal Application to seek renewal of its charter school contract.

On November 16, 2021, the Charter School Contract Review Team conducted a full-day site visit at MESA. The Team examined the school's academic, financial, and organizational performance and met with school representatives to discuss the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school. The Team also heard testimony of parents, students, and staff and conducted classroom observations.

Based on a thorough review of the evidence provided, the Charter School Review Team recommends a three-year renewal of the non-instrumentality charter school contract with MESA. This recommendation is based on MESA's commitment to implementing the feedback from its previous contract renewal, the purposeful social emotional support for students and staff, a focus on data analysis, and the implementation of continuous improvement. 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 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 2022-23 charter school contract will be authorized as a part of the FY23 budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Milwaukee Teacher Education Center, Inc., and MESA 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

The Administration recommends that the Board:

1. approve the renewal of a three-year Non-instrumentality charter school contract with Milwaukee Teacher Education Center, Inc., for Milwaukee Environmental Sciences Academy (MESA); 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 Milwaukee Environmental Sciences Academy (MESA) and to draft a renewed non-instrumentality charter school contract to begin with the start of 2022-23 school year and to end with the last regularly scheduled day of the 2024-25 school year.

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

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(Item 3) 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 March 17, 2020, the Board adopted Resolution 1920R-016, directing that "…Milwaukee Public Schools will integrate climate justice curriculum and sustainability practices into all aspects of its work and function." The resolution also directed that a Climate Justice Curriculum Advisory Committee and a District Sustainability Team be established to carry out implementation of the resolution. The Office of Academics is leading the Climate Justice Curriculum Advisory Committee, and the Office of School Administration is leading the District Sustainability Team. To ensure alignment to the resolution and consistency, there is cross-representation between them.

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

The Climate Justice Curriculum Advisory Committee met for first time this school year on September 23, 2021. The Committee continues to actively recruit new members. A Thursday Updates posting was sent out to help recruit new members, and several teachers have shown interest in joining the Committee. The next meeting will take place on January 12, 2022, at 5:00 p.m.

To continue moving the curriculum work forward, a request for an LTE was written into an EPA grant to support both the climate justice resolution and the school-yard redevelopment program's work. The proposed position will work for at least one year as a member of the district science team to continue to vet and to create curricular resources, to work with curriculum teams in all content areas to add lessons to pacing/instructional guides, to provide training and classroom support for teachers, and to mentor student interns who will learn to work with classroom teachers to implement the lessons with younger students. This position will work to build capacity in the district; therefore, the work will continue after the grant-funded position ends. If the District does not receive the EPA grant for the position, this work will be led by the science curriculum specialist and one of the science teacher leaders as part of the work that continues with the new district science adoption.

It was determined that teachers will need two levels of professional development for the climate justice lessons. First, some teachers may need to attend professional development designed to address content knowledge on the topic. Second, pedagogy professional development will be offered about how to implement the lessons in a meaningful way with students. Topics for and the design of the professional development will be the work of the Climate Justice Curriculum Advisory Committee this school year.

The District Sustainability Team welcomed a new sustainability project specialist to the group after the recommended candidate was approved by the Board at is regular September 2021 meeting. The sustainability project specialist has been connecting with community partners, reviewing past progress on the Draft Sustainability Action Plan, and will join the Climate Justice Curriculum Advisory Committee to review cross-over initiatives at the January 2022 meeting. Monthly District Sustainability Team meetings will resume in February 2022.

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 4) 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 being added in subsequent semesters/years. The graduation requirement will be in effect for all high schools for the Class of 2028.

The following ten schools will offer the personal finance course beginning in Spring 2022:

- Banner Prep
- Bay View
- Bradley Tech
- MacDowell
- Marshall
- Milwaukee High School of the Arts
- North Division
- Project Stay
- Vincent Accelerated Academy
- Wisconsin Conservatory of Lifelong Learning.

The following report will provide:

1. a review of the timeline for scaling the implementation to all high schools;
2. a review of the major topics covered in the course and when each topic is taught;
3. a professional development plan for personal finance teachers, including an update on how culturally-responsive practices and equity are being addressed; and
4. course outcomes to date, including students' pre- and post-test results, students' survey results, and immediate next steps.

Personal Finance Quarterly Report

Personal Finance Course Cohorts

Cohort 1 (2026) — 2021 Fall

Green Tree
Prep
Hamilton
Riverside

Cohort 2 (2027) — 2022 Spring

Banner Prep
Bay View
Bradley Tech
MacDowell
Marshall
MHSA
North Division
Project Stay
Vincent
Accelerated
Academy
WCLL

Cohort 3 (2027) — 2022 Fall

Add six to 10 schools

Cohort 4 (2028) — 2023 Spring

Add remaining schools

Personal Finance Pacing, Spring 2022

January
- Racial Discrimination in Finance
- Behavioral Finance
- Taxes

February
- Racial Discrimination in Banking
- Banking: Checking & Saving
- Banking: Savings

March
- Racial Discrimination in Education
- Paying for College & alternatives to college
- Types of Credit

April
- Managing Credit
- Racial Discrimination in Housing
- Investing

May
- Insurance
- Budgeting

Professional Development Plan

Date	Topic	Hours
January	Personal Finance Curriculum: Culturally-responsive Engagement Strategies	2
February	Personal Finance Curriculum: Banking and Investment Resources	2
March	Personal Finance Curriculum: Paying for College Resources	2
April	Personal Finance Curriculum: Assessment	2
Summer 2022	NGPF Certification Courses	20

Pre-/Post-test Results & Reflection

On average, the personal finance students showed an increase of 11 percentage points from pre- to post-test.

74% of the students showed growth on the post-test.

Student Survey Results

How would you rate the personal finance course? 118 responses

Excellent 22%
Very Good..... 29.7%
Good 34.7%
Fair..... 10.2%
Poor..... 3.4%

What personal finance topic did you enjoy learning about the most? 120 responses

Banking..... 15.8%
Paying for College..... 17.5%
Insurance..... 5%
Investing..... 30%
Taxes..... 9.2%
Budgeting 22.5%

What personal finance topic was your least favorite to learn about? 117 responses

Banking	7.7%	Investing	14.5%
Paying for College	24.8%	Taxes	17.1%
Insurance	21.4%	Budgeting	14.5%

Student Survey Feedback

Students report they have changed, or plan to change, these financial behaviors as a result of taking the course:

1. saving and making better financial decisions
2. budgeting for college
3. investing and diversifying investments.

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 5) Update with Possible Action on the Middle-school and High-school Equity Work 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

Resolution 2122R-004 was adopted by the Milwaukee Public Schools Board of Directors in June 2021 to create a work group to review the early-admissions process, the selection criteria, and the equity of opportunities in middle and high schools across the district. A group of diverse stakeholders met monthly to explore the history of the early-admission process, to review the current process and criteria, to investigate other districts' practices, and to collect stakeholders' input. The following report outlines the findings and possible next step.

Report of the Middle-school and High-school Equity Work Group

Meetings

The work group met on October 27, November 11, and December 1. All meetings were held virtually and recorded. Members who were not able to not attend any meeting could watch the recorded session and provide feedback.

Content

- Explore the history of the early admission process
- Discuss the equity and inequity of the current process and criteria
- Review data
- Obtain feedback from the members on equity and inequity

Key Findings

Three key areas were identified:

- the admissions process
- the selection criteria
- the middle- and high-school experiences.

Admissions Process

The process should be simplified and should be consistently supported at all schools for all students.
Recommendations need further study to determine unanticipated consequences

Selection criteria

The opinions on equity and importance of selection criteria varied widely, except for the audition required for students entering Milwaukee High School of the Arts.
Many ideas were generated, but all need to be reviewed for equity and unintended consequences

The Middle- and High-school Experiences

All students should be able to access academics, extracurricular activities, social emotional supports, and transportation in middle school and high school.

Next Step

A steering committee has been established to further explore middle- and high-chool equity and the key areas identified by the work group.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.10, School Admissions

Fiscal Impact Statement

This item does not authorize expenditures.

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(Item 6) 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 monthly Regional Showcase item provides a thorough picture of each region, including goals and the progress in attaining them. In addition, strategies that are being successfully implemented within the region and that may be replicated are included.

This month, the Southwest Region is featured. The Southwest Region comprises 25 schools, which serve 12,059 students in diverse settings to meet their varied needs. Schools in the Southwest Region include ALBA, Academy of Accelerated Learning, Alcott, Allen-Field, Curtin, Doerfler, Fairview, Forest Home, Grant, Greenfield, Hayes, Honey Creek, Kagel, Lincoln Avenue, Longfellow, Lowell, Manitoba, Milwaukee Spanish Immersion, Mitchell, Morgandale, Riley, Rogers, Vieau, Whitman, 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 of the success of students.

Regional Showcase — Southwest Region

Schools

Traditional

- Alcott School
- Curtin Leadership Academy
- Fairview School
- Grant School
- Manitoba School
- Morgandale School
- Whitman School

Bilingual

- ALBA School
- Allen-Field School
- Doerfler School
- Forest Home Avenue School
- Greenfield School
- Hayes Bilingual School
- Kagel School
- Lincoln Avenue School
- Longfellow School
- Mitchell School
- Riley Dual Language Montessori School
- Rogers Street Academy
- Vieau School

Community Schools

- Longfellow School
- Lincoln Avenue School
- Zablocki School
- Mitchell School

Academic Specialty

- Academy of Accelerated Learning (IB)
- Lowell School (IB)
- Milwaukee Spanish Immersion School (MSIS)
- Riley Dual-language Montessori School
- ALBA School (Charter)
- Honey Creek (Charter)

Demographics

- 25 schools
- 12,059 students
- 32.8% English-language learners
- 22.1% students with disabilities
- 81.3% economically disadvantaged

American Indian 0.4%
Asian 4.8%
Black/African American.....12.0%
Hispanic 70.2%
Hawaiian or Pacific Islander.....0.1%
White.....9.2%
Multiple Ethnicity 3.3%

2020-21 State Report Cards

Overall Accountability Ranking	Count
Exceeds Expectations	4
Meets Expectations	15
Meets Few Expectations	4
Fails to Meet Expectations	1
Alternate Rating	1

Academy of Accelerated Learning (AAL)

- 561 students
- 15.2% English-language learners
- 16.0% students with disabilities
- 71.7% economically disadvantaged

American Indian 0.4%
Asian 20.5%
Black/African American.....9.4%
Hispanic 34.6%
Hawaiian or Pacific Islander.....0.5%
White.....25.0%
Multiple Ethnicity 9.6%

Mission

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. To this end, AAL offers equitable opportunities for students to engage in inquiry-based learning in an inclusive environment that supports the development of globally-minded lifelong learners.

Vision

Academy of Accelerated Learning envisions rigorous, high-quality learning opportunities that develop globally-minded citizens within the International Baccalaureate Primary Years Programme.

Values

Instruction based on data and standards fosters reflection and growth to meet the needs of all learners. The development of the IB Learner Profile's traits supports the whole child.

A safe, responsible, and respectful school community promotes strong family and community partnerships.

School Programs

- International Baccalaureate Primary Years Programme
- Milwaukee Symphony Orchestra Arts in Community Education Partnership
- Bernie's Book Bank
- Music lessons for piano and string instruments

Points of Pride

- The Wisconsin RtI Center's recognition of our school in reading, math, and behavior at the Gold Level
- Longstanding Parent Teacher Association that supports numerous school events
- Chromebook distribution and supports for families
- Full-time music, art, and physical education specialists
- Green Schools Consortium of Milwaukee Playground Redevelopment

Opportunities for Growth

- Continue to develop staff to support International Baccalaureate's best practices for improved student outcomes
- Continue to provide professional development opportunities to redefine in-person learning
- Maximize virtual-learning experiences to enhance our in-person school year
- Focus on Tier 1 instruction and accelerating learning opportunities

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 the Title I District Advisory Council, to the Head Start Policy Council, and to the Milwaukee Public Library Board of Trustees.

* * * * *

(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 January 2022 included the following:

Academic Achievement

- Reviewed social studies books to provide advice to the committee
- Attended all meetings of the Board's committees

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
- Met with staff regarding the social studies text-book adoption process
- Worked with administrative staff regarding the climate justice initiative

Student, Family, and Community Engagement

- Met with Superintendent Posley and appropriate staff regarding the ESSER II and III funding for building modifications
- Met with the Middle- and High-school Equity Workgroup
- Worked with the Administration and the Office of Accountability and Efficiency to continue planning for a suburban/MPS mini conference on metropolitan segregation and integration
- Visited nine schools with Superintendent Posley
- Responded to inquiries from parents, staff, and the community regarding a multiplicity of issues
- Attended and assisted at the vaccination clinic at La Escuela Fratney
- Attended the DDMAC's meeting in January

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COMMUNICATIONS

(Item 1) Referral of Communication 2122C-004 from the Milwaukee Teachers' Education Association Regarding Consideration of a Proposed Policy on Time Schedules and Workload

Referred to the Committee on Accountability, Finance, and Personnel.

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The Board returned to Item 2 of the Reports and Communications from the Office of Accountability and Efficiency, Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections, which had been postponed earlier in the meeting.

(Item 2) Action on a Request to Retire to Executive Session in Order to Consider Information Received in Accordance with Administrative Policy 6.35, Whistleblower Protections

Background

The Office of Accountability and Efficiency is requesting a closed session in order to consider information received in accordance with Administrative Policy 6.35, Whistleblower Protections.

The closed session is requested pursuant to:

- Wisconsin Statutes, §19.85(1)(c), which allows a governmental body to 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; and
- Wisconsin Statutes, §19.85(1)(f), which allows a governmental body to retire to closed session in order to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.35, Whistleblower Protections

Fiscal Impact Statement

NA

Recommendation

The recommendation is that the Board retire to closed session.

Director Carr moved to retire to executive session pursuant to Wisconsin Statutes, §19.85(1)(c) and §19.85(1)(f).

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.

The Board retired to executive session at 6:36 P.M.

The Board adjourned from executive session at 10:50 P.M.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 10, 2022

Special meeting of the Board of School Directors called to order by President Peterson at 8:32 p.m.

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

The Board Clerk read the following call of the meeting:

February 7, 2022

Special Board Meeting

6:30 p.m., Thursday, February10, 2022
(or immediately following the adjournment of the meeting of the Committee on Student Achievement and School Innovation)

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 on Thursday, February 10, 2022, to consider the items below

1. Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved
2. Action on COVID-19 Protocols: School Closure, Quarantine Timeline, and Data-reporting Timeline.

With respect to Item 1 of this notice, the Board may retire to executive session under the provisions of Wisconsin Statutes, Chapter 19.85(1)(g) which allows a governmental body to enter into a closed session for the purposes 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.

MPS buildings are closed to the public due to ongoing public health concerns related to the COVID-19 pandemic. To allow as much public access and participation as possible, this meeting will be held virtually. Members of the Board may join the meeting in-person, from the Central Services building.

Testimony will be taken live during the meeting. 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 February 10, 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 February 10, 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:

JACQUELINE M. MANN, Ph.D.
Board Clerk

Before commencing with the items on the agenda, President Peterson announced that Item Two, Action on COVID-19 Protocols: School Closure, Quarantine Timeline, and Data Reporting Timeline, would be considered first.

(Item 2) Action on COVID-19 Protocols: School Closure, Quarantine Timeline, and Data-reporting Timeline

Background

Between September 2021 and January 2022, the Administration received calls and communications regarding the current COVID-19 protocols, specifically the 3% positivity rate used for closing schools, the 10-to-14-day exclusion period for positive and exposed cases, and the 14-day reporting window used to determine school closures.

COVID-19 Protocol Updates

- Threshold to transition to virtual learning
- Quarantine period
- Dashboard-reporting metrics

Recommendations are based on a review of the current practices of MPS, of the Council of Great City Schools, and of surrounding districts.

Threshold to Transition to Virtual Learning

MPS's Current Practice

A 3% positivity rate of a school's total population within a 14-day window will transition that school to virtual learning for 10 days.

Other Districts' Practices

Baltimore, MD

Two cases per classroom within 14 days result in a classroom closure. Three or more classrooms, from separate households, or 5% of unrelated individuals results in a closure.

Green Bay, WI

An elementary school will close for the lesser of five positive students within 10 days or 20% of staff.

Hamilton (Sussex, WI)

Seven-day average of cases rising above 9.5 for three consecutive days will require the wearing of masks and case monitoring; no closure percent.

Menomonee Falls, WI

In the case of15% of any unit (class, grade, school), the district consults with the County regarding closure.

Cudahy, WI

"Large percent" of positive cases go to the school board for a decision on closure.

Health and Safety Team's Recommendation

1. Remain with the 3% positivity threshold because the testing of students and staff is not as widespread as it is in other districts.
2. Consider increasing testing opportunities beyond symptomatic individuals.

Quarantine Period

MPS's Current Practice

14-day quarantine period for positive cases and close contacts. Quarantine period can be shortened to seven days for individuals without symptoms and a negative PCR test on sixth day after exposure.

Other Districts' Practices

Tulsa, OK

Five-day quarantine and five days of wearing masks for positive cases. No quarantine for vaccinated and boosted close contacts. Unvaccinated close contacts quarantine and wear masks for five days with a mask.

Minneapolis, MN

Five-day quarantine and 10 days of wearing masks for positive cases. Unvaccinated close contacts are quarantined for five days. Vaccinated close contacts are recommended to test.

Chicago, IL

Five-day quarantine for positive cases as of 2/1/22.

Cudahy, WI

No quarantine for vaccinated close contacts without symptoms. 10-day quarantine for unvaccinated or seven-day quarantine with a negative test on day six or seven.

Health and Safety Team's Recommendation

1. Consider concurrent quarantine period for household contacts
2. Remain with the 14-day quarantine period
    - Masks are not always worn with fidelity
    - New variant often doesn't show symptoms until later in the 14-day window
    - Symptoms are often confused with flu and allergies

Dashboard Reporting

MPS's Current Practice

Reports of positive cases by school are posted on the District's website during a 14-day window. Newly added to the COVID-19 Dashboard are the positive percentage by school and the number equaling the 3% threshold.

Other Districts' Practices

Cleveland, OH

Positive case reports are posted for 10 days as an "alert" on the school's website, which serves as the school community's notification.

Chicago, IL

Dashboard reports weekly the total tests, total number of positive cases, and positive percentage for each school.

Menomonee Falls, WI

Weekly reports for the district of the number of students in quarantine, positive student cases, and positive staff cases.

Cudahy, WI

Weekly reports by school of quarantined students, active positive cases, and closed classrooms.

Health and Safety Team's Recommendation

1. Maintain the 14-day dashboard, but to be transparent, indicate the dates of the current window, with cases added and dropping off.
2. Consider adding a "warning" notification as cases increase in a school's community so families can prepare.
3. Remove total symptom cases and total contacts

CDC's Guidelines

If you tested positive for COVID-19 or have symptoms, regardless of vaccination status:

- Stay home for at least five days
- Wear a well-fitted mask if you must be around others in your home.

If you were exposed to COVID-19 and a re up-to-date on COVID-19 vaccinations:

- No quarantine — you do not need to stay home unless you develop symptoms
- Get tested — even if you don't develop symptoms, get tested at least five days after you last had close contact with someone with COVID-19.

Milwaukee Health Department's Guidelines

Quarantine Time for COVID-19

- Stay home and away from other people for at least five days after your last contact with a person who has COVID-19
- Wear a well-fitting mask when around others at home
- For 10 days after your last close contact with someone with COVID-19, watch for COVID-19 symptoms

Exposed to COVID-19

You do not need to quarantine if:

- You are 12 years old or older and have received all recommended vaccine doses, including boosters
- You are 5-11 years old and have completed the primary series of COVID-19 vaccines
- You had confirmed COVID-19 within the last 90 days

NOVIR Testing

Additional opportunity for COVID-19 rapid testing on Wednesdays from 3 p.m. to 7:30 p.m. and Saturdays from 10 a.m. to 2 p.m. at Marshall, MacDowell, and Pulaski. Testing is offered to all MPS students and staff

Target start date: March 2, 2022

Recommendations

- Expand student testing and consent to test
- Campaign to support student vaccinations
- Reduce virtual-learning period to five days
- 3% positive rate in the building during a rolling 10-day window

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 2.06, Development of Administrative Procedures

Administration's Recommendation

The Administration is requesting that the current COVID-19 protocols as referenced above be re-evaluated and adjusted, if needed, in accordance with the guidelines of the City of Milwaukee's Health Department and of the Centers for Disease Control (CDC).

Director Siemsen moved to

1. adopt the Administration's recommendation to reduce the virtual-learning period to five days after 3% positivity is reached;
2. keep the 14-day rolling reporting dashboard window;

3. expand student testing, consent to test, and campaign to support student vaccinations; and
4. direct the Administration to bring to the Board, within the March 2022 board cycle, a detailed testing plan.

The motion passed, the vote being as follows

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

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(Item 1) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

The Office of Board Governance is requesting a closed session in order to consult with legal counsel who is rendering advice regarding litigation in which the Board is, or is likely to become involved. The closed session is requested pursuant to Wis. Stat., §19.85(1)(g), which allows a governmental body to enter into a closed session to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.35, Whistleblower Protections

Fiscal Impact Statement

NA

Recommendation

The recommendation is that the Board retire to closed session.

Director Carr moved to retire to executive session, pursuant to Wisconsin Statutes, §19.85(1)(g), in order to consult with legal counsel who is rendering advice regarding litigation in which the Board is, or is likely to become, involved.

The motion passed, the vote being as follows:

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

The Board retired to executive session at 10:41 p.m.

The Board adjourned from executive session at 11:49 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 24, 2022

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

Present — Directors Carr (5:47 p.m.), Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, Taylor, and President Peterson — 9.
Absent — None.

Before commencing with 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:

- M. Lucia Cardoso, a retired teacher at La Escuela Fratney;
- Jada Clay, a student at Samuel Clemens School;
- Dessie Ree Fisher, a retired teacher at Townsend Street Elementary;
- Romonia Hall, a retired secretary at Vincent High School;
- Thelma Hobson, a paraprofessional at Pulaski High School;
- Gabrielle Landry, a student at North Division High School;
- Avianna Mata, a student at Rogers Street Academy;
- James Anthony McCullough, Sr., a retired painter.
- Michael Sonnenberg, a retired regional superintendent; and
- Donnis Whiting, a retired steamfitter.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of January 2022, were approved as printed.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Action on a Technical Amendment to Contract Number B0001375/C029160

Background

On June 24, 2021, the Board approved the Award of Professional Services Contracts for Transportation, which included an award to American United Transportation Group, contract number B0001375/C029160. This item was a request to extend the contract for a second, and final, term of July 1, 2021, through June 30, 2022. The original contract that was presented for this item had the vendor's old name of American United Taxicab, Inc. The subsequent extensions show the updated name of American United Transportation Group. The vendor provided a W-9 confirming that its name is American United Transportation Group.

The Administration is requesting a technical amendment to correct this.

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 vendor's name on the contract will be corrected as per the vendor's current W-9.

Recommendation

The Administration recommends that the Board approve this technical amendment to contract #B0001375/C029160.

Director O'Halloran moved to approve the technical amendment. 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) Monthly Report, with Possible Action, of 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 January through mid-February are included in the following report.

Superintendent's Report

MPS Celebrates Black History Month

Black History Month is coming alive in Milwaukee Public Schools! Students and staff are planning, preparing, and participating in activities, projects, and performances all across the district to honor the contributions of Black Americans who have helped build our country, enhance everyday lives, and promote peace and equality. This year, staff and students have been extremely creative in developing the delivery of our Black History Month celebrations virtually.

Schools have hosted virtual programs, classroom teachers have taken students on virtual field trips, and individual students have created online presentations. This is all in addition to our traditional classroom activities such as speeches, posters, essays, and performances. We are proud of the rich learning experiences in which our schools are engaging in bringing Black History Month to life.

Black Lives Matter Week This was a week of phenomenal experiences. We had more than 750 participants join us for our week-long campaign. Activities included a kick-off with Dr. Decoteau J. Irby and went on to include a conversation about a Black film festival, panel discussions, and a staff and student showcase. Prior to our week-long campaign, schools engaged in monthly activities that focused on restorative justice, globalism and collective value, and Black villages. Activities will continue through March and April with loving engagement and empathy and radical Black educators.

We look forward to the continued work in both our Black History Month and Black Lives Matter Campaign activities as we finish out the month of February.

Professional Development

We have been working diligently with departments, schools, and staff on school culture districtwide. The enrollment in the following professional development offerings is evidence that we are moving in the right directions.

Restorative Practices

We had an overwhelming interest in the foundations of restorative practices and circles professional development courses. As a result, we have created additional sessions for staff to help ensure that everyone has an opportunity to receive this training.

M^3

Nearly 300 teachers signed up to participate in the M^3 Professional Development Day in February. The Professional Development Day topics included how to improve teaching practices, better understand students, address institutional racism, and create curriculum connections.

Courageous Conversations about Race (CCAR)

More than 2,600 administrators, teachers, and support staff completed the Courageous Conversations about Race professional development. Current staff will have the opportunity to sign up for this professional development, and it will be a part of the onboarding process for new staff.

MPS Virtual Kindergarten Enrollment Fair

Milwaukee Public Schools hosted a virtual Kindergarten Enrollment Fair on February 5, 2022, from 9:00 a.m. to 12:00 p.m. This virtual fair was critical for the surrounding families looking to begin their children's formal education. This fair allowed families the chance to explore schools which they may not otherwise have had an opportunity to visit. During the virtual fair, families were able to speak with school personnel one-on-one, take a virtual tour, ask questions, and feel the culture of the school community. Once parents completed their virtual visits, they had the option to select a school and register while at the virtual fair.

Along with the schools offering kindergarten, there was a booth for parents to learn more about and apply for the federal Head Start program. As a result of the fair, the MPS Head Start office received 30 new online applications for fall 2022.

School Counselors Are Spotlighted

Thank you to MPS school counselors! Every day, school counselors have an impact on the lives of students and help children find success in school. National School Counseling Week, sponsored by the American School Counselor Association, took place February 7–11, 2022. This week focused public attention on the professional school counselors who work with students every day, helping them to achieve in school, to navigate life, and to plan for careers.

School counselors promote success by seeing children for their needs and taking steps to meet those needs, whether it is a new backpack or comfort after the loss of a loved one. During a typical school year, counselors are actively engaged in working with parents to understand their children's personal situations; in focusing on positive ways to enhance students' social/personal, educational, and career development; and in working with teachers and other educators so that students can realize their potential and set healthy aspirations for themselves. The training and experience of school counselors makes them an integral part of the total education program.

Health and Safety

We continue to work closely with stakeholders as we navigate through the unpredictable changes of COVID-19. In response to these changes, we have added additional testing sites for staff and families, worked with our health and safety team along with the Milwaukee Board of School Directors to revisit COVID-19 protocols, provided additional supplies to schools, and continued working with local and state agencies to ensure that we are current on COVID-19 guidelines.

Youth Apprenticeships and Internships

We are excited to share that we had 39 students hold apprenticeships and 169 students hold internships during first semester of the 2021–22 school year. These apprenticeships and internships, whcih varied in the fields of interest, included hospitality and tourism; health science; transportation, distribution, and logistics; agriculture, food, and nutritional 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.

Financial Literacy

We were recognized by the Governor's Council on Financial Literacy and Capability for adopting a graduation requirement for personal finance in 2021. This makes Milwaukee Public Schools one of only 12 urban school districts in the country to put this requirement in place without a state policy. This historic decision guarantees that all students in the Milwaukee Public Schools system will receive financial education. This initiative will be a game-changer for Milwaukee students, impacting hundreds this year at three schools and thousands as the program is rolled out to every school in the district over the coming years. The guaranteed financial education resulting from this initiative is one of the most effective ways to break down the barriers to full financial inclusion and equity that exist in under-resourced communities.

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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 Executive Session in Order to Confer with Legal Counsel Regarding 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) Action on Adoption of an Election-district Apportionment Plan for the Election of Members of the Milwaukee Board of School Directors, Pursuant to Wisconsin Statutes, §119.08(1)

Background

The Wisconsin Statutes specify the constitution of school board districts as follows:

> 119.08 Election of board members. (1)(a) The board shall consist of one member elected at-large and 8 members elected from numbered election districts determined by the board. The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city.
>
> (b) Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following, the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08(1) redetermining the aldermanic district boundaries.

The Milwaukee Common Council adopted its aldermanic maps on January 18, 2022, which began the Board's 60-day timeline to act on a plan for redistricting.

Consistent with the process established with the last redistricting, which took place in 2011, the Office of Board Governance has been in constant communication with the Office of the City Clerk regarding the development of the Board's redistricting process. Representatives from the Office of the City Clerk and the City of Milwaukee Legislative Reference Bureau, which develops the City's redistricting process and plans for the election wards and the aldermanic districts, are assisting Milwaukee Public Schools (MPS), again

with demographic data, mapping, and technical assistance for the development of the Board's redistricting plan.

Analysis

Wisconsin Statutes, §62.08(1), which deals with aldermanic districts, requires that aldermanic districts be "as compact in area as possible and contain, as nearly as practicable by combining contiguous whole wards, an equal number of inhabitants according to the most recent decennial federal census of population." Similar requirements apply to the Board's districts. Data, including a table listing the population by the Board's districts, has been developed and provided to the Board to assist in the planning process.

Since 1991, various court decisions have affected the criteria that elected bodies may use in reapportionment. An opinion from Hogan and Hartson discussing the U.S. Supreme Court's April 19, 2001, decision in the North Carolina redistricting case states:

> The court reiterated its prior holdings that race may be a consideration in electoral redistricting, but not the "dominant and controlling" one. The High Court's recent decisions in this area have struck down a number of election districts where the jurisdiction in question relied too heavily upon race, but the court has left unclear the extent to which race could be permissibly be considered.

The opinion concludes with a summary of the issues facing the Board:

> While the Court's decision in Hunt thus gives some additional guidance to school districts facing redistricting issues, such school districts, like other electoral bodies, face the daunting task of reconciling the protection of minority voting rights based on race under the Voting Rights Act with the limitations on redistricting based on race created by the Supreme Court in Hunt's predecessor, Shaw v. Reno.

When the Board redistricted in 2001, it established guidelines for increasing opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest. These guidelines were also used in the 2011 redistricting process.

During the previous redistricting process, the Office of Board Governance requested an opinion from the Office of the City Attorney regarding the criteria that the Board may establish for redrawing its districts. A copy of that opinion was provided to board members as a part of the information used in the redistricting-planning process.

Redistricting Process, January/February 2022

The following is being provided for informational purposes:

The City of Milwaukee's Common Council completed its aldermanic redistricting process on January 18, 2022. The Milwaukee Board of School Directors has 60 days from that date to act on and to complete a plan for redistricting. The schedule below was presented for the Board’s consideration at the January 25, 2022, meeting of the Committee on Strategic Planning and Budget.

The process for the Milwaukee Board of School Directors to complete its reapportionment and redistricting includes two public hearings, a presentation from the City of Milwaukee Legislative Reference Bureau (LRB) of proposed maps for redistricting, meetings between board members and representatives of the LRB, and individual Board district townhall meetings. The newly-proposed district maps are also be made public before final adoption.

Reapportionment/Redistricting Schedule

The Office of Board Governance presented the Board with the following timeline, which adheres to state statutes:

January 25, 2022	Milwaukee Board of School Directors: Consideration of the reapportionment/redistricting schedule and process Public hearing and consideration of reapportionment/redistricting item Presentation of proposed MPS district maps by Legislative Reference Bureau
January 31-February 4, 2022	Milwaukee Board of School Directors and Legislative Reference Bureau meet on their individual districts’ maps
February 4-21, 2022	Milwaukee Board of School Directors conducted public meetings on their individual districts’ maps

February 11, 2022	Board Clerk: Publication of proposed reapportionment/redistricting plan
February 22, 2022	Milwaukee Board of School Directors: Public hearing and consideration of proposed reapportionment/redistricting plan and maps
February 24, 2022	Milwaukee Board of School Directors: Possible adoption of the Board's reapportionment/redistricting plan and maps

Publication of Proposed Reapportionment/Redistricting Plan

A webpage on the District's website has been developed to keep the public apprised of the apportionment/redistricting plan and process. The webpage can be found at:

> https://mps.milwaukee.k12.wi.us/en/District/About-MPS/School-Board/2022-Election-district-Apportionment- Redistricting.htm.

Public hearings were held both while the apportionment plan was being developed and after the plans were prepared. In addition, the information was shared at seven community meetings held by board members with their constituencies. The information was also shared through e-notify, through individual board members' listservs, and through the Board's meeting-notice subscription list. To ensure broad notification of the Board's being involved in its reapportionment/redistricting process, the information was also published in the *Daily Reporter, The Milwaukee Times, The Spanish Times,* and *The Community Journal.*

Statute, Administrative Policy, or Board Rule Implication Statement

The proposed redistricting plan was developed pursuant to Wisconsin Statutes, §119.08(1)(a), which states, in part, "The election districts shall be substantially equal in population and the boundaries of the election districts shall be drawn so as to reflect a balanced representation of citizens in all areas of the city." and Wisconsin Statutes, §119.08(1)(b), which directs:

> Within 60 days after the Common Council of the City enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08(1), the board shall, by vote of a majority of the membership of the Board, adopt an election district apportionment plan for the election of Board members which shall be effective until the city enacts a new ordinance under s. 62.08(1).

Fiscal Impact Statement

Any costs associated with the redistricting process and the plan's development will be charged to the contingency budget.

Implementation and Assessment Plan

The plan established for developing the Board's election districts would, at a minimum, increase opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest.

The City has adopted its aldermanic districts. The Board will be provided with two plans for developing the school board districts at the February 24, 2022 Regular meeting of the Board. The Office of Board Governance secured the services of the Milwaukee City Clerk's Office to assist the district staff in developing a plan for apportioning the Board's election districts. Once adopted, the new MPS district apportionment plan will be published on the MPS site and district materials will be updated.

Recommendation

The recommendation is that the Board

1. waive Board Rule 1.14 and give public hearing on this item; and
2. determine how it wishes to proceed.

As no one had registered to speak on this item, there was no need for a motion to waive Board Rule 1.14 in order to give public hearing on this item.

Director Carr moved to adopt reapportionment plan B, as represented by Map B provided under separate cover, as the election-district apportionment plan for the election of the Milwaukee Board of School Directors, pursuant to Wisconsin Statutes, §119.08(1).

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 a Request to Sign a Letter of Support for Act Now 2 Invest Relative to Dedicating the State Budget Surplus to K-12 Education

Background

The Office of Board Governance has received a communication from the Wisconsin Association of School Boards (WASB). The information in the letter, provided under separate cover, which was shared with the WASB Board of Directors last weekend, is from a group called "Act Now 2 Invest," and concerns its efforts to gather support for a letter signed by business leaders and educators in support of dedicating a portion of the projected state budget surplus to K-12 education.

The Milwaukee Board of School Directors is being asked to consider signing the letter in support.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy 2.01, General Governance Commitment

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Should the Board approve support for this effort, the Office of Board Governance will prepare a copy of the letter for transmission upon signature by the Board President.

Recommendation

The recommendation is that the Board

1. waive Board Rule 1.14 in order to give public hearing on this item; and
2. determine how it wishes to proceed

As no one had registered to speak on this item, there was no need for a motion to waive Board Rule 1.14 in order to give public hearing on this item.

Director Siemsen moved to approve signing the letter of support.

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 4) Monthly Report, with Possible Action, on Legislative Matters or Related Issues Concerning Milwaukee Public Schools

Background

With the Wisconsin's legislative session likely coming to a close in March, the State, which has an unprecedented $5.6 billion of revenue on hand, has yet to provide a traditional per-pupil increase to support students. Legislators, however, have introduced a number of concerning pieces of legislation, including a proposal to break Milwaukee Public Schools into eight new school districts.

Governor Evers has introduced an education package that would increase the special education reimbursement rate to 40%, increase English learners' categorical aid, and provide a $328 per pupil increase in the 2022-23 school years.

Additional policies introduced late is the session were also be discussed at this meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Board Governance Policy 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.

President Peterson passed the gavel to Vice-President Taylor at 6:48 p.m. The gavel was returned at 6:51 p.m.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The 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 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 its FY22 Work Plan.

Accountability and Efficiency Services

Between January 17, 2022 and February 14, 2022, Accountability and Efficiency Services fulfilled ten requests for information/research and six constituent inquiries. Accountability and Efficiency Services also completed one special project and closed one whistleblower report.

Accountability and Efficiency Services also continued to work with the Harvard University Center for Educational Policy Research on OAE's strategic data project. Specifically, this work is aimed at supporting the District's equity goals by seeking to establish a baseline of data-defined equity measures/indicators that can inform decision making in resource and budget allocations.

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) focused efforts on the Student Engagement Program.

Fourteen MPS high-school students began their CCS sponsored Reflo Sustainable Water Solutions Environmental Internship Program. The paid internship runs from February 2022 through June 2022. The goals of the internship include, but are not limited to:

- increasing knowledge and understanding of green infrastructure, climate education/justice, and sustainability practices;
- informing the District's and schools' sustainability practices and policies; and
- advancing the work of the board-adopted climate-justice resolution.

Additionally, three students engaged in interviews for internships in the administration and environmental services industries.

CCS's team members participated in a work-based learning collaboration meeting hosted by the Career and Technical Education (CTE) Department and the Community Assessment and Training Program (CATP). Participants brainstormed and discussed individual goals for work-based learning. which is essential and provides the opportunity to strengthen six key soft-skill areas: communication, enthusiasm and attitude, teamwork, networking, problem solving and critical thinking, and professionalism. These skills provide students with a competitive advantage for achieving career goals. CCS contributed to the meeting by providing examples of work-based learning opportunities that have been created with high schools and Mission Aligned Partner (MAP) facilities. The goal is to collaborate with internal partners to provide additional training opportunities for MPS high-school students. The meeting's participants will reconvene in the near future to develop an initiative/strategy for work-based learning within MPS.

CCS fulfilled four requests for lists of certified HUB firms in the area of construction.

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

* * * * *

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

The Board Clerk presented 10 expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors from the following dates and times:

- February 3, 2022, at 10:00 a.m.
- February 8, 2022, at 9:00 a.m., 10:30 a.m., and 11:30 a.m.
- February 11, 2022, at 9:00 a.m.
- February 16, 2022, at 10:30 a.m. and 11:30 a.m.
- February 17, 2022, at 9:00 a.m. and 10:00 a.m.
- February 18, 2022, at 8:30 a.m.

Also provided 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 February 3, 8, 11, 16, 17, and 18, 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 #10, Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts and Material Purchases and Report with Possible Action Regarding Air Quality, which had been set aside at the request of Director O'Halloran; and
- Report of the Committee on Accountability, Finance, and Personnel, Item #12, Report with Possible Action Regarding Data and Progress Associated with Reviewing Schools' Requests for ESSER III Funding for Additions and Renovation Projects, which had been set aside at the request of the Administration.

Director O'Halloran moved to accept the balance of the Committees' Reports.

The motion to accept the balance of the Committees' Reports prevailed, 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

Codes	Name	Position	Salary	Date
New Hires				
2	Jaime Isbell	Building Service Helper I	$15.18/hr.	01/10/2022
2	Syronia Clark	Food Service Assistant	$15.18/hr.	01/06/2022
2	Tueshanda Webster	Food Service Assistant	$15.18/hr.	01/06/2022
4	Eric Diamond	IT Service Technician	$15.18/hr.	01/03/2022
5	Eric Benson	Network Service Technician	$15.18/hr.	01/18/2022
4	Ana Aburto	Para Ed Assistant	$21,416.00	01/11/2022
5	Shameem Ahmed	Para Ed Assistant	$18,872.00	01/18/2022
2	Keonte Bishop	Para Ed Assistant	$20,028.00	01/04/2022
2	Shontrice Cross	Para Ed Assistant	$20,028.00	01/28/2022
4	Miriam De La Herran Zambaada	Para Ed Assistant	$22,803.00	12/22/2021
4	Laura del Carpio Bellido	Para Ed Assistant	$22,110.00	01/10/2022
4	Marisol Diaz Gonzalez	Para Ed Assistant	$18,872.00	12/16/2021
5	Haley Grimm	Para Ed Assistant	$18,872.00	01/07/2022
2	Kamera Hamilton	Para Ed Assistant	$18,872.00	01/04/2022
2	Donnis Haynes	Para Ed Assistant	$18,872.00	12/17/2021
5	Collin Heier	Para Ed Assistant	$18,872.00	01/31/2022
2	Fatiaah Humes	Para Ed Assistant	$22,110.00	01/04/2022
2	Jennifer Jackson	Para Ed Assistant	$18,872.00	01/07/2022
5	Monique Jahnke	Para Ed Assistant	$20,028.00	01/04/2022
5	Brooke Lindseth	Para Ed Assistant	$18,872.00	01/04/2022
2	JaNia Marion	Para Ed Assistant	$18,872.00	01/18/2022
5	Gracie OConnor	Para Ed Assistant	$18,872.00	01/10/2022
2	Renae Santiago	Para Ed Assistant	$18,872.00	01/12/2022
5	Michael Simmons	Para Ed Assistant	$18,872.00	01/10/2022
5	Stephanie Simmons	Para Ed Assistant	$21,416.00	01/05/2022
2	Keelyn Tyler	Para Ed Assistant	$20,722.00	12/20/2021
4	Marisol Villarreal Renteria	Para Ed Assistant	$18,872.00	01/04/2022
5	Natalija Walker	Para Ed Assistant	$19,334.00	01/13/2022
2	Brenda Byrd	Para Ed Assistant Hourly	$16.82/hr.	01/31/2022
2	Briana Nash	Para Ed Assistant — Parent Involvement	$25,162.00	01/07/2022
2	Harrison Dunggins	School Safety Assistant	$23,513.00	01/26/2022
2	Kennetta Ezell	School Safety Assistant	$23,513.00	01/26/2022
4	Laural Hermosillo	School Safety Assistant	$23,513.00	01/26/2022
2	Kizzy Holt	School Safety Assistant	$23,513.00	01/26/2022
2	Shapira Johnson	School Safety Assistant	$23,513.00	01/26/2022
2	Dante Sanders	School Safety Assistant	$23,513.00	01/26/2022
2	Joshua Schmidt	School Safety Assistant	$25,887.00	01/26/2022
2	Leo Smith	School Safety Assistant	$24,993.00	01/26/2022
2	Tranisha Topps	School Safety Assistant	$24,099.00	01/26/2022
2	Randall Whitley	School Safety Assistant	$23,513.00	01/26/2022
5	Rebecca Firkus	School Secretary I — 10-month	$28,016.00	01/14/2022
2	Ashanti Robertson	School Secretary I — 11-month	$29,766.00	01/04/2022
5	Evan Close	Social Work Aide II	$17,900.00	12/17/2021
2	Dayjah Anderson	Youth Apprentice	$15.00/hr.	01/03/2022
4	Alezario Aranda	Youth Apprentice	$15.00/hr.	01/03/2022
2	Marquavion Banks	Youth Apprentice	$15.00/hr.	01/03/2022
2	Jarrell Houston	Youth Apprentice	$15.00/hr.	01/03/2022
2	Tavion Johnson	Youth Apprentice	$15.00/hr.	01/03/2022
2	Kyontae Liddell	Youth Apprentice	$15.00/hr.	01/03/2022
2	Coran Shaw	Youth Apprentice	$15.00/hr.	01/03/2022
2	Jarayveontae Smith	Youth Apprentice	$15.00/hr.	01/03/2022
2	Nathaniel Treadway	Youth Apprentice	$15.00/hr.	01/03/2022

Codes	Name	Position	Salary	Date
Promotions				
3	Maivang Xiong	Accounting Assistant II	$48,595.00	01/03/2022
2	Monica Brinkley	Boiler Attendant	$44,505.00	01/10/2022
2	Miracle Brown	Boiler Attendant	$43,380.00	01/10/2022
2	Marquis Brisco II	Carpenter Registered Apprentice	$20.00/hr.	12/17/2021
2	Clementine Haynes	Para Ed Assistant	$19,334.00	01/18/2022
4	Claudia Avila	Secretary I — 11-month	$31,870.00	01/04/2022
2	Princess McClain	Secretary I — 11-month	$28,714.00	01/04/2022
5	Dawn Jacobus	Secretary I — 12-month	$41,030.00	01/10/2022
2	TiQuita Carter	Secretary II	$42,113.00	01/03/2022
Rehires				
2	Tierra Billings	Children's Health Assistant	$19,892.00	01/18/2022
2	Tanicha Suggs	Children's Health Assistant	$21,060.00	01/31/2022
2	Lanea Thompson	Children's Health Assistant	$19,307.00	12/22/2021
2	Anton Gardner	Food Service Assistant	$15.18/hr.	12/21/2021
2	Laquietta Jordan	Food Service Assistant	$15.18/hr.	01/04/2022
4	Ruben Garcia	Para Ed Assistant	$20,028.00	01/14/2022
2	Keyana Jackson	Secretary I — 12-month	$23,366.00	01/31/2022

Certificated Appointments

Codes	Name	Appointment	Level	Salary	Date
Teachers					
5, nr	Klug, Kelan J	English as a Second Language	01/BA	$44,870.00	1/18/2022
5, nr	Love, Julie M	Multicateg. Comp. SEN	01/MA	$82,230.00	1/24/2022
5, r	Scott, Michael J	Gen Elem & K8 — All Grades	01/BA	$63,009.00	1/18/2022
5, r	Solochek, Emily E	Multicateg EEN	01/MA	$56,980.00	1/18/2022
5, nr	Stever, Jennifer	Multicateg. Comp. SEN	01/MA	$67,802.00	1/24/2022
School Social Worker					
5, nr	Doll, Laura J	School Social Work	01/2A	$56,324.00	1/10/2022
Teachers, Early Start					
5, nr	DiNicola, Dawn M	School to Work	01/MA	$67,802.00	1/26/2022
5, r	Harris, Zachary	Social Studies	01/BA	$44,870.00	1/18/2022
2, r	LeFlore, Artrell J	AMP Music	01/BA	$44,870.00	1/24/2022
Permit Teacher					
5, r	Brady, Susan J	SAGE	XX/4W2	$44,073.00	1/10/2022
Permit Teacher, Early Start					
2, r	Bates, Charlene	Gen Elem & K8 — All Grades	XX/4W2	$44,073.00	1/10/2022
5, r	Lane, Megan	Social Studies	XX/4W2	$44,073.00	1/7/2022
5, r	Leopold, Christopher C	Spec Ed Multicateg.	XX/4W2	$44,073.00	1/4/2022

Codes:		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0
2	African American	2	0	0	0	2
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	0	0	0	0	0
5	White	10	1	0	0	11
6	Other	0	0	0	0	0
7	Two or more ethnic codes	0	0	0	0	0
	Males	5	0	0	0	5
	Females	7	1	0	0	8

r Resident
nr Non-resident

Levels	
(B)(BA)	Bachelor's Level (Teacher's)
(C)(MA)	Master's Level (Teacher's)

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, November 2021		
Kathleen McGovern	Holmes School	November 23, 2021
Kenneth Cooley	Out of Assignments	November 22, 2021
Illness Leave, December 2021		
Therese Kurszewski	Pratt Elementary	December 7, 2021
Beryl Parker	Riverside High School	December 17, 2021
Illness Leave, January 2022		
Marilynn Douglas	Holmes School	January 4, 2022
Michael Hicks	Franklin School	January 18, 2022
Debra Dawson	Itinerant-System-wide	January 18, 2022
Nancy Annaromao	Holmes School	January 19, 2022
Gabriela Koefler	Ronald Reagan Preparatory HS	January 10, 2022
Arieal Stewart	Elm Creative Arts School	January 26, 2022
Personal Leave, December 2021		
Arieal Stewart	Elm Creative Arts School	January 18, 2022

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Personal	18.0	5	Carrie Baker Jackson	Teacher	Ronald Reagan	07/01/2022
Other Dist	2.3	5	Sarah Baumann	Teacher	Zablocki	12/31/2021
Other Dist	3.9	5	Isabella Beaupre	Teacher	Story	12/10/2021
Other Work	1.4	5	Hannah Becker	Teacher	Meir	01/03/2022
Personal	1.4	3	Shivani Bhagat	Teacher	Jackson	01/03/2022
Personal	0.3	5	Terra Caldwell	Teacher	Central Svcs	12/08/2021
Retire	22.4	2	Gloria Chisolm	Psych	Central Svcs	04/18/2022
Personal	2.0	5	Evangelia Dimitriades	Teacher	Emerson	12/31/2021
Personal	13.3	5	Mark Enters	Teacher	Riverside	12/23/2021
Retire	18.9	5	John Girouard	Teacher	Milw Sch Lang	12/23/2021
Personal	2.0	5	Ann Govig	Teacher	MacDowell	05/27/2022
Other Dist	6.4	5	Chelsea Hanson	Teacher	AAL	01/14/2022
Retire	8.4	2	Ersol Henry	SSW	Central Svcs	12/30/2021
Other Dist	0.9	4	Alejandra Hernandez	Teacher	Wedgewood Park	01/21/2022
Personal	2.4	5	Victor Hoel	Teacher	Riverside	01/14/2022
Personal	12.5	5	Carolyn Hoelzer	Teacher	Marshall	01/07/2022
Personal	5.0	2	Sherice Holliman	Teacher	River Trail	01/03/2022
Personal	3.4	2	Gevonchai Hudnall	Teacher	Bradley Tech	01/03/2022
Retire	22.0	3	Samuel Jasti	Teacher	Gaenslen	02/21/2022
Retire	24.0	5	Kimberly Johnson	Teacher	Parkside	06/17/2022
Personal	2.8	2	RiAna Johnson	Teacher	Starms	12/30/2021
Personal	5.3	5	Samuel Lipton	Teacher	Riverside	12/24/2021
Personal	6.0	5	Jennifer Lukaszewski	Teacher	AAL	06/17/2022
Other Work	1.5	5	Michael Marcheschi	Teacher	Lancaster	01/24/2022
Personal	1.4	2	Aneka McBride	Teacher	Thoreau	01/03/2022
Retire	30.3	5	Jacqueline Meifert	Coord III	Central Svcs	01/21/2022
Personal	2.4	5	Katir Meyers	Teacher	Clarke	01/07/2022
Other Dist	0.5	5	Allison Moore	Teacher	Green Tree Prep	01/28/2022
Other Dist	2.0	4	Maria Ortiz	Teacher	South Division	05/27/2022
Personal	1.4	4	Marimar Ortiz Gomez	Teacher	Audubon MS	12/23/2021
Personal	2.0	4	Sandy Perez Sanchez	Teacher	Hamilton	05/27/2022
Other Dist	3.4	3	Rithinay Punyamurthula	Teacher	Siefert	12/31/2021
Personal	2.0	4	Kristen Ramirez	Sup Assoc	Central Svcs	01/16/2022
Other Dist	7.4	4	Isamary Reyes	Teacher	JMAC	12/31/2021
Retire	24.6	5	Lisa Ritchie	Psych	Stuart	06/22/2022
Personal	2.0	4	Ivonne Rodriguez	Counselor	Pulaski	01/07/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Other Dist	8.5	4	Gloria Roschke	AP	Mitchell	01/28/2022
Personal	2.7	5	Deanna Rugzie	Psych	Obama SCTE	06/03/2022
Retire	20.3	4	Rocio Santa	Teacher	Hamilton	06/30/2022
Personal	5.4	5	Margaret Schmidt	Teacher	Pulaski	12/31/2021
Personal	2.0	5	Lisa Seidl	Teacher	Manitoba	01/09/2022
Other Dist	3.5	5	Isabella Snyder	Teacher	Kilbourn	02/01/2022
Personal	7.4	5	Curtis Stelmaszewski	Teacher	Longfellow	01/04/2022
Personal	5.0	2	Rachel Story	Teacher	Marshall	02/02/2022
Personal	8.1	6	Elan Tillman	Teacher	Zablocki	01/24/2022
Personal	16.4	5	Kerry Wagner	Teacher	Gaenslen	01/25/2022
Retire	30.0	2	Aaron Womack	AP	WCLL	02/28/2022
Personal	19.3	3	Jou Xiong	Teacher	Parkside	01/07/2022
Classified Retirements						
Retire	31.1	2	Audry Battiste	Secretary I	Marshall	01/03/2022
Retire	7.0	5	Kevin Brandstetter	Boiler Att	Washington HS	01/08/2022
Retire	28.9	5	Stephanie Brandt	Manager II	Central Svcs	01/08/2022
Retire	20.4	2	Denise Brown	Nurse Assoc	Central Svcs	01/05/2022
Retire	22.8	4	Carmen Colon De Lopez	Para	ALBA	01/01/2022
Retire	8.1	2	Nancy Dandy	Para	Hawthorne	01/01/2022
Retire	24.9	5	Charles Janusz	Plumber	Plumbing Shop	12/30/2021
Retire	29.3	4	Daniel Ruiz	Safety Asst	School Safety	01/08/2022

Reasons for Retirement

	Classified	Certificated
Other District		10
Other Work		2
Personal		27
Retirement	8	9

Committee's Recommendation

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

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

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

Recommended Appointments

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

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, nr	Carol Hadley	Manager II, Employee Benefits	Office of the Chief of Human Resources	03	12A	$120,980
5, r	Jean Gatz	Manager II, Psychological Services	Office of the Chief of Academics	03	12A	$119,500
2, r	Leah Gilliam	Coordinator III, Extended Learning	Office of the Chief of Academics	03	08A	$101,577
4, r	Jason Orozco	Talent Management Specialist I	Office of the Chief Human Resources	03	08A	$101,577
2, r	Patricia Ellis	Director I, Equity & Inclusion	Office of the Chief of Communication & School Performance	03	14A	$101,159

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, r	Jonathan Tempesta	Manager I, MPSU Programing	Office of the Chief of Human Resources	03	11A	$99,047
5, nr	Josh Zimmers	Assistant Principal III — Transition HS	Office of the Chief of School Administration	03	12C	$92,978
5, r	Christine Sween	Supervisor I, Technology Support	Office of the Chief of Communication & School Performance	03	09A	$91,158
2, r	Edwin Conner	Assistant Principal III - James Madison HS	Office of the Chief of School Administration	03	12C	$89,341
4, r	Martha Silva-Krieger	Assistant Principal I - Doerfler	Office of the Chief of School Administration	03	10C	$89,223
5, r	Elizabeth Zizzo	Coordinator III — Bilingual & Multicultural	Office of the Chief of Academics	03	08A	$87,761
2, r	Stephanie Morgan	Assistant Principal I — Congress	Office of the Chief of School Administration	03	10C	$86,969
2, r	Ramona Phillips	Assistant Principal III - Riverside High School	Office of the Chief of School Administration	03	12C	$86,969
5, r	Dana Gagnon Hubka	Assistant Principal I — Riley	Office of the Chief of School Administration	03	10C	$84,974
2, r	Antira Stampley	Associate III, Extended Learning	Office of the Chief of Academics	03	05A	$82,296
3, r	Pa Xiong	Talent Management Specialist I	Office of the Chief of Human Resources	03	08A	$79,711
4, r	Patience Wade	Assistant Principal III — Marshall High School	Office of the Chief of School Administration	03	12C	$78,891
2, r	Florence Greenhill	Associate III, Extended Learning	Office of the Chief of Academics	03	05A	$78,750
5, r	Tracey Parrish	Associate II, Foundation Business	Office of the Superintendent	03	04A	$73,924
4, r	Ranulfo Villalobos	Assistant Principal I, Milwaukee Spanish Immersion	Office of the Chief of School Administration	03	10C	$76,994
4, r	Raquel Mendoza	Coordinator I, Infinite Campus	Office of the Chief of School Administration	03	06A	$65,000
5, r	Adrianne Beck	Analyst I — Compensation	Office of the Chief of Human Resources	09	05A	$64,624
5, r	Russell Fox	System Administrator Technology	Office of the Chief of Communication & School Performance	03	06A	$64,190
2, nr	Shannon Smith	Administrative Assistant III, Benefits, Pension & Compensation	Office of the Chief of Human Resources	03	03A	$57,133
5, nr	Matthew Zellmer	Planning Assistant III, College & Career	Office of the Chief of Academics	03	02A	$56,713
2, r	Robbie Kendall	Associate II, Records Management	Office of Board Governance	03	04A	$58,800

Recommended Reassignments

Your Committee recommends that the following individual be reassigned as indicated, to be effective upon approval by the Board.

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
4, nr	Joandy Williams	Program Supervisor I — Head Start	Office of the Chief of Academics	0	09A	$102,417

Recommended Reclassifications

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

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, r	Gina Jorgensen	Teacher Leader	Office of the Chief of Academics	1C	MA	$92,647
5, r	Steven Vande Zande	Teacher Leader	Office of the Chief of Academics	1C	MA	$92,647
2, r	Lois Womack	Teacher Leader	Office of the Chief of Academics	1C	MA	$92,647
5, nr	Amy Wayd	Teacher Leader	Office of the Chief of Academics	1C	MA	$90,659
2, r	Ijoister Harris	Teacher Leader	Office of the Chief of Academics	1C	BA	$78,558
5, nr	Aimee Hyland	Teacher Leader	Office of the Chief of Academics	1C	MA	$74,751
5, r	Randi Wagner	Teacher Leader	Office of the Chief of Academics	1C	BA	$69,468
5, r	Kevin Fine	Teacher Leader	Office of the Chief of Academics	1C	BA	$58,560

Recommended LTE Contracts Exceeding 60 Days

Your Committee 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
5, nr	Michelle Gozdecki	Audiologist	Office of the Chief of Academics	$45.00	01/04/22-06/30/22
2, r	Teresa Adams	EEIC Mentor for Principals	Office of the Chief of Academics	$40.00	01/01/22-06/30/22
2, r	Lorraine Applewhite	EEIC Mentor for Principals	Office of the Chief of Academics	$40.00	01/01/22-06/30/22
5, r	Linda Bolin	EEIC Mentor for Principals	Office of the Chief of Academics	$40.00	01/01/22-06/30/22
2, r	Jasmine Bounds	ESSER Tutoring	Office of the Chief of Academics	$40.00	01/04/22-05/25/22
2, r	Melinda Chandler	School Nurse	Office of the Chief of Academics	$40.00	01/03/22-06/30/22
5, r	Lisa Chatman	Library Media/Curriculum Specialist	Office of the Chief of Academics	$40.00	12/22/21-06/30/22
2, r	Beverly Conner	Administrator Coaching & Mentoring	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
5, r	Joseph Hartlaub	Administrator Coaching & Mentor	Office of the Chief of School Administration	$40.00	12/31/21-06/30/22
5, r	James Lawton	Educator Effectiveness Implementation Coach	Office of the Chief of Academics	$40.00	01/01/22-06/30/22
5, r	John Linn	Project Manager & Inspector	Office of the Chief of School Administration	$40.00	01/04/22-06/30/22
5, r	Jeffrey Krupar	EEIC Mentor for Principals	Office of the Chief of Academics	$40.00	01/01/22-06/30/22
5, r	Christine Flood	Education Pathways Coordinator	Office of the Chief of Academics	$40.00	01/10/22-06/30/22
5, r	Sandy Schroeder	Project Manager & Site Coordinator	Office of the Chief of School Administration	$40.00	02/01/22-06/30/22
5, r	Karen Green	Computer Science Instructional Coach	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, nr	Michael Fendry	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
2, r	Willie Fuller	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, nr	Christopher Geiser	Accompanist Music Department	Office of the Chief of School Administration	$30.00	01/01/22-05/27/22
2, r	Justine Hutchins	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/2
5, r	Tammy Nemoir	Infinite Campus Coordinator — Database Support	Office of the Chief of School Administration	$30.00	01/06/22-06/05/22
5, r	Katelyn Paterson	Female Vocal Instructor — Music Department	Office of the Chief of School Administration	$30.00	01/01/22-05/27/22
5, r	Clara Tracey	Art Audition Coordination & MACL Orchestra Instruction	Office of the Chief of School Administration	$30.00	02/01/22-05/31/22

Codes	Name	Position	Assignment	Hourly Wage	Dates
5, r	James Tomasello	Artist in Residence/Co-advisor	Office of the Chief of School Administration	$30.00	01/01/22-05/21/22
5, r	Nina Zealy	Induction & Support Specialist	Office of the Chief of Academics	$30.00	01/01/22-06/30/22
5, r	Annette Fayne	Administrative Assistant III	Office of Board Governance	$27.86	01/01/22-06/01/22
2, r	Jacqueline Davis	Human Resources Assistant	Office of the Chief of Human Resources	$25.00	02/01/22-05/01/22
5, nr	Angela Chojnacki	School Kitchen Manager Mentor	Office of the Chief of Finance	$24.25	02/11/22-06/10/22
5, r	Dawn Butler	School Kitchen Manager Mentor	Office of the Chief of Finance	$22.51	02/11/22-06/10/22
2, r	Quwan Booker	Safety Assistant	Office of the Chief of School Administration	$22.00	01/04/22-05/26/22
5, r	Julie Kenney	Safety Assistant	Office of the Chief of School Administration	$22.00	01/01/22-06/01/22
4, r	Leticia Cortes	WIP Intern	Office of the Chief of Human Resources	$20.00	01/01/22-06/30/22

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

* * * * *

(Item 3) Action on Investment-management Services for the Milwaukee Board of School Directors' Supplemental Early Retirement Plan for Teachers (the Teacher's Plan) and for the Milwaukee Board of School Directors' Early Retirement Supplemental and Benefit Improvement Plan (the Administrator's Plan)

Background

On December 2, 2021 BMO Harris Bank, N.A., (BMO Financial Group) notified Milwaukee Public Schools that, due to the transfer of part of BMO's asset-management business to another entity (Ameriprise Financial, Inc.), BMO would no longer provide investment-management services for the Milwaukee Board of School Directors' Supplemental Early Retirement Plan for Teachers (the Teacher's Plan) and for the Milwaukee Board of School Directors' Early Retirement Supplemental and Benefit Improvement Plan (the Administrator's Plan) as of December 31, 2021. This unanticipated development would have left portions of these two supplemental pension plans — both of which have been frozen for years, but still retain significant assets and will require administration for years to come — without an investment manager following less than a full month's warning.

The Milwaukee Public Schools Office of Human Resources has worked with the City Attorney's office and the plans' current investment advisors, Callan LLC, to negotiate an extension of BMO's deadline through February 28, 2022. BMO indicated that this was the absolute latest deadline to which it could agree. In the memo attached to the minutes of your Committee's meeting, Callan LLC has presented a recommendation for a path forward that would meet the guidelines of the current investment policy statement.

The assets in question represent a relatively small portion of each plan's total assets, but are important in that they provide liquidity that allows for benefit payments to occur in a timely and efficient manner. Administration seeks approval to invest these assets in the Baird Intermediate Bond Fund, as described in Callan's memo. This approach will provide a stable and cost-effective solution in the coming months, during which the Administration will work to evaluate the best long-term strategy for these plans, including the potential issuing of Requests for Proposal (RFPs) regarding necessary investment-management and advisory services. Of course, if and when vendors are selected, the Administration will present any resulting contracts to the Board for its approval.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item does not authorize expenditures

Implementation and Assessment Plan

Upon approval by the Board, the Administration will direct BMO Financial Group to transfer 100% of the Teacher's Plan's and Administrator's Plan's assets currently under BMO's management to the Baird Intermediate Bond Fund on March 1, 2022.

Committee's Recommendation

Your Committee recommends that the Board approve the recommendation presented by Callan to invest 100% of the Teacher's Plan's and Administrator's Plan's assets currently under BMO's management in the Baird Intermediate Bond Fund, which meets the guidelines of the current investment policy statement.

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

* * * * *

(Item 4) Action on a Request to Approve Revisions to the District's Organizational Chart

Background

The Superintendent is requesting approval of the proposed revisions to the District's organizational chart to achieve greater efficiency in overall district operations.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 2.03, Administrative Organization Plan

Fiscal Impact Statement

The proposed revisions to the organizational chart have no fiscal impact.

Implementation and Assessment Plan

Upon approval by the Board, the proposed organizational changes will be implemented.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to the District's organizational chart as outlined 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 5) Action on Monthly Finance Matters: Change Orders in Excess of $25,000 and Emergency Purchases Due to COVID-19; 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; Acceptance of Donations.

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000. This is an informational item, and no action is required.

C29938 Parallel Employment Group

Original Contract Amount..... $109,999.00
Increase $100,000.00
Adjusted Contract Amount..... $209,999.00

On April 21, 2021, the Milwaukee Board of School Directors and Parallel Employment Group, Inc., entered into professional services contract number C029938 ("Contract"), with a term of May 1, 2021, through April 30, 2022, for qualified, diverse substitute teachers for regular education and special education of pre-Kindergarten through 12th grade. On November 3, 2021, additional funds were added to cover additional substitute teachers for the district. On December 20, 2021, the contract was extended through December 31, 2022, and additional funds added to support vacancies in paraprofessional positions as well as substitute-teacher shortages across the district.

Report on Emergency Purchases Due to COVID-19

In compliance with Administrative Policy 3.09(14)(c), the Administration is reporting emergency purchase orders with a vendor for products related to the COVID-19 pandemic. Due to the emergency nature of this procurement, which was made on an exception-to-bid basis, the purchase has not been previously approved by the Board. This is an informational item, and no action is required.

Vendor	Description	Quantity	Purchase Order	PO Total
Diamond Discs	KN95 Face Masks	682,400 childrens' masks and 1,304,005 adults' masks	P956427	$1,072,050.75
Diamond Discs	KN95 Face Masks	578,400 children's masks and 937,200 adults' masks	P957082	$816,228.00
Office Depot	Purell Hand Sanitizer	13,157 each		
	Kleenex Tissue	35,305 boxes	P956937	$81,028.04
Cintas	Nitrile Gloves	2,878 boxes	P957220	$35,975.00
Nassco	Clorox Wipes	505 cases	P957027	$17,084.15

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on school fund 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			
Morse Middle School	Richard and Nansi Hawkins	$200.00	General School Supplies
Trowbridge School	Dennis Cook	$100.00	STEAM
Keefe Avenue School	Aquanta Odekunle*	$25.75	PBIS Incentives
Keefe Avenue School	Alexis Haney	$2.00	PBIS Support
Keefe Avenue School	Lashona Lee	$2.00	PBIS Support
Keefe Avenue School	Nancy Wong-Woessner	$2.00	PBIS Support
Keefe Avenue School	Logan Scarpace	$2.00	PBIS Support
Keefe Avenue School	Tracy Paulson	$2.00	PBIS Support
Lincoln Middle School	Daniel Randolph	$1,300.00	For Homeless Students
North Division High School	Milwaukee Club Frontier	$500.00	PBIS Support
Hamilton High School	Kingfish Solutions, LLC	$30.89	General School Supplies
Lincoln Middle School	Mix Church	$500.00	For Homeless Students
Meir School	Big Green	$2,000.00	Big Green Jumpstart
	Total Monetary Donations	*$4,666.64*	
Non-monetary Donations			
Trowbridge School	Donors Choose	$314.96	Games
Trowbridge School	Donors Choose	$379.16	Sharemike

Location	Donor	Amount	Gift or Purpose
Trowbridge School	Donors Choose	$611.81	Classroom Document Camera
Trowbridge School	Donors Choose	$504.82	Library Supplies and Books
Trowbridge School	Donors Choose	$330.47	Kleenex and Classroom Rug
Trowbridge School	Donors Choose	$220.72	Markers
Trowbridge School	Donors Choose	$132.86	Fidgets for Students
Emerson School	Milwaukee Urban League	$375.00	Goodwill Vouchers
Silver Spring School	Donors Choose	$700.30	General School Supplies
French Immersion School	Mabel Lamb	$1,325.00	Gift Cards
French Immersion School	Anonymous	$250.00	Wrapped Gifts for Families
Zablocki School	Helen Bechthold*	$500.00	Books for Students
Project Stay Senior Institute	Tikkun Ha-Ir	$336.00	42 Holiday Gift Bags
Goodrich School	Donors Choose	$231.87	Germs, Germs Go Away
Goodrich School	Donors Choose	$292.44	Classroom Library
Goodrich School	Donors Choose	$335.18	Posters and Rugs
Goodrich School	Donors Choose	$274.88	Keep Us in the Classroom
Goodrich School	Donors Choose	$170.83	Snack Break
Goodrich School	Donors Choose	$446.97	Healthy Safe
Goodrich School	Donors Choose	$316.90	Sensory Superstars
Goodrich School	Donors Choose	$273.07	Celebrating My Scholars
Goodrich School	Donors Choose	$182.22	Learn to Rhyme
King Elementary School	ID Solutions	$800.00	Toys and Gift Cards
King Elementary School	Donors Choose	$172.33	Game On
Marshall High School	Donors Choose	$196.00	Lens
Hayes Bilingual School	Donors Choose	$233.00	Gift Card-Teachers Pay Teacher
Hayes Bilingual School	Donors Choose	$240.67	Spanish Books
Milwaukee High School of Arts	Donors Choose	$460.05	Headphones
Gwen T. Jackson School	Donors Choose	$292.17	General School Supplies
Ninety-Fifth Street School	Donors Choose	$372.65	Kargol Books
Ninety-Fifth Street School	Donors Choose	$218.49	Kargol Wellness
Ninety-Fifth Street School	Donors Choose	$336.45	Kargol Cozy Reading
Ninety-Fifth Street School	Donors Choose	$367.75	Kargol Special Ed
Ninety-Fifth Street School	Donors Choose	$294.50	Mutz Books
Silver Spring School	Mary Pierson	$100.00	Office Supplies
Zablocki School	Anonymous	$200.00	Candy for Fundraiser
Silver Spring School	Donors Choose	$230.75	Gaming to Success
Riverside High School	Donors Choose	$339.53	Personal Hygiene Products
Riverside High School	Donors Choose	$344.29	Food, Clothing , and Hygiene
Riverside High School	Donors Choose	$542.18	Books
Longfellow Elementary	Donors Choose	$244.60	Label Maker and Tape
Longfellow Elementary	Donors Choose	$623.32	Sensory Supplies
Longfellow Elementary	Donors Choose	$137.07	Time Student Magazines
Greenfield School	Donors Choose	$294.80	Math Supplies
Starms Early Childhood School	Alpha Kappa Alpha Sorority, Inc*	$208.30	Craft Items
Howard Avenue Montessori	Liz and Michael Anderson	$40.00	General School Supplies
Meir School	Donors Choose	$182.07	General School Supplies
Maple Tree School	Donors Choose	$388.79	General School Supplies
Kilbourn School	Donors Choose	$424.30	General School Supplies
Kilbourn School	Donors Choose	$404.42	General School Supplies
Kilbourn School	Donors Choose	$503.84	General School Supplies
MacDowell Montessori	Donors Choose	$555.50	Language Tools
Walt Whitman School	Katina Shaw	$90.00	Brewers Baseball Sign Ball
Walt Whitman School	Klement	$71.60	Klement Brats
Browning School	Donors Choose	$512.94	General School Supplies
Browning School	Donors Choose	$555.91	General School Supplies
Kilbourn School	Donors Choose	$494.75	General School Supplies
Kilbourn School	Donors Choose	$422.80	General School Supplies
	Total Non-monetary Donations	*$20,401.28*	
Total Value of Donations		$25,067.92	
**Donations from MPS Alumni*		*$734.05*	

Committee's Recommendation

Your Committee recommends that the Board accept the donations as listed above, 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.

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(Item 6) Action on the Award of Professional Services Contracts

——— Authorization to Enter into a Blanket Contract with Office Depot, LLC, for Office Supplies (via America Saves)

The Administration is requesting authorization to enter into a blanket contract with Office Depot, LLC, for office supplies. Office Depot participates in the America Saves cooperative arrangement which Office Depot has with the lead agency, Oakland County, Michigan. This cooperative offers competitively bid items (Q2 2018) through September 2023 and provides office supplies at discounted rates to MPS's schools and departments. Within this cooperative, MPS can continue to purchase:

- cleaning and breakroom supplies
- copy and print services
- filing and binding
- furniture
- ink and toner
- labels and forms
- miscellaneous items
- office essentials
- paper
- technology
- writing and drafting materials

There are no participation fees for Milwaukee Public Schools to piggyback onto this cooperative.

The blanket contract will be for a term from March 1, 2022, through September 30, 2023. The total amount of the contract will not exceed $6,000,000.00.

Budget Code: Various.....$6,000,000.00

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

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.

The Government Accounting Standards Board's (GASB's) Statement No. 67/68 requires governmental entities to disclose the financial reporting for pension plans administered through trusts. These services are permissible fees to the pension trusts and thus will not be processed through IFAS. These fees will not exceed $72,970.

The Administration also is requesting authorization to extend the contract with Gabriel Roeder Smith & Company for actuarial consulting services associated with projecting the District's OPEB liability. GASB's Statement No. 74/75 requires governmental entities to quantify and 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 having been met, and the Board's approval. MPS is exercising the first option to extend the contract. The contract

extension will run from March 1, 2022, through February 28, 2023. The total cost of the contract in this extension term will not exceed $40,855.

Budget Code: OBA-0-0-EMB-DW-ECTS (Contract Services — Other Business) $40,855.00

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

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:

- Office Depot, LLC, for Office Supplies,
  Various Budget Codes $6,000,000;
- Gabriel Roeder Smith & Company, for Pension Actuarial
  Services Related to Other Post-employment Benefits
  (OPEB) Liability,
  OBA-0-0-EMB-DW-ECTS.....$40,855.

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.

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(Item 7) Action on the Award of Professional Services Contracts for 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 education 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. Hubbard, Wilson, Zelenkova, LLC, has met the performance metrics codified in the contract; therefore, MPS is exercising the first option year for the contract.

This contract extension will run from April 1, 2022, through March 31, 2023, 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	200	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 is the following professional services contract:

- Hubbard, Wilson, Zelenkova, LLC, for lobbying services, ADT-0-0-OBG-OB-ECTS $80,000

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 8) Action on the Award of Exception-to-Bid Contracts

——— Authorization to Extend a Contract with 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 extend 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 five mentors to support new arts teachers in their first five years of service. UWM will also support the new art teachers through coaching, observation, and stipends for professional development, student field trips, and classroom resources. Lastly, UWM will provide arts-integration opportunities as supported through Lynden Sculpture Garden in conjunction with the Cargill program. These opportunities will include teacher support through the Lynden summer institute, teacher reconvenes, artist workshops, field trips, and residencies.

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 original contract provided for two one-year options to extend based upon mutual consent of the parties and the Board's approval. MPS is exercising the second option year of the contract, which will run from March 1, 2022, through February 28, 2023.

The total cost of the contract in the second extension will not exceed $75,000.

Budget Code: SDV-0-S-VD2-CI-ECTS (New Teacher Support — Contracted Services) $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	0	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 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 9) Action on a Request to Adopt a Resolution to Support the Safe Routes to Schools (Transportation Alternatives Program) Grant Application

Background

The Milwaukee Safe Routes to Schools program increases the number and safety of children walking or biking to school by bringing instructors, bikes, and helmets directly into schools for two weeks to provide in-depth education using in-class and on-bike modules. Since the program's inception in 2004, more than 20,000 MPS students have been exposed to this lifesaving curriculum.

In an effort to continue teaching and promoting walking and biking safety, Milwaukee Public Schools Administration requests that the Board adopt the following resolution in support of the application for the Safe Routes to Schools grant to be submitted to the Wisconsin Department of Transportation-Transportation Alternatives Program-for fiscal years 2025 and 2026.

Resolution of Support for Wisconsin Department of Transportation's (WisDOT's) 2025-2026 Transportation Alternatives Program (TAP) Award Cycle

WHEREAS, The Milwaukee Public Schools supports the TAP application submitted by the Milwaukee Public Schools to WisDOT for the 2025-2026 award cycle, the application being for Safe Routes to School Education Projects, which increase the number and safety of children walking or biking to school by bringing instructors, bikes, and helmets directly into schools for two weeks to provide in-depth education using in-class and on-bike modules; and

WHEREAS, As MPS is Wisconsin's largest, most diverse school district — with 80% of its students being eligible for free or reduced-priced lunch — continued support is requested; and
WHEREAS, The Milwaukee Public Schools recognizes that WisDOT reimburses project sponsors for the federal share of 80% of the approved TAP project costs, up to the limit of the federal award amount; and
WHEREAS, In light of the minimum 20% match requirement, the Milwaukee Public Schools has secured matching funds and/or commits to securing the matching funds; now, therefore, be it
RESOLVED, That, if the Milwaukee Public Schools is awarded funding by WisDOT for the 2025-2026 TAP award cycle, the Milwaukee Public Schools is authorized to and agrees to accept the award and enter into all necessary agreements with WisDOT for the above-referenced project; and be it
FURTHER RESOLVED, That the Milwaukee Public Schools agrees to comply with all applicable laws, requirements, and regulations as outlined in the WisDOT's 2025-2026 TAP application materials, the state-municipal agreement between WisDOT and Milwaukee Public Schools, and any other program and/or project documentation.

The resolution affirms that, if awarded the grant, Milwaukee Public Schools commits to implementation of the program in partnership with the Bike Federation of Wisconsin.

Strategic Plan Compatibility Statement

Goal 2, Student, Family, and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.03, Security

Fiscal Impact Statement

The total grant request is $419,900. The required match is 20 percent ($42,190.00 in year one and $41,790.00 in year two), for a total of $83,980.00 from budget code HPE-0-I-LAM-DW-ECTS.

Implementation and Assessment Plan

Upon approval by the Board, the resolution will be submitted.

Committee's Recommendation

Your Committee recommends that the Board adopt the resolution to accept the award from the Wisconsin Department of Transportation supporting the Safe Routes to Schools grant application.

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

* * * * *

(Item 10) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts and Material Purchases and Report with Possible Action Regarding Air Quality

Professional Services Contracts

RFP #6606-02 Security Guard Response Services at Various Locations

A request for proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide security guard response services at various locations.

Selected firm ..... Securitas Security Services USA, Inc.
Contract Amount ..... $350,000.00 over the three-year term
Contract Period..... February 25, 2022-February 24, 2025
Budget Code ..... Various

RFP #21-035 Fire Alarm System & Component Testing & Inspection Services at Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide fire alarm system & component testing & inspection services at various MPS locations.

Selected firm ..... Action Fire and Alarm Inc.
Contract Amount..... $173,000.00
Contract Period..... February 25, 2022-February 24, 2024
Budget Code..... Various

The contract is a two-year contract with $66,459.00 to be encumbered from FY23 in year one. The balance of the dollars will be encumbered from the FY24 budget.

The District has the ability to terminate the contract if funds are not available in FY24.

RFP #21-029 Electric Motor and Pump Servicing at Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide electric motor and pump servicing at various MPS locations.

Contract Amount Contracts will be issued on an as-needed basis on a pre-approved rate schedule, not to exceed $300,000.00 annually.

Selected firm ..... Quality Electric Service, Inc.
Contract Period..... February 25, 2022-February 24, 2025
Budget Code..... Various

Material Purchases

Pool Chemicals

Various MPS Sites

Prime Contractor
Carrico Aquatic Resources
720 North Parkway Street
Jefferson, WI 53549

Not to Exceed per Contract Year.....$200,000.00

Term: February 25, 2022-February 24, 2025

Funds are available for the Pool & Cooling Tower Cleaning Chemicals project from School Equipment Funds, account code BLD 00 B0 PDW ESUP.

Outdoor Classroom Structures and Other Equipment

Various MPS Sites

Prime Contractor
Porter Corp
4240 North 136 Avenue
Holland, MI 49424

These purchases will be made under the Sourcewell Cooperative's contract #012621-PPC for open air structures and accessories or utility buildings with related equipment and services, using Porter Corp's authorized dealers.

Not to exceed per three-year contract term $3,500,000.00

Term: February 25, 2022-February 24, 2025

Budget Code: Various

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 given 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 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 monthly. The report will include updates on procuring consultants and the status of findings during the site investigations as part of their scope, steps toward procuring contractors to perform testing and balancing and to identify any deficiencies in mechanical systems, and an evaluation of potential deficiencies and establishment of a remediation plan if necessary. This defined process equates to performing a ventilation audit.

DFMS continues to work with the integrated project delivery contractors and the contracted owner's representative to finalize scopes at each school building.

Following is a report of ESSER II contracts for school sites. The scope within the contracts includes testing and balancing, mechanical projects, installation of water-bottle stations, construction of outdoor classrooms, installation of window screens, and other interior projects to promote social distancing and to mitigate the spread of COVID-19.

ESSER II Project Site Assignments

Site		NTP Phase 2 Total
003	MacDowell Montesori	$261,983.86
006	Lincoln Middle Center for the Arts	$1,361,398.61
008	Marshall High School	$7,492,051.58
012	Bay View High School	$1,354,879.92
014	Bradley Tech	$1,249,567.21
016	Obama HS	$1,573,137.71
018	Hamilton HS	$403,149.45
020	Rufus King HS	$775,916.25
022	Madison HS	$7,095,862.51
024	North Division	$2,076,508.88
026	Pulaski HS	$1,604,990.21
028	Metropolitan (Alliance) HS	$211,335.53
029	Riverside University HS	$1,052,560.01
032	South Division	$1,512,426.79
033	Vincent High School	$1,258,783.63
035	Washington Complex	$1,917,888.20
038	MHS of the Arts	$6,962,734.69
041	Audubon	$7,179,930.66
044	Wedgewood	$844,454.98
045	Morse	$552,647.34
046	Harnack (Project Stay)	$128,168.98
048	Rufus King Middle Schools	$109,271.78
049	Parkside	$112,012.56
050	Hayes at Kosc.	$389,326.83
051	MACL/Grand Avenue	$217,068.01
053	Northwest Secondary/Carmen NW	$669,013.95
055	Douglas	$187,600.49
059	Roosevelt	$317,100.56
060	Reagan	$1,539,596.90
061	WCLL	$844,658.06
062	French Immersion	$519,284.85
065	Walker/ALBA/Carmen SW	$502,738.50
066	Green Tree	$696,019.45
067	MEC/Golda Meir	$1,298,673.79
071	MSOL	$853,708.23
073	Allen-Field	$261,482.11
075	Alcott	$215,140.42
077	Auer	$629,208.13
081	Barton	$586,605.82
083	MLK, Jr., Elementary	$304,847.48
089	Brown Street	$410,156.51
093	Bruce	$87,336.01
094	Bryant	$468,622.84
095	Burbank	$342,029.33
098	Burdick	$802,336.15
104	Cass	$639,314.58
110	Clarke	$134,149.15
113	Clement	$218,814.34
114	Clemens	$300,752.41
116	Congress	$259,485.36
117	Cooper	$234,129.64
119	Craig Montessori	$249,664.42
122	Curtin	$283,635.16
123	Browning @ SSC	$222,669.51
125	Doerfler	$168,405.88
131	Bay View Montessori, Upper Campus	$425,732.85
140	Spanish Immersion, Lower Campus	$367,201.70
143	81st Street	$314,625.20
146	German Immersion	$268,968.98
148	Elm Creative Arts Elementary School	$335,717.64
149	Starms ECC	$267,725.13
150	Emerson	$459,877.63
152	Engleburg	$416,250.74
154	Thurston Woods	$349,557.97
155	Fairview	$417,245.55

Site		NTP Phase 2 Total
158	Fernwood Montessori	$145,262.17
167	Spanish Immersion, Upper Campus	$593,161.22
170	53rd Street	$468,366.19
173	Forest Home	$366,821.72
176	Golda Meir Gifted	$227,311.03
179	Franklin Elementary	$257,189.54
182	Fratney	$173,600.58
185	Gaenslen	$1,311,710.52
188	Lloyd Barbee	$391,166.10
191	IDEAL	$120,295.13
192	Goodrich	$298,629.31
193	Grant	$327,435.89
194	River Trail	$90,955.78
196	Grantosa	$366,164.80
199	Green Bay	$289,585.10
202	Greenfield Bilingual	$357,756.18
205	Hampton	$584,398.46
208	Hartford	$221,421.84
211	Hawley	$147,273.96
212	Hawthorne	$262,485.89
217	Hi-Mount	$457,862.06
218	Holmes	$416,243.17
220	Hopkins Lloyd	$300,068.22
223	Humboldt Park	$154,387.91
226	MKE Sign Language	$914,884.80
232	Kagel	$169,588.13
235	Keefe	$561,892.42
237	Kilbourn	$281,502.36
238	LaFollette	$384,504.42
241	Lancaster	$554,692.26
244	Grant Gordon/Lee Elementary School	$259,572.65
250	Lincoln Ave	$257,839.27
256	Longfellow	$266,987.01
257	Lowell	$709,326.92
265	Manitoba	$388,383.13
267	Maple Tree	$106,961.11
268	Maryland Montessori	$99,941.51
269	Bethune	$276,101.60
270	Metcalfe	$288,507.50
274	Mitchell	$252,367.31
277	Morgandale	$241,760.84
283	Neeskara	$401,658.47
289	95th Street	$580,461.88
295	Zablocki	$320,416.60
298	Carver	$292,191.16
301	Parkview	$453,343.83
307	Riverwest	$279,563.15
309	Carson	$317,431.62
312	Starms Discovery	$547,042.75
313	Riley	$264,779.73
316	AAL	$132,743.34
318	Rogers	$231,799.70
319	Sherman	$475,202.01
322	Siefert	$386,099.70
325	Marv in Pratt	$230,927.22
331	65th Street/MTEC	$307,727.93
334	Honey Creek	$126,906.31
337	Kluge	$921,762.20
343	Story	$393,169.34
344	Stuart	$241,181.67
350	35th Street/Assata/Banner	$159,748.97
353	WSA 1	$309,417.19
360	Thoreau	$270,146.16
362	Bay View Montessori, Lower Campus	$209,739.31
365	Townsend	$463,192.58
368	Trowbridge	$126,768.31
370	Transition HS	$79,416.10
377	Gwen T. Jackson	$536,369.58
380	McNair/MKE Excellence	$55,640.87
383	Groppi	$264,247.92
387	Italian Immersion	$260,153.45
390	Vieau	$590,937.11
397	Whitman	$331,439.23
398	Whittier	$465,057.38
399	Garland	$406,056.01
IPD* Total		$91,811,490.36

*Integrated Project Delivery

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

The item authorizes expenditures for:

Professional Services Contracts Requested for Approval:

- Securitas Security Services USA, Inc., for security guard response services at various MPS sites;
  Code: Various $350,000.00

- Action Fire and Alarm, Inc,. for fire alarm system & component testing & inspection services at various MPS sites;
  Code: Various $173,000.00
- Quality Electric Service, Inc., for electric motor and pump servicing at various MPS sites;
  Code: Various, not to exceed annually..... $300,000.00

Total not to exceed over a three-year term..... $1,423,000.00

Material Purchases Requested for Approval:

- Carrico Aquatic Resources, for pool & cooling tower cleaning chemicals project at various MPS sites;
  Code: BLD 00 B0 PDW ESUP, not to exceed per contract year..... $200,000.00
- Porter Corp, for outdoor classroom structures and other equipment at various MPS sites;
  Code: Various $3,500,000.00

Total not to exceed over a three-year term..... $4,100,000.00

Implementation and Assessment Plan

Upon the Board's approval, the professional services contracts 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 the professional services contracts and material purchases as attached to the minutes of your Committee's meeting.

Director O'Halloran moved:

1. approval of the professional services contracts and material purchases;
2. that the Administration provide to the Board quarterly air-quality reports; and
3. that the reports include the results of any ventilation audits.

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 Request to Approve the Lease Agreement with Milwaukee Excellence Charter School for the Happy Hill School Located at 7171 W. Brown Deer Road

Background

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

The Administration is requesting approval of the proposed lease agreement with Milwaukee Excellence through a lease term from July 1, 2022, through June 30, 2026, which falls within with the charter term contract.

The lease rent revenue will be as follows:

July 1, 2022-June 30, 2023 ..... $318,493
July 1, 2023-June 30, 2024 ..... $324,863

July 1, 2024-June 30, 2025 ..... $331,360
July 1, 2025-June 30, 2026 ..... $337,987

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.02, Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is $1,312,703.

Implementation and Assessment Plan

Upon the Board's approval, the Lease Agreement with Milwaukee Excellence Charter School for the Happy Hill School, located at 7171 W. Brown Deer Road, as attached to the minutes of your Committee's meeting will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Lease Agreement with Milwaukee Excellence Charter School for the Happy Hill School, located at 7171 W. Brown Deer Road, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 12) Report with Possible Action Regarding Data and Progress Associated with Reviewing Schools' Requests for ESSER III Funding for Additions and Renovation Projects

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

Background

On October 14, 2021, the Milwaukee Board of School Directors approved the budget for the Elementary and Secondary School Emergency Relief Fund (ESSER III). As part of the approved budget, approximately $65 million was appropriated for potential school additions and renovation projects. At its October regular meeting, the Milwaukee Board of School Directors requested a report on the selection process.

A project-submission application was distributed to all school leaders on November 3, 2021, with a return date of November 12, 2021, requested. The district team received more than 700 project requests from the schools. The team went through every submission application and compiled a list of potential project requests from the data.

The construction costs, which are preliminary and need further vetting by a consultant through site investigations, were provided to assist with deciding if the projects are feasible and can be pursued.

On January 27, 2022, it was requested that, if a schools did not request a project or was denied a project, it be granted up to $100,000 worth of school-requested projects. In addition, the Administration is following through with schools that were below the $100,000 threshold and could apply for additional school-requested projects up to $100,000.

Once projects have been approved, the District will move forward with contracted Integrated Project Delivery (IPD) teams assigned to ESSER III contracts to complete design and construction services.

Attached to the minutes of your Committee's meeting are the following documents:

- ESSER III Addition and Renovation Application
- ESSER III Summary of Estimated Allocations, updated 2/8/2022
- Summary of School Requests

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 5.01, Facilities

Fiscal Impact Statement

N/A

Director Leonard moved to accept the report and to approve the funding as outlined in the report.

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 13) Report with Possible Action on Limited-term Employees, July-December 2021

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

Background

Per Administrative Policy 6.37, the Administration, on a semi-annual basis, in August and February, shall present a report on all limited-term employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

Attached to the minutes of your Committee's meeting is the current list of LTEs active during July through December 2021.

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 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 Data and Progress Associated with the Office for Civil Rights (OCR) 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

In 2014-15, the U.S. Department of Education's Office for Civil Rights (OCR) conducted a biennial review of data and discovered a disproportionality of African American students had received 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 took action to direct the Administration to report its progress on a monthly basis.

Monthly Discipline Disproportionality Report, January 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. This work is aligned to Resolution #05-14-5003 with the Office for Civil Rights. 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 the best course of action to address disproportionality;
- continuing and expanding book studies; and
- forming a district committee 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 which focuses on specific best practices to support positive student behavior. January's monthly update focused on the classroom strategies, including verbal acknowledgement, one-on-one conversation, and parental contact, among other strategies which staff members can use when handling classroom-managed behaviors.

With virtual learning occurring for two weeks, all Discipline Champions were provided resources for staff members to build a classroom community and positive climate virtually, as well as strategies specifically geared toward virtual learning. Discipline Champions also received best practices and information on returning students to in-person learning, including community building, setting expectations, and practicing in-person procedures in all settings.

Ensuring That Schools Are Using Counseling and Support Services

The District Discipline Disproportionality (3D) Leadership Team met on January 6, 2022, to review December's discipline data by race, behavior, and school. This month, the team focused on discussing next steps for the schools with the highest number of suspensions. In February, small groups will begin visiting the schools to hold focus groups with students and with staff members, to make observations, and to engage school leadership and teams in data dives and root-cause analysis.

On January 20, 2022, a mid-year data assessment was held with members of the District Discipline Disproportionality Leadership Team to look at district-wide behavior and disciplinary data through half the school year. Data were analyzed by race, by gender, by location, by time, by school, and by other metrics. A team with members from a variety of departments reviewed the data and identified several next steps that include supporting administrators' use of counseling as part of the discipline process, analysis of behavioral-intervention data at the school level, supporting staff members new to classroom management, surveying staff and students at schools which are experiencing increases in suspensions, and continuing to discuss why race matters in education.

Through January 31, 2022, there have been more than 575 meetings of school-based Discipline Work Groups. Looking at all minutes submitted, some of the most common themes occurring are proper documentation of behaviors and interventions, themes of disproportionality, and specific next steps to address concerns. Looking at specific strategies and next steps, the most common themes were providing professional development to staff, addressing the school's PBIS framework, forming support groups for identified students, setting and reteaching expectations, and acknowledging students' behavior through a positive lens.

The MPS Culture & Climate Toolkit has been shared with Discipline Champions, school leaders, and in Thursday Updates. The toolkit outlines specific strategies for schools and individual staff members to use to support positive behaviors within the PBIS framework, Restorative Practices, Trauma-sensitive Schools, and other approaches to school climate. The use of specific redirection strategies for classroom-managed behaviors is documented within PLP Classroom Behavior notes. The total documented strategies through January 31, 2022, can be found below.

Acknowledge verbally or tangibly	16,217	Independent work	214	Redirection	10,775
Brain breaks	486	Mindfulness	441	Recovery area (within room)	1,169
Behavior contract	351	Move their seat	1,668	Restorative conversation	1,682
Buddy classroom	1,434	One-on-one conversation	20,958	Secret signal	80
Community service	89	Proximity control	3,518	Support staff consultation	6,162
Collect property	880	Praise 5:1	124	Self-monitoring	153
Go Guardian	320	Parent contact	14,737	Reflection sheet	469
		Planned ignoring	2,904		

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 January 1, 2022, through January 31, 2022, as documented in Infinite Campus. There were 1,182 suspensions in January 2022, compared with 2,543 suspensions in January 2020.

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Arson								
Assault	1			12				13
Battery	6			31			2	39
Bullying				4				4
Burglary								
Chronic Disruption or Violation of School Rules	34	4	2	198		6	3	247
Disorderly Conduct	47	4	5	143		9	4	212
Endangerment of Physical Safety/Mental Wellbeing	6	1	1	81		1	4	94
False Fire Alarms								
Fighting	34	1	1	269		1	6	312
Gambling				2				2
Inappropriate Personal Property				7				7
Inappropriate use of electronic communication devices	4	1	1	24		1	1	32
Intent to Distribute Drugs/Alcohol/Meds								
Leaving the Classroom Without Permission				2				2
Loitering				6				6
Other Substances/Materials	5			14				19
Personal Threat	5			23		1		29
Possession of Drug Paraphernalia	2			4				6
Possession of stolen property				1				1
Possession/Ownership/Use of Alcohol	1							1
Possession/Ownership/Use of Drugs	3	1		12		1		17
Possession/Ownership/Use of Gun	1			10				11
Possession/Ownership/Use of Weapon Other than Gun	1			10				11

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Possession/Use of Fireworks	2							
Reckless Use of Vehicle				2				2
Robbery								
Sexual Assault				1				1
Sexual Harassment	1			3				4
Skipping Class	1			9				10
Substantial Environmental Disruption	16	1	1	29		3		50
Theft	1			5				6
Trespassing				5				5
Use of Tobacco, Including Chewing	2		1	14		1		18
Vandalism	2			9				11
Verbal Abuse/Profanity/Harassment	1			18				19
Grand Total	175	13	12	938		24	20	1182

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

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Conference	11	1	1	20		5	1	39
Counsel	57	6	8	381		12	11	475
Detention	4		2	21		1		28
Mediation	4			22		2		28
Referral to Behavioral Intervention Team (BIT)				1				1
Repairing Harm Circle	1			10			1	12
Restorative Conference	2			4				6

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

Grade	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
K5								
1				5				5
2		2		9				11
3	7			14		1		22
4	3			37			3	43
5	8			42		1	1	52
6	17			88		5	2	112
7	19	2	1	116		3	3	144
8	24	1	1	128		3	4	161
9	66	2	4	265		4	5	346
10	19	6	5	99		5	2	136
11	9		1	95		2		107
12	3			40				43

Continuing and Expanding Book Studies

Explorations sessions regarding *Courageous Conversations about Race* were held for teachers at identified elementary schools. In January, a total of 450 staff members attended, with a total of 1,280 throughout the 2021-22 school year and a total of 2,635 staff having attended since March 1, 2021, when our first seminar occurred.

On January 14, 2021, the first Leadership Experiences and Administrative Development Series (LEADS) with *Courageous Conversations about Race* occurred with all SSTs, community schools coordinators, and central services coaches, totaling more than 150 individuals. This is a six-part series working to develop individuals' deeper understanding of the Courageous Conversations about Race framework and to integrate our practices throughout the district. The first session focused on our passion for, practice of, and persistence in racial equity in education.

Individuals reading *Pushout* by Monique Morris completed their book study by discussing the ramifications of her work within MPS. Additional book studies are being planned for the remainder of the school year.

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

Our final code-of-conduct focus group was held with community organizations including MICAH, Black Educators Caucus, Anti-racist White Educators, LIT, and MAPSE. We will begin our work groups in February with a variety of staff members, administrators, students, and community members looking at feedback from focus groups and making recommendations on updates to the code of conduct.

Across all traditional middle and high schools, there have been more than 150 meetings of the school-based Student Discipline Committee. An analysis of all of the Student Discipline Committee's meetings from September 2021 through January 2022 shows that students have engaged in conversations on a variety of topics within equity, school climate, school community, and social justice issues. The most common themes from students' discussions involved school climate and culture and the overall learning environment. Climate and culture discussions were on topics such as racism and colorism, dress-code enforcement, perceived treatment of some students, anti- LGBTQ+ rhetoric, and school spirit. Discussions on learning environment included locked bathrooms, access to drinking water, school lunches, substitute teachers, and overall staffing.

Looking at students' recommendations across all of the Student Discipline Committee's meetings, the most dominant themes included students' behavior and communications. Ideas for addressing students' behavior included instituting a system of incentives for positive behavior, re-teaching expectations, restorative practices and conflict-management tactics, and a variety of strategies for getting at the root cause of students' behavior through conversation, counseling (peer and professional), and interventions for mental health. Suggestions for improving communication of district and school policies included involving students in communications efforts, reviewing handbooks with students and staff regularly, and various strategies for communicating about the existence of safe spaces.

The next quarterly Community Conversation will occur on February 9, 2022, at 6PM.

Next Steps

- Hold citywide code-of-conduct work group analyzing focus groups' recommendations and making appropriate updates to the District's code of conduct.
- Provide additional *Courageous Conversations about Race* LEADS and DELT series for school and district leaders.
- Collaborate with schools with the highest suspensions towards root-cause analysis and next steps to support students and school climate.
- Viewing of the *Pushout* documentary by school nurses, followed by discussion around implications for their work.

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 1.06, Equity in MPS

Fiscal Impact Statement

N/A

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve the MPS FY22 Head Start Federal Continuation Grant Application

Background

The Administration for Children and Families (ACF) requires the participation — through review, feedback, and approval — of the Milwaukee Public Schools Head Start Policy Council and of the Milwaukee Board of School Directors in the MPS Head Start federal continuation and baseline grant application.

The Head Start federal grant and county baseline application was presented to and discussed and approved by the Policy Council on January 28, 2022.

The funded enrollment for the federal MPS Head Start grant is 1,506.

The FY22 Head Start federal continuation grant application is due March 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

Does not authorize expenditures. The federal grant is expected to be in the amount of $11,316,909.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will submit the grant application.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the 2022-23 Head Start federal application.

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

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(Item 2) 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

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 that child's education and development. MPS and city leaders have 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 Milwaukee by ensuring that all educators and childcare providers, who directly impact our students' learning, possess the understanding, skill set, knowledge base, capacity, and resources needed to provide high-quality instruction to all students participating in early childhood education programs.

This report provides an update on the work, accomplishments, and future tasks of the MPS/MKE Early Childhood 1,825 Initiative.

MPS/MKE Early Childhood 1,825 Initiative Update

Early Childhood, 2021-22

- 11,108 Students
- 111 Schools
- 6.1% English-language Learners
- 18.2% Special Education
- 74.7% Economically Disadvantaged

American Indian	0.3%
Asian	6.6%
Black	51.3%
Hispanic	26.4%
Hawaiian/Pacific Islander	0.1%
White	10.5%
Two or More	4.8%

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 families whom 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 & 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

District-offered professional development for early the Bridges to School engagement childhood educators

Equitable Resources

Continued partnership work on collaborated on the Coordinator's hiring process and collaboration toward Initiative's goals with Milwaukee Community Schools partners

Family Support and Transition

Shared family and community resources with MPS's strategic partnerships and via MPS's website and provided Head Start Health Kits

Instruction

Attended Pathways Conference and Ambitious Instruction e-Book highlighting early childhood

Social Emotional Learning & Cultural and Linguistic Needs

Promoted and supported "Positive Parenting" workshops for parents' education

Current Work

Early Childhood Staff Development

Secure speakers on language development as part of the ongoing S.O.L.E.Y. (Summer Oral Language in Early Years) Series

Equitable Resources

Continue partnership work on the Bridges to School project with Milwaukee Community Schools partners and Office of Early Childhood Initiatives (OECI)

Family Support and Transition

Attend Celebrating Abilities and Mind in the Making training

Instruction

Plan for implementation of district-wide early childhood professional development aligned to Ambitious Instruction cycles and Roll-out of Brigance trainings. (Brigance is a norm-referenced test that compares each child's results with the performance of other examinees.)

Future Work

Early Childhood Staff Development

Continue ongoing S.O.L.E.Y. Series sessions

Instruction

Support the implementation of Early Childhood screener and Ambitious Instruction plan

Family Support and Transition

Rollout and monitor Ready4K parent resource and continue providing family resources to the community

Equitable Resources

Continue partnership work on the Bridges to School project with Milwaukee Community Schools partners and Office of Early Childhood Initiatives (OECI)

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 Black Lives Matter Week Campaign and Planning for the 2021-2022 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 Milwaukee Board of School Directors adopted Resolution 2021R-010, regarding a Black Lives Matter Week of Action. Since the Board's action, the Administration implemented the resolution for the 2020-21 school year. This included assembling the 2020-21 Black Lives Matter (BLM) Week of Action and a Year of Purpose Advisory Committee and creating sub-groups. The Administration is continuing this important work for the 2021-22 school year, and planning is underway.

For the 2021-22 school year, the committee and sub-groups were updated and have been meeting regularly. The Administration will continue to provide quarterly reports to the Board on its planning for the current school year relative to three key areas:

- Curriculum & Professional Development
- Week of Action
- Monthly School Projects

Black Lives Matter Year of Purpose Review

Core Committee Members

Curriculum & Professional Development

- Dr.Latish Reed, Chair
- Felice Beal, Administrator
- Nuntiata Buck, Co-chair
- Shauna Perry-Finch
- Paul Moga
- Dr. Patricia Ellis
- Stanley McWilliams
- Robert Lang
- Karen Anderson
- Jill Holmes
- Renee Laird Adelon
- Sara Rolf

Week of Action

- Dr. Ebony Davis, Chair
- Felice Beal, Administrator
- Richard Watkins, Administrator
- Dr. Janet Butler, Co-chair
- Derrick Rogers
- Cynthia Williams
- Ryan Hurley
- Patrice Townsend
- Director Sequanna Taylor
- Janet Wheeler
- Zion Rogers
- Jaiden Alvarado
- Amira Randolph

Monthly School BLM Projects

- Ingrid Henry-Walker, Chair
- Dr. Toni Dinkins, Administrator
- Jeremiah Jackson, Co-chair
- Nina Scott
- Erika Ashford
- School Safety
- Celeste Ochonogor
- Dr. Christlyn Stanley
- David Valdes
- Kentrell Galmore

Curriculum & Professional Development

- Developed and revised the Racial Equity Readiness Questionnaire, Parts 1 & 2, based on feedback sessions with school administrators and university & community partners. (Questionnaire will be piloted through the Office of Academics in February 2022)

Goal: To identify different levels of awareness & capacity

- Self-awareness
- Suggested corresponding lessons and resources to be used with students
- Roadmap to needed professional development

- Administrators in the Offices of Academics and of Research and Assessment are participants with the DPI's Engaged Educators cohort, led by Dr. Gholdy Muhammed
- Shared Black Lives Matter booklist and monthly curriculum with the Principal Institute, AP/SpED, and school support teachers' and Achievement Gap Reduction teachers' institutes and high-school departmental chairs.

2022 Week of Action Update

Week of Action took place January 31-February 4. We anticipated that during the week, more than 750 participants would log in virtually.

Week's activities

- Monday, January 31, 2022: Kick-off with Dr. Decoteau J. Irby, Educator & Author of *Stuck Improving*
- Tuesday, February 1, 2022: Black Film Festival Conversation
- Wednesday, February 2, 2022: Inter-generational Panel Discussion
- Thursday, February 3, 2022: HBCU & Divine 9 Greek Organizations, panel discussion
- Friday, February 4, 2022: Staff & Student Showcase

2021-22 Monthly Activities

- November: Justice for George (Restorative Justice)

- December: Black Activists with Disabilities (Globalism & Collective Value)
- January: Black Radical Educators (Black Villages)
- February: Celebrate a Month of Black Lives Matter
- March: Student Activist (Loving Engagement and Empathy)
- April: Radical Black Educators

Week of Action Partner Engagement

Milwaukee Community Schools Partnership
Milwaukee Public Schools
Metropolitan Milwaukee Alliance of Black School Educators (MMABSE)
MTEA
Black and Latino Male Achievement

Next Steps for BLM in MPS

Curriculum & Professional Development

- Continue incorporating culturally- and historically-responsive education, using Dr. Gholdy Muhammad's work with our district teams to support cultural extensions on curriculum development
- Pilot the Racial Equity questionnaire, focusing on teachers' culturally-responsive practices & use of resources
- Pilot the Tulsa Curriculum in Community High Schools
- Establish monthly activities for all schools
- Establish professional development in sensitive topics
- Develop an effective system for schools to share BLM activities and to create additional student-empowerment efforts for the MPS Black Lives Matter Student Showcase

Monthly Activities

- Continue monthly activities for 2022
- Develop Student Showcase for the month of May 2022
- Collaborate with all BLM committees to plan activities for the 2022-23 school year

Week of Action

- Start discussing and planning for 2022-23
- Create a BLM Action Day aligned to the theme of the month for the months of April & May

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 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 — continues to meet regularly to further discuss the needs in 53206 schools.

53206 Promise Partnership Schools

- 1,975 students
- 8 schools
- 0.2% English-language learners
- 25.5% students with disabilities
- 88.2% economically disadvantaged

American Indian	0.4%
Asian	0.5%
Black/African American	93.2%
Hispanic	3.3%
Hawaiian or Pacific Islander	0.1%
White	0.5%
Two or More	2.1%

Vacancies in Schools

- Eight teachers (Includes one Spanish teacher)
- Eight paraprofessionals
- One children's health assistant
- 2.4 physical education teachers
- 0.7 music teacher
- 0.5 art teacher
- 0.4 counselor

State Report Cards, 2020-21

	Overall Accountability Score	
Andrew S Douglas Middle	AR	Alternate Rating
Auer Avenue Elementary	53.8	Meets Few Expectations
Franklin Elementary	62.7	Meets Expectations
Hopkins Lloyd Community School	21.2	Fails to Meet Expectations
Jackson Elementary	26.0	Fails to Meet Expectations
Keefe Avenue Elementary	52.3	Meets Few Expectations
LaFollette Elementary	63.3	Meets Expectations
North Division High	12.6	Fails to Meet Expectations

	Number of Schools
Alternate Rating	1
Meets Expectations	2
Meets Few Expectations	2
Fails to Meet Expectations	3

2021-22 Fall STAR Results

	Early Literacy	Reading	Math
Significantly Above Target	1	5	14
On Target	3	12	—
Below Target	15	85	165
Well Below Target	27	128	206
Significantly Below Target	84	526	579

53206 Promise Partnership Interventions

Literacy and Math Interventions

- iReady
- Reading A to Z
- Freckle
- Achieve 3000
- Khan Academy
- Small-group curriculum-based interventions
- After-school tutoring

Gwen T. Jackson S.T.E.A.M. Center

S.T.E.A.M.'s Goals

- Enhance students' creativity
- Heighten students' ability to solve problems
- Build on students' background knowledge of various scientific concepts
- Practice brainstorming, planning, creating, and improving communication

- Develop and enhance team building and collaboration among students
- Develop students' ability to be critical thinkers and successful scientists
- Develop students' love for science, engineering, arts, and mathematics

Features

- One staff member services all grade bands, K3-5th Grade (269 students)
- Teachers use Common Core State Standards when creating activities related to S.T.E.A.M.
- S.T.E.A.M. aligns with the District's science curriculum
- Project Lead the Way curriculum and resources are readily available
- There are two theory rooms (one for K3-K5, and one for 1st-5th grades)
- There is a Makerspace for project-based learning
- The open concept of the media center cultivates an environment of creativity and problem solving
- More than $50,000 has been invested in the development and sustainability of the Jackson S.T.E.A.M. Center

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 5) Report with Possible Action on MPS Montessori Strategic Plan

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

Background

The Montessori Strategic Plan, which was adopted on March 28, 2019, is a framework for structural supports for our eight Montessori schools, which educate more than 4,000 students.

Montessori Strategic Plan Update

Montessori Strategic Plan Progress

Completed Work

- Montessori Advisory Committee met in November, January, and February.
- Montessori Material Standard Care was finalized.
- Teacher-retention survey was completed.
- Montessori-wide district PD was completed.
- Presented at WMA conference
- Exhibited at the MPS Kindergarten Enrollment Fair

Current Work

- Holding monthly Montessori principal meetings
- Allocating Montessori scholarships
- Developing relationship with school-to-work students for materials development
- Establishing IC gradebook feedback committee
- Developing curriculum for Riley Dual-language Montessori School

Montessori Certification

Administration

Seton Montessori Institute

Primary, K3-K5

- UW-River Falls
- Global Montessori Educators Institute

Elementary, Grades 1-6

- Alverno
- UW-River Falls

Secondary, Grades 7-12

Cincinnati Montessori Secondary Teachers' Education Program

Midpoint Status

Successes

- Coordinator's position
- Marketing
- Primary Montessori-specific report card
- Montessori Material Standard of Care
- Structures of communication

Possible Amendments

- Reconsideration of items
- Redaction of items
- Modification of funding
- Adjustment to timelines

Next Steps

March 2022

- Montessori Advisory Committee meeting, March 7, 5:30 p.m.
- American Montessori Society Conference — teacher recruitment
- MPSU — Montessori MACTE (Montessori Accreditation Council for Teacher Education) accreditation visit
- Strategic plan revision

April 2022

- Montessori Advisory Committee meeting, April 4, 5:30 p.m.
- Continued teacher-recruitment efforts
- Textbook-adoption purchasing support
- Montessori summer school development

May 2022

- Montessori Advisory Committee meeting, May 2, 5:30 p.m.
- Montessori orientation for district leaders
- Communication with wait-listed families
- Define expectations for the implementation of the Montessori middle-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

Administrative Policy 2.12, Advisory Committees: Administration-originated

Fiscal Impact Statement

This item does not authorize expenditures.

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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, which was implemented at the start of the 2021-22 school year, plan is focused on three levels: 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, the current cycle, focuses on scaffolding, and Cycle 3 will focus 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 teachers' learning of best practices. The rubric is used for the collection of data regarding teachers' practices aligned to the professional learning cycle. The rubric is for the use of both school teams and regional teams.

Ambitious Instruction: Accelerating Learning Update

Ambitious Instruction: Accelerating Learning	
District-adopted and -supported materials	Formative Practices
Culturally-responsive Practices	Explicit Instruction
Instructional Technology	Engagement

Professional Learning Plan

Cycle 1: Intentional Planning

- Using learning intentions to guide instructional decisions
- Using district-adopted resources
- Leveraging technology
- Connecting to students' lives

Cycle 2: Scaffolded Support

- Providing specific, actionable, and immediate feedback to students
- Modeling and verbalizing the thinking process
- Providing meaningful peer interactions
- Allowing choice in demonstration of learning

Cycle 3: Empowering Students

- Providing opportunities for students to self-assess and monitor their own progress
- Providing opportunities for collaborative and independent practice
- Serving as facilitators of learning

Implementation of Adult Learning — End of Cycle 1

Success Indicator #1 — Formative Practices

Formative practices include activities/actions taken by teachers to elicit and to respond to students' thinking and reasoning in order lo deepen students' understanding and to meet and advance students' learning.

	Meets Expectations	Developing	Needs Support
Learning Intention and Success	62.5%	29.2%	8.3%
Checking for Understanding	66.7%	25.0%	8.3%

Success Indicator#2 — Explicit Instruction

Explicit instruction can be described as intentional and purposeful actions taken by teachers to ensure hands-on/minds-on engagement and learning by every student. Explicit instruction frames teaching as an active endeavor that centers instruction on students' meaning and sense making. Teachers help students build new knowledge by making explicit connections to prior learning. Though each content area embraces content-specific instructional strategies, explicit instruction through a broader lens articulates a core set of high-leverage instructional practices and teaching skills necessary to promote deep learning consistent across all content areas.

	Meets Expectations	Developing	Needs Support
Use of Instructional Materials	70.9%	25.0%	4.2%
Grade-level Instruction	75.0%	16.7%	8.3%

Success Indicator# 3 — Engagement

Academic practices promote emotional, cognitive, and behavioral engagement, as characterized by opportunities in the classroom to develop cognitive skills and habits of mind that prepare students to take on more advanced academic tasks with confidence. Students of all skill levels participate meaningfully, and differentiated supports help all students reach proficiency. The classroom is a socially and intellectually safe environment in which students are positioned as competent and capable learners.

	Meets Expectations	Developing	Needs Support
Rich Learning Experiences through Technology	47.4%	31.6%	21.1%
Cultural Context in Lessons	69.6%	26.1%	4.3%
Culturally-responsive Strategies	65.2%	26.1%	8.7%

STAR Baseline Participation

Early Literacy (Grade 1).....69.0%
Reading (Grade 2+).....74.5%
Math (Grade 1+).....73.1%

Benchmarks for STAR

Early Literacy and Reading

Performance Category	Percentile Rank Ranges in 2021-22 school year	Predicts to WI Forward and ACT Suite
Significantly Below Target	1-10	Below Basic
Well Below Target	11-25	
Below Target	26-59	Basic
On Target	60-74	Proficient and Above
Significantly Above Target	75 and up	

Math

Performance Category	Percentile Rank Ranges in 2021-22 school year	Predicts to WI Forward and ACT Suite
Significantly Below Target	1-10	Below Basic
Well Below Target	11-39	
Below Target	40-74	Basic
At or Above Target	75 and up	Proficient and Above

Baseline Star Data, Fall 2021

	Early Literacy	Reading	Math
Significantly Below Target	50.6%	47.4%	37.8%
Well Below Target	20.1%	19.0%	23.1%

	Early Literacy	Reading	Math
Below Target	18.4%	22.5%	32.3%
On Target	5.6%	5.5%	
Significantly Above Target	5.3%	5.6%	6.8%

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 7) 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

Fundamentals: Resolution 1415R-003

- Bilingual expansion and programming
- Parental engagement and marketing
- District Multicultural Multilingual Advisory Council (DMMAC)
- Seal of Biliteracy
- Professional development to schools

Bilingual Schools, 2021-22

- 15,300 Students Served
- 21 Schools
- 37.2% English-language Learners
- 23.2% Special Education
- 81.0% Economically Disadvantaged

American Indian	0.5%
Asian	4.8%
Black	23.8%
Hispanic	64.0%
Hawaiian/Pacific Islander	0.1%
White	4.7%
Two or More	2.1%

Bilingual Multicultural Education Department

Mission

To provide equitable access to quality multi-lingual and multi-cultural programming in Milwaukee Public Schools.

Vision

MPS's 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

Updates

- Regularly Update Biliteracy Year-at-a-Glance
- Write/Revise *¡Arriba la Lectura!* biliteracy units
- Write/Revise *Galeria de lengua y cultura* biliteracy units
- Continue with reading-adoption professional development
    - *¡Arriba la Lectura!,* K5-6th grade
    - *Galeria de lengua y cultura,* 7th-8th grade
- Begin offering Saturday planning-support sessions.

Next Steps

- Continue to update and develop biliteracy units pertinent to ¡Arriba la Lectura! and Galeria de lengua y cultura
- Continue to offer professional development pertinent to the reading adoption and biliteracy pedagogy

English as a Second Language (ESL) and English Language Development (ELD)

Work in Progress

- Received the Refugee School Impact and Refugee Youth Mentoring grants.
- Kicked off a pilot-school approach with Story School to provide differentiated professional development and coaching around ELD.
- Identified Kagel School as a bi-lingual dual-language ELD pilot school.
- Provided updates around ESL and ELD to school leaders during drop-in sessions at the January institute.
- Provided 24 support sessions to nine first-year ESL teachers and 29 support sessions for all K-12 ESL teachers.

Next Steps

- Implement the ELD action plan, 2021-24.
- Offer professional development on the ELD framework to all schools that educate English Learners.
- Analyze outcomes from pilot schools to continuously shape and enhance Ambitious Instruction plan for English learners.
- Provide differentiated professional development and coaching sessions.

World Languages/Immersion and Seal of Biliteracy (SBL)

Work in Progress

- Continued work on Path to Proficiency's language-acquisition curriculum map and lesson plan template.
- Nine new teachers have been hired in our World Languages program.

- Proximity Learning continues to provide MPS with licensed world languages teachers where needed.
- There are approximately 150 students from nine different high schools working on the Seal of Biliteracy this year.

Next Steps

- Implementation of Mango Languages for the whole district.
- Continue to offer professional development to all teachers on the addition of Mango Languages as a classroom resource. One-on-one teacher leader support for new teachers.
- Summer Opportunities for credit recovery and acceleration will be provided by Proximity Learning.
- Spring assessment for languages other than English via AAPPL and OPI.
- Adding 22 more low-incidence partner languages spoken by our MPS student population in the criteria.

DMMAC Update

- Development of Recruitment Strategy
- Updates on World Language Recommendation Plan Informational Session on Mango
- Upcoming Meetings: February 16, March 16, April 20, May 18, and June 8

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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(Item 8) Report with Possible Action on the Regional Showcase — High School 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 and that may be replicated will be included.

This month, the High School Region is featured. The region comprises 26 schools, including Montessori, immersion, International Baccalaureate, bilingual, career and technical education, community schools, alternative and other specialty schools such as the Milwaukee Virtual Program. The High School Region has served 22,910 students in diverse settings to meet the varied needs of our students. Schools in the High School Region include Alliance, Audubon MS/HS, Bay View, Bradley Tech, 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, and Wisconsin Conservatory of Lifelong Learning.

The High School Region offers a variety of programs and services to support our students towards their graduation goals. The High School Region attributes our success to strong leadership, dedicated and talented staff, and effective partnerships with families and the community.

High School Region Showcase

Overview

- 26 schools, plus the Milwaukee Virtual Program
- Variety of programs and sizes to suit all learners:
  - — Montessori,
  - — International Baccalaureate,
  - — Advanced Placement,
  - — National Academy Foundation,
  - — Gifted and Talented,
  - — language-immersion,
  - — bilingual, and

— alternative schools

Regional Enrollment

2017-18	2018-19	2019-20	2020-21	2021-22
24,083	22,670	22,162	21,476	22,910

Regional Data

Students with Disabilities	4,469	(22.4%)
EL Students	2,221	(11.1%)
Economically Disadvantaged	14,783	(74.1%)

Disciplinary Data

	2019-20	2020-21	2021-22
Suspensions	7,245	NA	4,457
CS Conferences	213	6	135

James E. Groppi High School

- Alternative school offering GED02, competency-based programming, and Edgenuity coursework towards graduation

Priority: Academic Achievement

- An individual plan for every student, with an anticipated graduation date determined at enrollment
- Frequent check-ins, monitoring, and personalized feedback
- Support in the evenings and on weekends

Priority: School Culture

- Reduction in incident referrals
- Mural & signage
- Relationship/community building

Priority: Our Staff

- Aligned mission and all-hands-on-deck approach to graduation
- Staff who are content specialists
- Use of multiple district tools to support learning in traditional and non-traditional formats

Priority: Fiscal Responsibility

- Increasing enrollment and completion rates with a rolling enrollment throughout the school year
- No deficit for last three years

Enrollment/Graduation

	2018-19	2019-20	2020-21	2021-22
Senior Enrollment	69	NA	57	68
Graduation Rate	20.6%	16%	15.9%	17.4%

Priority: Communication and Collaboration

- Community events
- Partnerships and support outside the school
- Supporting students with community connections
- Working closely with leaders at traditional high schools as a safety net for all

The Results/Next Steps

- Students reaching their graduation goals
- Continued focus on supporting graduation for all students
- Continued exposure to post-graduation opportunities

- Increased supports offered to 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

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 CESA #1 Board of Control and to the Head Start Policy Council.

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(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 the MPS Vision and Mission, the President's activities from February 2022 included the following:

Academic Achievement

- Reviewed social studies adoption materials
- Attended all meetings of the committee's of the Milwaukee Board of School Directors
- Attended student rally at RKJS

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
- Worked with all administrative staff regarding the climate justice initiative
- Met with Marquette University students in order to get support for climate justice and sustainability initiatives

Student, Family, and Community Engagement

- Met with Superintendent Posley and appropriate staff regarding the ESSER II and III funding for building modifications
- Met with the Middle and High School Equity Workgroup
- Worked with administrative and OAE to continue planning for a suburban/MPS mini-conference on metropolitan segregation and integration
- Visited nine schools with Superintendent Posley
- Responded to inquiries from parents, staff, and the community regarding a multiplicity of issues
- Spoke at the NorthShore Progressive organization about school privatization
- Testified at Assembly's hearing against legislation to dissolve MPS into four or eight parts
- Participated in ten TV interviews regarding COVID-19 protocols, masking, and legislative proposals by Senator Alberta Darling, WUWM, Violence in Milwaukee, and MJS interviews
- Attended leadership meeting of Milwaukee Succeeds
- Attended press conference regarding violence in Milwaukee
- Attended meeting with Director Taylor about violence in Milwaukee

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NEW BUSINESS

(Item 1) Referral of a Request to Adopt a Medication-administration Policy for Milwaukee Public Schools

Referred to the Committee on Legislation, Rules and Policies

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COMMUNICATIONS AND PETITIONS

(Item 1) Referral of Communication 2122C-005 from the Milwaukee Teachers' Education Association on a Proposed Policy on Filling Principal Vacancies

Referred to the Committee on Legislation, Rules and Policies

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RESOLUTIONS

Resolution 2122R-015

By Director Aisha Carr

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 implement rigorous strategies of evidence-based initiatives, including the piloting and monitoring of new and innovative approaches to delivering quality academic and enrichment services; and

WHEREAS, Although many of the challenges facing our educational system predate the COVID-19 pandemic, the opportunities for innovative and transformational reform remain missed opportunities. Milwaukee Public Schools is strongly positioned to reimagine and to restructure educational theories and practices to strategically design a holistic approach to redefining quality and equity within our district; and

WHEREAS, Even before the COVID-19 pandemic interrupted learning and deprived students of critical in-person instruction time, special education services, social and emotional learning opportunities, and college-and-career-readiness planning and preparation, many MPS students were already at a severe disadvantage with disproportionate representation in the lowest percentile of academic achievement in mathematics, reading and science, struggling to maintain focus and to demonstrate success because of the digital divide, absence of academic interventions and special education services, social deprivation, and persistent mental health crises; and

WHEREAS, Today, there are more than 1,600 schools in more than 600 school districts across 26 states that have adopted four-day school weeks to reimagine public education and to use innovative approaches to address economic woes of school budgets, to provide high-quality professional development for educators, and to use as strategies to recruit and to retain educators; and

WHEREAS, Many of the districts that have adopted the four-day model use the fifth day of the week to prioritize professional development for teachers and to encourage students and youth service providers opportunities to deliver extended-learning opportunities for the purpose of skill advancement and the pursuit of college and career readiness skills; and

WHEREAS, A study conducted in 2008 suggests that four-day school weeks can result in higher student attendance, which, in turn, can result in better performance on standardized test scores. In addition, four-day school weeks can also help students focus, build morale, and improve behavioral outcomes; and

WHEREAS, Anderson and Walker (2015), using school-level data about 4th- and 5th grade students in Colorado, have shown that the percentage of students scoring above the proficiency threshold in Math and English language Arts on the state test has increased by 4-7 percentage points as result of the four-day school week; and

WHEREAS, Much anecdotal evidence suggests that the four-day school week improves students' morale and behavior, indicating that four-day school weeks increases students' willingness to attend school and reduces disciplinary incidents at school; and

WHEREAS, A survey administered to parents across the US to assess the impact of the pandemic on dropout rates suggests that chronic absenteeism for students in 8th through 12th grade has increased by 12 percentage points, while 42 percent of the students who are engaging in chronic absenteeism for the first time are not attending school at all. Scaled up to a national level, this suggests that 2.3 million to 4.6 million additional students in 8th through 12th grade were chronically absent from school in 2020, in addition to the 3.1 million who were chronically absent in pre-pandemic years; and

WHEREAS, In a study conducted in early 2021 of about 16,370 parents across every state in America, 35 percent of the parents expressed significant concerns about their child's mental health and social and emotional wellbeing, with about 80 percent of parents expressing some level of concern about their child's mental health and social and emotional health and development since the start of the pandemic. In addition, of the parents surveyed, a significant percentage reported increases in clinical mental health conditions among their children, with a five percentage-point increase in anxiety and a six percentage-point increase in depression. Inadvertently, about 80% of children with mental health disorders receive services from a specialized mental health service provider; and

WHEREAS, The 2019 Wisconsin Behavioral Health Systems Gaps report suggest two of the top populations facing the greatest mental health disparities are: Opportunity Youth ages 18-25 and adolescents aged 12-17, with workforce shortages and shortage of culturally appropriate community-based services being amongst the top reasons cited for the increase in severe mental health problems; and

WHEREAS, It has been estimated that, lacking immediate and sustained innovative interventions, disparities engendered by the pandemic could result in lifetime earnings of K-12 students being reduced by an average of $49,000 to $61,000, especially for those students who have suffered greater loss of learning. Educational achievement and attainment have been linked not only to higher earnings, but also to better health and reduced incarceration rates and greater civic engagement; and

WHEREAS, About 88% of the victims of both non-fatal shootings and homicides are black people, with about 10.6% of the victims of homicide being minors who were 18 years of age and younger. Already in 2022, Milwaukee Public Schools has lost students because of fatal shootings, reckless (fatal) car accidents. Also, there has been multiple incidents in schools warranting greater policies and practices to provide extensive training opportunities to School Safety personnel; and

WHEREAS, Black students continue to be disproportionately represented in school disciplinary/suspension data, accounting for almost 80% of the District's suspensions resulting from fighting, chronic disruptions/disorderly conduct, and violation of school rules and policies; and

WHEREAS, The 2019 Youth Risk Behavior Management survey showed that nearly one in two students reported anxiety (49.0%) which reflected about 9% growth from 2017 to 2019. More than two out of three girls in the 10th and 11th grades reported anxiety; and

WHEREAS, A survey administered to parents, students, educators, and taxpayers in the Milwaukee Board of School Directors' fourth district showed that about 87% were completely dissatisfied with the current data reflecting academic achievement, school culture and climate, leadership, and community-engagement efforts, citing ineffective communication practices, ineffective school safety policies and practices, limited funding accountability and transparency, outdated curriculum and instruction, ineffective efforts to recruit and retain black and brown teachers, and racial inequities. Each person surveyed expressed a desire to be involved with the District 4 Task Force to learn more about district-wide policies and procedures and determine ways to get involved in their local schools; and

WHEREAS, Milwaukee Public '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, "Automation" exposure is defined as the use of electronics and computer-controlled devices to ultimately advance new technology, and increase efficiency and reliability. Inadvertently, automation exposure can cause a significant disruption to young workers between the ages of 16 and 24 and historically underrepresented communities of color who have the lowest educational credentials reflecting overrepresentation in automatable jobs associated with food preparation and serving; and

WHEREAS, According to a 2019 Brookings Institute report on *Automation and Artificial Intelligence*, Milwaukee is ranked number sixty-two among the top 100 Metropolitan cities (State of Wisconsin ranking number ten), with the average automation percentage being 45.5%. This is critical because educational attainment will prove decisive in shaping the impact AI-aged technological developments will have on the local labor markets. The impacts of automation in the coming decades will be variable across occupations, and will be visible especially among lower wage, lower-education roles in occupations characterized by rote work; and

WHEREAS, Manufacturing and office administration heavy regions like Wisconsin, with the greatest concentrations of routine employment are amongst some of the places that has seen the largest shift to low-wage service employment in the automation/IT era; and

WHEREAS, in Milwaukee County, there are over 22,000 youth and young adults between ages 16 to 24 who are out-of-school and/or out of life-sustaining work. It is estimated that about 91% of the 16 to 24 year-olds out-of-school and out-of-work were educated through our public school systems. In Wisconsin, students who identify as black and brown make up about 95% of high school students who don't graduate on time. Further, it is concluded that youth who don't earn their high school diplomas have limited employment options and often struggle with lower income representing a significant percentage of families living in poverty; and

WHEREAS, Decreases in teacher absenteeism have resulted in financial savings from a reduction in the need for substitute teachers serving as one of the most research proven benefits of four-day school weeks;[17] 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 restorative practices, financial literacy, career pathways and college readiness, and other life-skills training and development opportunities; and

WHEREAS, Countries like China, Canada, Estonia and Singapore (to name a few) have intentionally and creatively shifted policies and practices to prioritize the opportunities and demands of a future workforce during the COVID-19 global pandemic and beyond. Specifically, the changes implemented in those countries to promote lifelong learning, quality train and ultimately align with an evolving innovative workforce; and

WHEREAS, Now, more than ever, is the time to intentionally develop opportunities to address the barriers facing our students including those of the labor market thus equipping teacher leaders to drive quality instruction that will develop the skills and abilities of globally competitive, creative problem solvers, and mentally sound student leaders; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby directs the Administration to explore the feasibility of implementing a four-day school week, with a fifth day devoted to teacher professional development, student mental health services, extended learning opportunities, and intentional and effective school, community, and employer partnerships; and be it

FURTHER RESOLVED, that this exploration is to include, but not be limited to, analyses of

- the processes and the outcomes — successes, challenges, costs, required restructuring, etc. — of a representative sampling of those districts that are of comparable size with MPS which have implemented the four-day school week, including the impacts on students' achievement, student, mental health, school culture and climate, and on the recruitment and retention of teachers and staff, and any other extraordinary 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 a four-day school operational and programmatic structure;
- the probability of community-based organizations, small businesses, funders, and other prospective community partners funding and supporting this initiative;

- the Wisconsin Department of Workforce Development strategies and opportunities for increased support with student and parent workforce skills trainings and development opportunities;
- MPS's financial trajectory through a cost analysis;
- 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 enforceability of extending limited-term employment (LTE) contracts to fill vacancies or delivery services in school settings to male personnel who are experiencing employment barriers in order to create employment and partnership opportunities for them;
- the feasibility of teachers and school leaders undergoing weekly mandatory professional development with educator- and school leader-centered evaluations, critical instructional planning and school-community building strategies to improve school culture and climate and teacher morale;
- 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 a four-day school week on families' need for childcare, food and nutritional services, and transportation, and ways in which to address these needs;
- the feasibility of developing a Parent Engagement Institute where Parent Coordinators roles will expand to provide additional intentional supports to the parents and families of MPS students; and be it

FURTHER RESOLVED, That a Four-day School-week Strategic Planning Committee be created to ensure the fidelity of the study, to collect and to analyze data, and to engage the community in this process through various listening sessions; and be it

FURTHER RESOLVED, That the Administration and the Four-day School-week Strategic Planning Committee are to report their findings to the Board no later than the June 2022 board cycle.

Referred to the Committee on Student Achievement and School Innovation

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All other business before the Board having been disposed of, the Board returned to the Reports and Communications of the Board Clerk/Chief Officer, Office of Board Governance, Item One, Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved, which had been postponed earlier in the meeting.

(Item 1) Action on a Request to Retire to Executive Session in Order to Confer with Legal Counsel Regarding Litigation in Which the Board Is or Is Likely to Become Involved

Background

The Office of Board Governance is requesting a closed session in order to consult with legal counsel who is rendering advice regarding litigation in which the Board is, or is likely to become involved.

The closed session is requested pursuant to Wis. Stat., §19.85(1)(g), which allows a governmental body to enter into a closed session to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.35, Whistleblower Protections

Fiscal Impact Statement

NA

Committee's Recommendation

The recommendation is that the Board retire to closed session for consideration of this item.

Director Garcia moved to Retire to closed session for consideration of this item pursuant to Wis. Stat., §19.85(1)(g), which allows a governmental body to enter into closed session to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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.

The Board retired to executive session at 7:14 p.m.

The Board adjourned from executive session at 7:47 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 24, 2022

Regular meeting of the Board of School Directors called to order by President Peterson at 5:37 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:

Gwendolyn Anderson, a retired paraprofessional from Honey Creek School;

Barbara Deam, a retired paraprofessional from Kluge Elementary;

Dennis Deis, a retired school engineer Hamilton High School;

Jasmine Hamilton, a student at Washington High School;

Mark Johnson, a retired teacher from Fernwood Montessori;

Earnest Mitchell, a retired building laborer with the District;

Shirley Sobocinski, a retired teacher from Vincent High School.

The Board also wishes to acknowledge the passing of Margaret Farrow, Wisconsin's first female Lieutenant Governor; the passing of Milwaukee philanthropist, Michael Cudahy; and the passing of Madame Secretary Madeleine Albright, the first woman to serve as U.S. Secretary of State.

President Peterson then also referenced that it is Women's Month and announced that we will celebrate our Vice-President, Sequanna Taylor. Vice-President Taylor is being honored for her impact in bringing about positive changes to her community through business and educational development, human capital development, and relevant policy development. On March 26, 2022, the TIUA School of Business, through the affiliation of Trinity International University of Ambassadors, is set to bestow upon Vice-President Taylor, an Honorary Doctorate of Philosophy, in the field of Entrepreneurship and Business Administration.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of January 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 January through mid-February are also included in the following report.

Women's History Month

Women's History Month was first proclaimed by President Jimmy Carter in 1980 (initially as National Women's History Week) after the National Women's History Project lobbied Congress about the importance of ensuring that we educate students about women in American history. March also correlates with International Women's Day, March 8. We want to take a moment to recognize not only our women of history, but also the women of today who are making history. We applaud these amazing women!

School Breakfast Week

During National School Breakfast Week, March 7-11, 2022, MPS recognized its very own Department of Nutrition Services. During the school year, MPS's food-service heroes are responsible for planning, preparing, and distributing breakfast and lunch to about 70,000 students every day. MPS appreciates all our nutrition staff who work to provide nutritious meals to our young learners. Thank you!

School Social Workers' Week

School social workers are critical members of the school team in every MPS school. During School Social Workers Week, which took place March 6-12, MPS saluted our social workers, who are a key part of many students' lives. Students and families often have numerous needs that may include mental health, social-emotional learning, financial challenges, and unmet physical and emotional needs. School social workers help to identify concerns and to make connections to resources for the safety, health, comfort, and well-being of students and families. Meeting these needs is shown to increase children's academic achievement and to help them thrive. We appreciate our school social workers!

Textbook Adoption

After months of planning, organizing, reading, assessing, and discussing, we are excited to have found new social studies textbooks to provide current information to our students. With the Board's approval of this adoption, we will begin the next phase of the adoption process, which is to order materials, to align curriculum guides, to develop supplemental materials, to provide professional development, and to deliver the resources. We are excited to bring updated social studies information and curriculum to our teachers and students.

Students Take the Initiative

The student ambassadors of Hamilton High School took the initiative to create a dedicated space for student clubs to meet, to create, and to inspire as they develop and carry out their visions for an improved school community.

As a result of this initiative, students received donations from Office Depot for furniture and supplies. On March 10, a ribbon-cutting ceremony took place to commemorate this space. It is inspiring to see young

minds have a vision, pursue it, and ultimately achieve the vision. Congratulations to the Hamilton High School's student ambassadors.

Superintendent's Student Advisory Council

The Superintendent's Student Advisory Council's groups at various high schools had an opportunity to sit down and to have lunch with the Superintendent this month. During this time, students were able to share thoughts with the Superintendent and to have open dialogue about their thoughts and visions for the school communities.

MPS Students Are on the Move

We recognize students from Milwaukee High School of the Arts. Twenty vocal students who performed Class A solos in the Wisconsin School Music Association Solo and Ensemble contest qualified for the state-level solo and ensemble competition at UW-Milwaukee on April 30, 2022.

A team of MHSA's students took second place at the MPS Financial Investment Challenge Bowl. This has qualified them to compete at the statewide FICB competition scheduled to take place in May 2022.

We congratulate these students on their success and wish them good luck in the next round.

Recruiting

We continue our recruiting efforts to find qualified candidates to fill classified, certified, and trade positions in the district. Job fairs were held this month, with additional fairs scheduled.

Building Trades Career Fair

As we continue to look for qualified employees, this month we also were able to offer students the opportunity to find employment in the building trades.

On March 9, more than 300 students participated in the Building Trades Career Fair. During this event, two dozen Milwaukee-area employers participated, seeking student employees for part-time and summer employment. Students had the opportunity to learn about different trades, internships, and interviewing skills, and they had a chance to receive immediate feedback from potential and future employers.

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(Item 2) Follow-up Report on Resolution 2122R-008 Regarding the Development of a Strategic Plan

Background

At its regular meeting on July 29, 2021 meeting, the Milwaukee Board of School Directors adopted Resolution 2122R-008 by Director Gokalgandhi, which directed that the Chair of the Board's Committee on Strategic Planning and Budget, in collaboration with the Administration, the Office of Board Governance, and the Office of Accountability and Efficiency, immediately begin the development process of the next MPS Strategic Plan.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

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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.

The following report is an informational item, and although it has been noticed for possible action, no action is required.

COVID-19 Testing Plan

District Plan Updated

In response to the Board's action at its special meeting on February 10, 2022, we have updated our COVID-19 plan to include:

- a campaign to increase vaccination opportunities and awareness;
- strategies to increase testing consent among students; and
- additional testing opportunities

Vaccine Information

We are continuing our partnership with the Milwaukee Health Department to run vaccine clinics. A new round of clinics is to start after spring break. We are targeting the anticipated approval of the vaccine for children under five years of age.

Information regarding vaccines can be found in the Thursday Updates and is shared directly with schools.

Vaccine Opportunities

		Number of Doses			
Date	Site	Pediatric Pfizer	Pfizer	J&J	Total
1/13/2022	MPS Fratney Escuela	97	176		273
1/19/2022	MPS Alexander Mitchell Integrated Arts School	14	18		32
1/20/2022	MPS Morse Middle School	5	17		22
1/21/2022	MPS Zablocki Public School	27	28		55
1/25/2022	MPS Hayes Bilingual School	13	26		39
1/28/2022	MPS Auer Avenue School	11	10		21
1/31/2022	MPS Clarke Avenue School	5	11		16
2/3/2022	MPS Jackson Early Childhood and Elementary	4	6	1	11
2/3/2022	MPS Fratney Escuela	53	36		89
2/4/2022	MPS Starms Discovery School	17	15		32
2/7/2022	MPS Longfellow School	2	7		9
	Total				599

COVID-19 Testing-consent Form

The testing-consent form has been revised to gather information regarding participation in the testing program and routine testing. It has been made into a fillable PDF document for electronic completion and has been translated into multiple languages and sent to schools for distribution.

An MPS webpage with a QR code for the form has been created.

Summary of 2021-22 Testing Program

MPS participates in DHS's COVID-19 K-12 testing program. Through this program MPS was matched with Summit Clinical Labs as the testing vendor. All costs associated with testing are covered by DHS.

Testing began in September and covered onsite symptomatic students and staff. In November, testing expanded to include twice-a-week testing of unvaccinated staff.

Onsite Testing by Summit Labs

Summit Labs is onsite at MPS for two-hour blocks: 150 sites on Tuesdays and Thursdays, and 107 sites on Mondays, Wednesdays, and Fridays. 109 testers have been assigned to MPS.

PCR testing is provided to symptomatic students and staff. Rapid antigen tests are used for routine testing of unvaccinated staff. Average turnaround time for PCR tests is 10 hours.

A hotline service is available to all schools at (262) 282-9927

Expanding Testing with Summit

We are working with Summit Labs to offer greater testing opportunities during the day. Upon return from spring break, testing will be available at schools either one hour before the school day starts or one hour after the school day ends. Additional testing opportunities will be offered during spring break.

Testing will be expanded to cover asymptomatic students and staff.

Additional Testing Opportunities with Novir

DHS approved the District to work with a second vendor, Novir, to increase testing opportunities. Novir began testing at MPS on March 2, 2022:

- Every Wednesday,4 p.m.-8 p.m., and Saturday, 10 a.m.-2 p.m.
- Testing locations: MacDowell, Marshall, and Pulaski
- Rapid antigen tests provided
- Spring break hours.

Additional testing opportunities will be disseminated through Thursday Updates, text messages, and social media.

Sources of Testing Supplies

DHS provides PCR and rapid (antigen) tests for the program. The temporary national shortage of supplies is no longer an issue. DHS has diversified the supply of antigen tests, using iHealth and BinaxNOW.

MPS receives a federal allocation of BinaxNOW antigen tests and is one of 12 districts/schools in Wisconsin that are provided antigen tests through the Biden administration's program. Allotments are delivered directly to MPS, which can increase the number of requested test kits as needed.

Masking Recommendation

Wearing of face masks is currently required in all of MPS's buildings; however, the Administration recommends moving to a mask-optional policy effective April 18, 2022. Currently, the case burden and test positivity rates are medium-risk (yellow). If the case burden/test positivity rates were to move to "substantial transmission" (orange), the District would revert to a mandatory mask policy.

Testing policy will remain in place, and the supply of KN95 and N95 face masks will be maintained.

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.

Director O'Halloran moved that in accordance with Board Governance Policy 3.02, that the Board direct the Superintendent to consult with the City of Milwaukee's Health Commissioner, MTEA, and ASC, and to use CDC guidelines to implement COVID-19 protocols within MPS.

The motion passed, the vote being as follows:

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

The State Legislature sets its own calendar and can call itself in to do work at any time. Although the legislative calendar that it sets for itself has ended, and the Legislature has no schedule plan to meet for ten months, there are $5.6 billion of available funds at the state level, and school districts will be constructing their budgets, and in some instances making program cuts, in the months ahead. In the meantime, the State has provided no per-pupil adjustment to keep pace with inflation for two consecutive years, and despite the readily available revenue, Wisconsin has fallen below the national average in per-pupil funding and continues to drop. With the funds available, the need to support Wisconsin's students remains clear, and the time is available to do so.

Provided under separate cover is a copy of a letter which a large contingent of business and educational leaders sent to Governor Evers, Speaker Vos, and Majority Leader LeMahieu, proposing that a portion of the available funds be allocated in an inflationary adjustment of $343 per pupil and a 50% reimbursement rate to support 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 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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(Item 2) 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

This is item was postponed until the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The 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 February through mid-March.

Report to the Milwaukee Board of School Directors

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability of 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 FY22 Work Plan.

Accountability and Efficiency Services

Between February 14, 2022, and March 14, 2022, Accountability and Efficiency Services fulfilled seven requests for information/research and one constituent's inquiry. Accountability and Efficiency Services also completed one request for data analysis.

Accountability and Efficiency Services also continued to work with the Administration and the Office of Board Governance on Resolution 2122R-007 regarding a charter school evaluation.

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) focused efforts on the Communities in Need (COIN) and Student Engagement Programs.

CCS provided virtual COIN presentations to contractors with the Department of Facilities and Maintenance Services (DFMS) who are new to contracting with the Milwaukee Public Schools.

Team members also participated in the Department of Facilities and Maintenance Services' Building Trades Career Fair. The event provided high-school students with an opportunity to engage with DFMS's shops, local unions, the Department of Workforce Development (DWD), and the Department of Career and Technical Education (CTE). CCS used the opportunity to educate MPS's high-school students in the COIN program, the process of entering the State's apprenticeship program, and the benefits of pursuing careers in the skilled trades. As a result of these efforts, eight high-school seniors were referred to CCS's certification agency, WRTP/Big Step, for COIN screening.

Also during the reporting period, CCS hosted two abbreviated job-readiness trainings at James E. Groppi High School and Grandview High School.

Additionally, three organizations associated with urban agriculture and workforce-development training for youth committed to becoming CCS Mission Aligned Partners (MAPs). These partnerships will be leveraged to design and to implement summer agricultural internships.

Finally, ten high-school students engaged in interviews for internships in administration, architecture, environmental services, and moving services. Two of the students were hired, both in administrative services.

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 Reports of the Independent Hearing Officers of the Milwaukee Board of School Directors (Student Expulsions)

The Board Clerk presented 18 reports of the Independent Hearing Officers of the Milwaukee Board of School Directors from following dates and times:

- February 28, 2022, at 9:00 a.m., 10:00 a.m., and 11:00 a.m.
- March 2, 2022, at 10:00 a.m. and 11:00 a.m.
- March 3, 2022, at 9:00 a.m.
- March 7, 2022, at 10:00 a.m. and 3:00 p.m.
- March 9, 2022, at 2:00 p.m.
- March 10, 2022, at 9:00 a.m. and 11:00 a.m.
- March 14, 2022, at 10:00 a.m.
- March 17, 2022, at 8:00 a.m., 9:00 a.m. and 11:00 a.m.
- March 21, 2022, at 9:00 a.m., 10:00 a.m. and 11:00 a.m.

Also provided 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 February 28 and March 2, 3, 7, 9, 10, 14, 17, and 21, 2022.

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

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

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the Report of the Committee on Student Achievement and School Innovation.

Item #1, Action on the Approval of the Selection of Textbooks/Instructional Materials for Social Studies (Grades K-8), High School U.S. History, World History and Citizenship for Textbooks to be used During the 2022-2023 School Year, has been set aside as it was forwarded to the Board without recommendation.

Item #2, Action on Resolution 2122R-015 by Director Carr on a Feasibility Study to Implement a Four-day School Week, has been set aside as the Committee made no recommendation.

Director Siemsen moved to accept the balance of the Committees' Reports.

The motion to accept the balance of the Committees' Reports prevailed, 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	Shannon Davis	Building Service Helper I	$15.18/hr.	02/07/2022
4	Angelina Deleon	Building Service Helper I	$15.18/hr.	02/07/2022
2	DeAundre Jiles	Building Service Helper I	$15.18/hr.	02/07/2022
2	Amirah Moore	Building Service Helper I	$15.18/hr.	02/07/2022
1	Nathan Schroeder	Building Service Helper I	$15.18/hr.	02/07/2022
2	Kendall Walker	Building Service Helper I	$15.18/hr.	02/07/2022
2	Viontae Williams	Building Service Helper I	$15.18/hr.	02/07/2022
2	Isaiah Baisden	Food Service Assistant	$15.18/hr.	02/07/2022
2	Carolyn Bell	Food Service Assistant	$15.18/hr.	02/08/2022
2	NaStassja Clements	Food Service Assistant	$15.18/hr.	02/07/2022
2	Tasha Cruse	Food Service Assistant	$15.18/hr.	02/07/2022
2	Virginia Fleming	Food Service Assistant	$15.18/hr.	02/16/2022
2	Laporsche Hamilton	Food Service Assistant	$15.18/hr.	02/07/2022
2	Tameka Keeler	Food Service Assistant	$15.18/hr.	02/07/2022
4	Margarita Rivera	Food Service Assistant	$15.18/hr.	02/07/2022
4	Sara Bachleitner	Para Ed Assistant	$22,803.00	02/17/2022
2	Gabriel Bean	Para Ed Assistant	$18,872.00	02/08/2022
2	Keandre Carter	Para Ed Assistant	$19,334.00	02/16/2022
2	Alicia Hendricks	Para Ed Assistant	$18,872.00	02/07/2022
5	Jennifer Kastilahn	Para Ed Assistant	$20,028.00	02/01/2022
5	Maureen Lackey	Para Ed Assistant	$18,872.00	02/01/2022
5	Kara Nguyen	Para Ed Assistant	$18,872.00	02/03/2022
2	Charles Owens	Para Ed Assistant	$22,110.00	02/02/2022
2	Ashley Johnson	Para Ed Assistant — Parent Involvement	$25,162.00	02/04/2022
5	Linda Christensen	Para Ed Assistant — Parent Involvement	$25,162.00	02/16/2022
2	Nakela Little	School Secretary I — 10-month	$27,060.00	02/15/2022
4	Keycha Remus	School Secretary I — 10-month	$29,929.00	02/01/2022
Promotions				
2	Charles Allen	Building Service Helper II	$37,774.00	02/07/2022
2	LaTonya McKinnie	Secretary I — 10-month	$25,147.00	02/07/2022
4	Marcia Ponce Torres	School Kitchen Manager II	$28,662.00	02/07/2022
Rehires				
2	Latisha Spence	Building Service Helper I	$15.18/hr.	02/07/2022
7	Joshua Taylor	Para Ed Assistant	$20,028.00	02/07/2022
5	Karl Christofferson	School Engineer II	$61,085.00	02/14/2022

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	Ahrens, Alexandria Ann	Gen'l Elem & K8 — All Grades	01/BA	$44,870.00	2/7/2022
4, r	Aranda, Antonio A	English as Second Language	01/MA	$67,802.00	2/14/2022
2, r	Hicks, Tyrionna	Gen'l Elem & K8 — All Grades	01/BA	$44,870.00	2/16/2022
2, r	Jordan, April Joy	School Support Teacher	01/MA	$67,802.00	2/2/2022
Teachers, Early Start					
1, nr	Strelitzer, Tristan M	AMP Music	01/BA	$61,360.00	2/21/2022
5, r	Thies, Kimberly Beth	English	01/MA	$67,802.00	2/3/2022
Permit Teachers					
2, r	Diggs, Wanita	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	2/21/2022
5, r	Smith, Allison	AMP Art	XX/4W2	$44,073.00	2/7/2022
Permit Teachers, Early Start					
5, nr	Barrett, Rebecca A	AMP Art	XX/4W2	$44,073.00	1/31/2022
5, nr	Burkart, Erin	Spec Ed Multicateg.	XX/4W2	$44,073.00	2/7/2022

Codes		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0
2	African American	3	0	0	0	3
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	1	0	0	0	1
5	White	6	0	0	0	6
6	Other	0	0	0	0	0
7	Two or More Ethnic Codes	0	0	0	0	0
	Male	1	0	0	0	1
	Female	9	0	0	0	9

r Resident
nr Non-resident

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, January2022		
Carolyn Neumann	Franklin School	January 31, 2022
Illness Leave, February 2022		
Peggy Hamby	Morgandale School	February 1, 2022
Dawn Ramirez	Out of Assignments	February 1, 2022
Jody Wensink	Burbank School	February 1, 2022
Lydia Jasti	Itinerant — System-wide	February 8, 2022
Personal Leave, December 2021		
Joseph Liverseed	Golda Meir	December 20, 2021
Personal Leave, February 2022		
Rachel Brous	Vieau School	February 4, 2022
Personal Leave. March 2022		
Rebecca Thomas	Hayes Bilingual	March 8, 2022
Personal Leave, May 2022		
Karen Steen	Bay View Middle & High School	May 13, 2022

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Retire	30.3	4	Linda Aguado	Teacher	Trowbridge	06/16/2022
Retire	20.6	2	Anayo Agwoeme	Teacher	Brown Street	06/16/2022
Personal	9.2	5	Ashley Beermann	Teacher	MacDowell	05/27/2022
Personal	11.5	5	Nicholas Beermann	Teacher	MacDowell	05/27/2022
Retire	33.2	3	Soumaly Bounket	Teacher	South Division	05/31/2022
Retire	34.0	5	Laura Brzenk Grandbois	Teacher	Cooper	06/16/2022
Other Dist	3.5	5	Victoria Calcutt	Teacher	Grantosa	03/01/2022
Retire	20.0	5	Roxanne Ciatti	Teacher	Bay View HS	05/31/2022
Personal	0.5	5	Jordan Cochrane	Teacher	Story	06/16/2022
Personal	1.6	5	Meghan Curtis	Teacher	LaFollette	06/30/2022
Personal	2.6	4	Elizabeth Dannecker	Teacher	Meir	04/01/2022
Personal	5.3	5	Taylor Drzewiecki	Teacher	Garland	06/16/2022
Personal	3.6	5	Rebecca Eschbach	Teacher	Riverside	05/27/2022
Retire	22.4	5	Tracey Fecteau	Teacher	Meir	05/27/2022
Retire	29.7	5	Brett Fuller	Curr Spec V	Central Svcs	09/12/2022
Retire	31.7	5	Jennifer Glueckert	Teacher	Parkside	06/16/2022
Personal	0.5	5	Gracia Hasebroock	Teacher	Grant	06/20/2022
Personal	9.5	2	Alicia Johnson	Teacher	Washington	02/17/2022
Other Dist	8.6	4	Jasmine Jolitz	Teacher	Rufus King HS	05/30/2022
Personal	19.0	5	Gina Kaisler	Teacher	Cooper	06/16/2022
Retire	23.7	5	Paula Kieferndorf	Teacher	Cooper	06/15/2022
Retire	24.9	5	Catherine Klein	SSW	Central Svcs	06/03/2022
Personal	0.5	5	Sarah Krysan	Teacher	Story	03/19/2022
Personal	8.6	5	Sarah Lehner	Teacher	Rufus King HS	05/27/2022
Retire	3.8	5	James Loebl	Teacher	Parkside	06/16/2022
Personal	3.5	5	Madison Lower	Teacher	Clement Ave	06/16/2022
Other Dist	0.6	2	Annette Madlock Gatison	Teacher	Vincent	02/25/2022
Personal	4.6	5	Matthew Martin	Teacher	MacDowell	05/27/2022
Retire	31.0	5	Christine Midthun	Teacher	Burdick	06/16/2022
Retire	31.8	5	Jeff Moravec	Teacher	Vieau	07/21/2022
Other Work	6.8	2	Melissa Moutry	Coord II	Central Svcs	03/08/2022
Retire	35.7	5	Patricia Newborn	Teacher	Lowell	06/16/2022
Personal	19.4	5	Chad Ohlendorf	SST	Hartford	01/28/2022
Personal	0.5	5	Steven Olson	Teacher	Rufus King HS	05/27/2022
Personal	1.6	5	Emily Perszyk	Teacher	Story	06/16/2022
Retire	32.3	5	Amy Polacek	Teacher	Morgandale	06/24/2022
Personal	20.6	3	Tiffany Reina	Teacher	AAL	06/16/2022
Retire	32.3	5	Michelle Reinke	Teacher	AAL	06/22/2022
Personal	14.0	4	Pedro Reyes Guzman	Teacher	South Division	02/01/2022
Other Dist	29.5	5	Kimberly Robbins	Teacher	Fairview	02/04/2022
Other Dist	3.5	5	Casey Roberts	Speech Path	Doerfler	02/25/2022
Retire	21.8	5	Jill Roskos	Teacher	Whitman	07/15/2022
Retire	17.8	5	Jordan Sensibar	Teacher	Hamilton	05/31/2022
Personal	0.6	5	Kristin Sponcia	Teacher	HS of the Arts	05/27/2022
Other Dist	2.5	5	Carly Taccini	Teacher	Fairview	06/16/2022
Personal	10.1	2	Kristopher Teague	Teacher	JMAC	02/18/2022
Personal	0.5	5	Nicole Thomas	SST	LaFollette	02/18/2022
Retire	20.2	5	Christine Turner	Teacher	Meir	06/30/2022
Retire	22.6	5	Kenneth Vaught	Teacher	Humboldt Park	06/17/2022
Retire	30.7	5	Kelly Whalen	Teacher	Bay View HS	05/28/2022
Personal	1.2	2	Ronald Williamson	Teacher	Obama SCTE	12/23/2021
Retire	30.7	5	Deborah Zagorski Biermann	Teacher	Fairview	06/17/2022
Classified Retirements						
Retire	21.9	2	Felicia Brown	CHA	Browning	02/02/2022
Retire	29.5	2	Jada Dixon	BSH I	JMAC	02/02/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Retire	28.3	2	Darryl Eastern	Para	Milw Sign Lang	02/25/2022
Retire	28.9	5	Ann Giuffre	Spec I	Food Service Div	02/05/2022
Retire	32.4	2	John Neeley	Safety Asst	School Safety	02/08/2022
Retire	22.4	4	Noel Rodriguez	Safety Asst	School Safety	02/04/2022
Retire	24.5	2	Donna Tender	Safety Asst	School Safety	02/12/2022
Retire	31.4	2	Alex Terry	Sup I	Facilities & Maint	02/02/2022
Retire	27.3	5	Steven Walker	Sup I	Technology	02/05/2022

Reason	Certificated	Classified
Retire	22	9
Personal	23	
Other Dist	6	
Other Work	1	
Total	52	9

Codes:

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

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for February 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 Committee's reports.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, and Salary Increases/Decreases

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	Rachel Wagoner	Principal I — Victory	Office of the Chief of School Administration	03	13T	$112,217
2, r	Jeffrey Morse	Assistant Principal I — Clarke	Office of the Chief of School Administration	03	10C	$92,954
2, r	Bianca Franklin	Nursing Coordinator III	Office of the Chief of Academics	03	08A	$92,077
5, r	Kari Prosper	Assistant Principal I — French Immersion	Office of the Chief of School Administration	03	10C	$86,969
2, r	Tony Bradley	Supervisor I, Building Operations	Office of the Chief of Operations	03	09A	$86,933
4, nr	Marie Lambrecht	Specialist II — Procurement & Risk Management	Office of the Chief of Finance	03	09A	$82,062
5, r	Kim-Lien Callies	Coordinator III, Financial Planning & Budget	Office of the Chief of Finance	03	08A	$73,315
2, r	Latarsha Mathis-Ross	Administrative Assistant III	Office of the Chief of Human Resources	03	03A	$60,628

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
2, r	Denna Triggs	Recreation Supervisor Associate II	Office of the Chief of Operations	03	04A	$57,500
5, r	Michael Larsen	Environmental Health Inspector	Office of the Chief of Operations	03	05A	$57,197
5, nr	Randy Hall	Recreation Supervisor Associate II	Office of the Chief of Operations	03	04A	$53,246
5, r	Shannon Agor	Administrative Assistant III	Office of the Chief of Operations	03	03A	$51,680
5, nr	Molly Halverson	Administrative Assistant III	Office of the Chief of Human Resources	03	03A	$49,518
2, r	Theresa Hobson	Associate I, Data Management	Office of the Chief of Human Resources	03	03A	$49,518
2, r	Mironda Ruffin	Leave Associate I	Office of the Chief of Human Resources	03	03A	$49,518
2, r	Shaketa Winters	Planning Assistant III	Office of the Chief of Finance	03	02A	$48,619
2, r	Jiquinna Cohen	Manager I, Contract Compliance	Office of Accountability & Efficiency	03	11A	$81,090

Recommended Reclassifications

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

Codes	Name	Appointment	Assignment	Salary Sched	Salary Range	Salary Amount
5, r	Roger Masarik	Teacher Leader	Office of the Chief of Academics	1C	MA	$92,647
5, r	Chad Mickelson	Teacher Leader	Office of the Chief of Academics	1C	MA	$78,558

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 Committee's reports.

* * * * *

(Item 3) Action on a Request for Approval of Job Description for Payroll Manager II

Background

Pursuant to Administrative Policy 6.19, the Superintendent is bringing forth for approval the job description for the Payroll Manager II position.

Job Information

Job Title: Payroll Manager II
Job Code: 2496
Reports To: Comptroller
Office: Office of Finance
Department: Financial Services

Compensation Information

Pay Grade: 12A
Pay Range: $84,992-$122,671
Term of Employment: Full-time

Position Summary/Purpose

The Payroll Manager oversees and is responsible for all payroll operations for the District. This position provides leadership, direction, and oversight in the administration and planning, developing, monitoring, and enhancing of services and functions necessary to accomplish the District's payroll-processing objectives. This position has strategic responsibility in guiding the organization's payroll matters and in assisting other departments with analytics and other information as identified. This is an individual-contributor role that requires a person who is extremely detail-orientated with significant knowledge of payroll administration, of state and federal regulations, of related tax matters, and of payroll systems set-up, management, maintenance, and updates.

See the attachments to the minutes of your Committee's meting for a full description of the position.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Fiscal Impact Statement

This item does not authorize expenditures.

The position has been approved in the FY22 budget.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Human Resources will post the position and begin the recruitment process.

Committee's Recommendation

Your Committee recommends that the Board approve the job description for the Payroll Manager II position, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 4) Action on Receipt of the Fiscal Year-end 2021 Audit Reports

Background

Baker Tilly has completed the June 30, 2021, year-end reports, which are being presented for the Board's consideration. Attached to the minutes of your Committee's meeting are the following documents:

- 2021 ACFR 1.19.22 FINAL
- Reporting and Insights from 2021 Audit
- Milwaukee Board of School Directors Early Retirement Plan
- Milwaukee Board of School Directors Early Retirement Plan for Teachers
- Report on Federal and State Awards.

Baker Tilly considers the District's internal control over financial reporting as a basis for designing its auditing procedures for the purpose of expressing an opinion on the District's financial statements. Internal control matters identified by Baker Tilly are reported to the District in the "Reporting and Insights From 2021 Audit, June 30, 2021." While this Communication presents the auditor's observations on, and makes recommendations regarding, various district management and internal control issues, it does not express an opinion on the effectiveness of the District's internal control.

"Reporting and Insights from 2021 Audit, June 30, 2021," also includes a report on the status of prior-year issues.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.07, Fiscal Audits

Fiscal Impact Statement

No fiscal impact

Committee's Recommendation

Your Committee recommends that the Board accept the Fiscal Year-end 2021 Audit Reports, as attached to the minutes of your Committee's meeting.

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

* * * * *

(Item 5) Action on Communication 2122C-003 Regarding a Request to Rename Custer Stadium

Background

At the Board's regular meeting on December 16, 2021, Communication 2122C-003 was introduced and referred to the Administration. The communication, submitted by Mr. Tim Clements, is a requesting that the Custer Stadium to be renamed to the Jimmy Banks Memorial Stadium:

SUBJECT: PROPOSAL TO RENAME CUSTER STADIUM AND FIELD

Dear Director Taylor:

I am writing to you as the School Board Director representing Area #3, the region of the city that includes the Obama School of Career and Technical Education and the adjoining stadium, Custer Stadium. I make this respectful request not only on my personal behalf, but also with a united voice of the local soccer community to rename Custer Stadium the "Jimmy Banks Memorial Stadium". For added consideration, we would encourage the Board to designate the stadium's football/soccer field as the "Richard Williams Field".

Historically, MPS has established a precedent in the naming of a number of its athletic facilities and sporting events after distinguished alumni, coaches and contributors to the district. To cite a few examples:

- Hogan Field @ Herlevitch Diamond (baseball) at Hamilton High School
- Sijan Playfield (softball and baseball) near Bay View High School
- The Blackbourn Division (football)
- The Terry Porter Classic (basketball)

A few highlights to get to know Mr. Banks:

Jimmy Banks was born in 1964 in the Westlawn Projects of Milwaukee's North side and was a 1982 graduate of Custer High School. In high school he played soccer with distinction and was honored as a high school NSCA All-American for his efforts. He was coached by tWisconsin Soccer Hall of Fame coach, Richard Williams.

After playing for two years at UW Parkside, Jimmy transferred to UW Milwaukee, where he distinguished himself with All-American honors. His playing career continued with the national champion Bavarian Soccer Club of Milwaukee and the professional indoor team, Milwaukee Wave. The crowning achievement of Jimmy's playing career was to be named to the starting lineup on the United States Mens' National Soccer Team and to start in all three games in the 1990 World Cup in Italy.

Still mindful of his neighborhood roots, Jimmy's degree enabled him to become the recreation director of the Sherman Park YMCA. About this same time, he founded the Simba Lions Soccer Club. The Simba legacy continues today under the banner of the Milwaukee Kickers. The club's purpose is to promote the game of soccer and all of its benefits (health, team-building, etc.) to the youth of Milwaukee's central city. Mr. Banks' son, Demetrius, coaches the Simbas to this day as well as assistant coach at Rufus King High School.

In 1999 Jimmy continued his soccer career as head coach of the men's team at Milwaukee School of Engineering, and won several conference championships in addition to making multiple appearances in the NCAA tournament. Jimmy held this position until his sad and untimely passing from cancer on April 26, 2019.

Mr. Richard Williams' distinguished career:

Born in Antigo in 1936, Richard Williams graduated from High School and served in the United States Army. Upon his graduation from college, Mr. Williams began a teaching career in the Milwaukee Public Schools. Coach Williams taught Social Studies at Custer high school and established the first varsity-level soccer program in the City Conference in 1969. following that milestone, Richard was instrumental in organizing the state's first public school high school soccer league. In 1974, Coach Williams arranged for the first high school (public school) invitational state tournament which he hosted on Custer's campus and in the stadium. Following the implementation of Title 9, in 1980, Richard began the first girls varsity soccer program in the Milwaukee area. Along the way, Richard was able to earn a USSF "A" coaching license and became an assessor. This made Coach Williams the first Wisconsin born individual to do so. Beginning in 1990, one of the two divisions of the boy's and girl's soccer divisions of the City Conference were named in his honor. Working with the Wisconsin Masons, Richard was able to establish the Wisconsin High School All-Star games for Boy's and Girls senior players in 1992. In 2009 "Dick" was selected to the Wisconsin Soccer Association Hall of Fame. After dedicating a lifetime of service to his country, City, the sport of soccer and to his school system, Richard died on April 15, 2019.

These proposed name changes will honor contemporary, deserving individuals for their contributions to the thousands of lives of Milwaukee children for which they had a direct and lasting impact. Not only would the proposed name changes positively impact MPS, but it will remove an undesirable connotation to the facility by Milwaukee's Native Americans.

This is an opportunity for the Board to shine a light on the achievements of our homegrown greats who have promoted the values espoused by coaches and educators alike. I would personally be filled with joy to see the profile of high school soccer raised to a level of recognition it deserves.

I stand ready to meet or talk with you individually or the entire Board to promote this very worthwhile endeavor. I am a retired MPS teacher, former MPS athletic director, and 20-year soccer coach at MPS.

Respectfully submitted,

Tim Clements
"the unofficial voice" of South Stadium Soccer

After consulting with the family of Jimmy Banks, the Administration recommends that the Custer Field be renamed the Jimmy Banks Field.

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 9.03, Sports and Special Events New Coverage

Fiscal Impact Statement

The financial impact will be minimal and include expenses related to signage.

Implementation and Assessment Plan

Upon the Board's approval, the Administration will implement the name change.

Committee's Recommendation

Your Committee recommends that the Board approve the renaming of the Custer Stadium to the Jimmy Banks Stadium and the field to the Jimmy Banks Field.

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

* * * * *

(Item 6) Action on Monthly Facilities Matters: Award of FMS Construction Contracts, Professional Services Contracts, Material Purchase, and Emergency Purchase Contract

Construction Contracts

Corridor Ceiling and Lighting Upgrade

MacDowell Montessori at Solomon Juneau Campus

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

Low Bidder, Base Bid of.....$152,999.00

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	10%	66^	$101,714.00	10%	100	10

Funds are available for the corridor ceiling and lighting upgrade project from account code FAR 00 ECE MC ECNC7 (Project No. 7570). The project is scheduled to start on March 25, 2022, and to be completed by July 29, 2022.

2022 Green Infrastructure Upgrades — Division 1

Benjamin Franklin Elementary School

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

Low Bidder, Base Bid of $654,177.00, plus $208,120.00 for Mandatory Alternate Bid #2, for post & platform playground equipment with PIP surfacing, for a total cost of.....$862,297.00

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	10%	10.12%	$66,900.00	15%	100	10

Funds are available for the green infrastructure upgrades project from account code MBM PS G52 BF ECTS (Project No. 7299). The project is scheduled to start on March 25, 2022, and to be completed by August 26, 2022.

2022 Green Infrastructure Upgrades — Division 2

Hayes at Kosciuszko Complex

Prime Contractor
Eddy's Landscaping Services, LLC
4383 South 31st Street
Greenfield, WI 53221

Low Bidder, Base Bid of $475,559.00, plus $58,000.00 for Mandatory Alternate Bid #1, for an outdoor classroom overhead structure, plus $22,000.00 for Mandatory Alternate Bid #2, for shade trees throughout the site, for a total cost of $555,559.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	10	0	Yes	10%	63%	$300,829.00	15%	100	10

Funds are available for the green infrastructure upgrades project from account code MBM PS G52 HY ECTS (Project No. 7422). The project is scheduled to start on March 25, 2022, and to be completed by August 26, 2022.

2022 Green Infrastructure Upgrades — Division 3

Nathaniel Hawthorne Elementary School

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

Low Bidder, Base Bid of $909,578.00, plus $34,200.00 for Mandatory Alternate #1, for shade trees throughout the site, plus $192,540.00 for Mandatory Alternate Bid #2, for post & platform play structure & surfacing, for a total cost of.....$1,136,318.00

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	10%	10.4%	$95,000.00	15%	100	10

Funds are available for the green infrastructure upgrades project from account code MBM LS G52 HW ECTS (Project No. 7482). The project is scheduled to start on March 25, 2022, and to be completed by August 5, 2022.

2022 Green Infrastructure Upgrades — Division 4

Neeskara Elementary School

Prime Contractor
Eddy's Landscaping Services, LLC
4383 South 31st Street
Greenfield, WI 53221

Low Bidder, Base Bid of $425,000.00, plus $160,000.00 for Mandatory Alternate Bid #1, for the post and platform playground equipment with PIP surfacing, for a total cost of.....$585,000.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	10	0	Yes	10%	46%	$208,000.00	15%	100	10

Funds are available for the green infrastructure upgrades project from account code MBM LS G52 NE ECTS (Project No. 7444). The project is scheduled to start on March 25, 2022, and to be completed by August 26, 2022.

2022 Green Infrastructure Upgrades — Division 5

Clement J. Zablocki Elementary School

Prime Contractor
Eddy's Landscaping Services, LLC
4383 South 31st Street
Greenfield, WI 53221

Low Bidder, Base Bid of $502,875.00, plus $50,000.00 for Mandatory Alternate Bid #1, for an ornamental fence, for a total cost of.....$552,875.00

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
10	10	0	Yes	10%	64.57%	$323,255.00	15%	100	10

Funds are available for the green infrastructure upgrades project from account code MBM LS G52 ZA ECTS (Project No. 6636). The project is scheduled to start on March 25, 2022, and to be completed by August 26, 2022.

Summary

Total construction contract dollars awarded.....$3,845,048.00
Total dollars HUB participation.....$1,095,698.00
% of HUB participation..... 40.65%
% Minority employees within company..... 62.87%
% Women employees within company..... 3.56%

Professional Services Contracts

RFP #22-001 Herbicide-treatment Services — Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide herbicide-treatment services at various MPS locations.

Selected firm:	Outdoor Home Services Holdings, LLC, d/b/a TruGreen
Contract Amount:	Not to Exceed $50,000/Annually
Contract Period:	March 25, 2022-March 24, 2025
Budget Code:	Various

RFP #374899-2 Asbestos-abatement-and-disposal Services — Various MPS Locations

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide asbestos-abatement-and-disposal services at various MPS Locations.

Selected firms:	Hogan Environmental Cleaning, LLC Integrity Environmental Services, Inc. KPH Environmental Corporation Safe Abatement For Everyone, Inc.
Contract Amount:	Contracts will be issued on an as-needed basis based on pre- approved rate schedule.
Contract Amount:	Not to exceed $1,000,000.00 Annually.

Contract Period: March 25, 2022-March 24, 2025
Budget Code: Various

RFP #22-002 Owners Representative for 2022 Milwaukee Recreation Facility Projects @ 12 Sites in the City of Milwaukee

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide owners representative for 2022 Milwaukee Recreation facility projects.

Selected firms: Cotter Consulting, Inc.
Contract Amount: Contracts will be issued on an as-needed basis based on pre- approved rate schedule.
Contract Amount: Not to exceed $500,000.00.
Contract Period: March 25, 2022-October 1, 2024
Budget Code: Various

RFQ #472422 White Boards for Various MPS Sites

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide White Boards for use at Various MPS sites.

Selected firm: Milwaukee Chalkboard and Specialties
Contract Amount: Not to exceed $200,000.00/year
Contract Period: March 25, 2022-March 24, 2025
Budget Code: Various

Material Purchase

Cooling Tower System Equipment

Central Services

Prime Contractor
Masters Building Solutions
10950 West Rogers Street
West Allis, WI 53227

Low Bidder, Base Bid of.....$104,450.00

Funds are available for the cooling tower system equipment project account code FAR 00 MM2 DW ECNC (Project No. 7478).

Report of Emergency Contract

——— Environmental remediation of fuel oil spill at Morse Middle School

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.

On October 8, 2021, a fuel oil spill occurred which required clean-up and additional remediation. A purchase order for these services was issued to North Shore Environmental Construction, Inc., for $8,995.50.

The purchase was funded through the major maintenance construction fund, budget code FAR 00 MM2 SL ECNC, Project 7545, 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

Construction Contracts

- ALLCON LLC, for ceiling and lighting upgrade at MacDowell Montessori;
  Code: FAR 00 ECE MC ECNC7 ..... $152,999.00
- Poblocki Paving Corporation, for green infrastructure upgrades — Division 1 at Benjamin Franklin;
  Code: MBM PS G52 BF ECTS $862,297.00
- Eddy's Landscaping Services, LLC, for green infrastructure upgrades — Division 2 at Hayes;
  Code: MBM PS G52 HY ECTS $555,559.00
- Poblocki Paving Corporation, for green infrastructure upgrades — Division 3 at Nathaniel Hawthorne;
  Code: MBM LS G52 HW ECTS $1,136,318.00
- Eddy's Landscaping Services, LLC, for green infrastructure upgrades — Division 4 at Neeskara;
  Code: MBM LS G52 NE ECTS $585,000.00
- Eddy's Landscaping Services, LLC, for green infrastructure upgrades — Division 5 at Clement J. Zablocki;
  Code: MBM LS G52 ZA ECTS $552,875.00

Total construction contracts Requested $3,845,048.00

Professional Services Contracts

- TruGreen, for herbicide treatment services at various MPS sites;
  Code: Various, not to exceed $50,000 annually, for a three-year total of $150,000.00
- Various firms, for asbestos abatement and disposal services at various MPS sites;
  Code: Various, not to exceed $1,000,000.00 annually, for a three-year total of $3,000,000.00
- Cotter Consulting, Inc., for owners representative for 2022 Milwaukee Recreation facility projects at 12 MPS sites;
  Code: Various, not to exceed a two-year total of $500,000.00
- Milwaukee Chalkboard and Specialties, for white boards at various MPS sites;
  Code: Various, not to exceed $200,000.00 annually, for a three-year total of $600,000.00

Total professional services contracts requested over three years $4,250,000.00

Material Purchase

- Masters Building Solutions, for cooling tower system equipment project at various MPS sites;
  Code: FAR 00 MM2 DW ECNC $104,450.00

Emergency Contract

- North Shore Environmental Construction, Inc., for environmental remediation of fuel oil spill at Morse Middle School;
  Code: FAR 00 MM2 SL ECNC $8,995.50

Committee's Recommendation

Your Committee recommends that the Board approve the construction and professional services contracts as attached to the minutes of your Committee's meeting, and the material purchase.

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

* * * * *

(Item 7) Action on Monthly Finance Matters: Report on Change Orders in Excess of $25,000; Report on Revenues and Expenses; Monthly Expenditure Control Report; Report on School Fund Transfers; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; and Acceptance of Donations

Report on Change Orders in Excess of $25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed $25,000. This is an informational item, and no action is required.

C029744 Natural Solutions LLC

Original Contract Amount..... $30,000.00
Increase: $32,334.00
Adjusted Contract Amount..... $62,334.00

On October 29, 2020, the Milwaukee Board of School Directors and Natural Solutions LLC entered into professional services contract number C029744 ("Contract"), with a term of January 1, 2021, through December 31, 2021, for production, delivery, and installation of certified woodchips to various recreational sites. On December 14, 2021, the contract was extended through December 31, 2022, and an additional $30,000 was added. On February 3, 2022, compensation was increased by $2,334 to cover all product and services needed at playfields.

Routine Monthly Reports

The report on revenues and expenses, the monthly expenditure control report, the report on school fund 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			
Story School	American Endowment Foundation	5,000.00	Flex Farm Generation 4
	Total Monetary Donations over $5,000	*5,000.00*	
Monetary Donations			
Andrew S. Douglas	Office of Human Resources	295.00	General School Supplies
Auer Avenue School	Mount Carmel Lutheran Church	100.00	Holiday Bazaar
Auer Avenue School	Office of Human Resources	270.00	General School Supplies
Auer Avenue School	Michael Sharon Cooke	500.00	Holiday Bazaar
Auer Avenue School	Karen Brubakken	600.00	Holiday Bazaar
Auer Avenue School	Mount Carmel Lutheran Church	1,000.00	Holiday Bazaar
Auer Avenue School	Mount Carmel Lutheran Church	2,095.00	Holiday Bazaar
Bay View High School	Clubs — Gay/Straight Alliance	100.00	Donation
Benjamin Franklin School	Office of Human Resources	314.00	General School Supplies
Bradley Trade & Tech	Quisler Family, c/o Church Chapel Funeral Home	250.00	Woodworking or Carpentry Program
Carver Academy	Constance A. Tresch	100.00	Library
Cass Street School	United Way	1,000.00	General School Supplies
Clement Avenue School	Victoria Rydberg	500.00	Schoolyard Redevelopment Plan

Location	Donor	Amount	Gift or Purpose
Clement Avenue School	Children's Wisconsin	1,000.00	Healthy Schools Support
French Immersion School	Face Foundation	3,000.00	French Dual Language Fund
German Immersion School	Joel Gradisnik	150.00	General School Supplies
German Immersion School	Frederick Kessler	1,000.00	General School Supplies
Gilbert Stuart School	Big Green	2,000.00	Jumpstar Planning
Hartford University School	Children's Wisconsin	1,000.00	Healthy Schools Support
Honey Creek Elementary School	Herb Kohl Philanthropies	200.00	Accelerated Reading Program
Lloyd Barbee Montessori	Linda and Clyde Taylor	25.00	General School Supplies
MacDowell Montessori	General Mills Box Tops for Education	22.10	General School Supplies
Meir School	General Mills Box Tops for Education	41.40	PTO/Students
Meir School	Claude Susan Krawczyk	50.00	Support Debate Team's Activities
Meir School	Andrew Gordon	100.00	Support Debate Team's Activities
Meir School	Anonymous	283.00	Choir Winter Concert Donations
Meir School	Brightspark Travel, Inc.	1,650.00	Washington, DC, Trip Meals
Milw High School of Arts	Brightspark Travel, Inc.	1,650.00	Washington, DC, Trip
Milwaukee Academy of Chinese Language	Joanne Richards	333.00	Technology for Students
Milwaukee School of Languages	Frederick P. Kessler	500.00	General School Supplies
Milwaukee School of Languages	German Immersion Foundation, Inc.	534.00	AATG National German Exams
Obama School of Career andTechnical Education	Kwik Trip, Inc.	5.28	General School Supplies
Office of Academics - ParentInformation	Colleen McManus	50.00	Mitten Tree
Riverside High School	Miller & Miller Law	200.00	Girls Basketball Supplies
Riverside High School	Brightspark Travel, Inc.	1,650.00	Washington, DC, Trip Meals
Ronald Reagan High School	Ted D or Mary Kellner	3,000.00	General School Supplies
Starms Early Childhood School	State of Wisconsin	500.00	Green Healthy
Trowbridge School	Charles Henderson	50.00	STEAM
Trowbridge School	SJA Financial Advisory LLC	400.00	STEAM
Victory School	Children's Wisconsin	1,000.00	Healthy Schools Support
William Cullen Bryant School	Denise Cole	200.00	Student Needs, Socks, Gloves
	Total Monetary Donations	*27,717.78*	
Non-monetary Donations			
Albert E. Kagel School	Donors Choose	276.56	Magnetic Tiles
Burbank School	St. Rafael Catholic Church	100.00	Handmade Dolls
Burbank School	Martin Luther Lutheran Church	1,000.00	Holiday Refreshments for Staff
Doerfler School	DonorsChoose	134.91	Sticky and Post-It Notes
Doerfler School	DonorsChoose	136.42	Clip Boards
Doerfler School	DonorsChoose	222.58	Math Manipulatives
Doerfler School	DonorsChoose	228.90	Storage Bins
Doerfler School	DonorsChoose	307.88	Books and Journals
Doerfler School	DonorsChoose	330.26	Books and Classroom Supplies
Elm Creative Arts School	Mary Ann Koephe	465.00	Hand-made Hats
Elm Creative Arts School	Neighbors Care	642.00	Mitten and Hats
Emerson School	Prime Financial Credit Union	850.00	Coat and Jackets
Emerson School	Bernies Book Bank	2,072.00	Books to Take Home
Fernwood School	DonorsChoose	1,264.05	Changing the Way We See
Fifty-Third Street School	DonorsChoose	384.36	Knox Manipulatives

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	187.36	Sensory Breaks
Goodrich School	DonorsChoose	240.32	Promoting Kindness
Goodrich School	DonorsChoose	247.64	Thirsty to Learn
Goodrich School	DonorsChoose	256.61	PPE and Snacks are Needed
Goodrich School	DonorsChoose	262.65	Pencils, Sharpeners, Erasers, Pouches
Goodrich School	DonorsChoose	270.78	Writing Supplies
Goodrich School	DonorsChoose	277.05	Dramatic Play: Baby Clothes
Goodrich School	DonorsChoose	289.80	Beginning Sounds
Goodrich School	DonorsChoose	324.21	Hat and Mittens
Goodrich School	DonorsChoose	325.61	Supplies Right In Reach
Goodrich School	DonorsChoose	351.68	Chapter Book Refresh
Goodrich School	DonorsChoose	377.31	Keep Us Safe
Goodrich School	DonorsChoose	377.77	Duplos for Future Engineers
Goodrich School	DonorsChoose	391.24	Its Healthy Snack Time
Goodrich School	DonorsChoose	397.86	Dramatic Play: Post Office
Goodrich School	DonorsChoose	460.44	Snack Time
Goodrich School	DonorsChoose	479.04	Classroom Organization
Goodrich School	DonorsChoose	501.19	Healthy Habits
Goodrich School	DonorsChoose	651.92	Classroom Book Flood
Grantosa Drive School	DonorsChoose	179.22	Cleaning Supplies
Grantosa Drive School	DonorsChoose	448.00	Recess Equipment
Honey Creek Elementary School	DonorsChoose	475.91	Multi-cultural Library Books
James Fenimore Cooper School	Cooper Parents and Students	558.44	Baked Goods
King Elementary School	DonorsChoose	291.87	We Strive to Organize
MacDowell Montessori	DonorsChoose	307.88	Botany Supplies
MacDowell Montessori	DonorsChoose	324.55	Botany and Art Supplies
MacDowell Montessori	DonorsChoose	385.25	Table
MacDowell Montessori	DonorsChoose	448.71	Rug/Broom
Manitoba School	DonorsChoose	137.12	Headphones
Manitoba School	DonorsChoose	189.88	Headphones
Manitoba School	DonorsChoose	239.80	Books
Manitoba School	DonorsChoose	256.89	Notebooks/Pencils
Manitoba School	DonorsChoose	296.38	Colored Pencils/Notebooks
Maple Tree School	DonorsChoose	277.58	General School Supplies
Maple Tree School	DonorsChoose	379.94	General School Supplies
Meir School	DonorsChoose	378.71	Art Supplies
Milwaukee School of Languages	DonorsChoose	257.85	Children Size Winter Gloves
Morgandale School	DonorsChoose	419.58	General School Supplies
Ninety-Fifth Street School	DonorsChoose	168.02	Chair
Ninety-Fifth Street School	DonorsChoose	169.00	Winter Gear
Ninety-Fifth Street School	DonorsChoose	202.44	Winter Gear
Ninety-Fifth Street School	DonorsChoose	207.65	General School Supplies
Ninety-Fifth Street School	DonorsChoose	259.92	Science
Ninety-Fifth Street School	DonorsChoose	262.47	Sensory Bin
Ninety-Fifth Street School	DonorsChoose	264.91	Covid Supplies
Ninety-Fifth Street School	DonorsChoose	290.68	Snacks
Ninety-Fifth Street School	DonorsChoose	290.68	Legos
Ninety-Fifth Street School	DonorsChoose	324.35	Books
Ninety-Fifth Street School	DonorsChoose	337.70	Puzzles
Ninety-Fifth Street School	DonorsChoose	358.00	Stephan Materials
Ninety-Fifth Street School	DonorsChoose	468.90	Animal Galore
Ninety-Fifth Street School	DonorsChoose	490.44	Shields Chair Pockets
Ninety-Fifth Street School	DonorsChoose	772.97	Books
Office of Academics-Specialized Services	Amber Williams	890.00	Gift Cards
Office of School Administration - Student Services	Soles4Souls	127,000.00	Shoes and Socks

Location	Donor	Amount	Gift or Purpose
Parkside School	DonorsChoose	808.94	General School Supplies
Riverside High School	DonorsChoose	375.08	Book Shelves
Riverwest Elementary	Tom Cramer	500.00	Books and School Supplies
Sherman School	Green Bay Packers - Julie Brockel	110.00	Packer Pens and Wrist Bands
Marvin Pratt Elementary	DonorsChoose	229.90	Gaming to Success
Marvin Pratt Elementary	DonorsChoose	814.31	Snacking Reward
Spanish Immersion School	DonorsChoose	516.03	General School Supplies
Story School	DonorsChoose	161.90	General School Supplies
Story School	DonorsChoose	260.38	General School Supplies
Story School	DonorsChoose	1,000.55	General School Supplies
Thurston Woods	DonorsChoose	317.77	Reading Learning
Trowbridge School	DonorsChoose	140.43	General School Supplies
Trowbridge School	DonorsChoose	144.65	General School Supplies
Trowbridge School	DonorsChoose	253.17	General School Supplies
Trowbridge School	DonorsChoose	322.89	General School Supplies
Vieau School	DonorsChoose	269.44	TPT Gift Cards and Headphones
Vieau School	DonorsChoose	358.99	Classroom Art Supplies
Walt Whitman School	DonorsChoose	324.25	Art STEM Supplies
William Cullen Bryant School	DonorsChoose	344.26	Fidget Frenzy
William Cullen Bryant School	DonorsChoose	550.86	General School Supplies
Wisconsin Conservatory	DonorsChoose	214.10	Healthy Snacks
Wisconsin Conservatory	DonorsChoose	244.34	Healthier Snacks for Students
Wisconsin Conservatory	DonorsChoose	302.57	Poems Better than Organizing
Zablocki School	DonorsChoose	302.08	Pretend Play Items-Early Child
	Total Non-monetary Donations	*162,963.98*	
Total Value of Donations		195,681.76	

Committee's Recommendation

Your Committee recommends that the Board 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 Committee's reports.

* * * * *

(Item 8) Action on the Award of Exception-to-bid Contracts

——— Authorization to Issue a Purchase Order to Tobii Dynavox, LLC, for Boardmaker Online Subscription for Symbol-based Communication and Visual Supports

The Administration is requesting authorization to issue a purchase order to Tobii Dynavox, LLC, for a subscription to Boardmaker Online, which will allow staff to create symbol-based communication and visual supports. The platform allows staff to create, to edit, and to manage overlays for communication devices and to create communication boards for students in need of augmentative alternative communication. The program also allows for the creation of visual schedules and procedures for use during classroom instruction.

Each subscription also includes 10 student accounts for staff to use. Staff may create activities and games for students to complete in their Boardmaker Online accounts, and the program tracks their progress.

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 subscription will run from July 13, 2022, through July 12, 2024, with the total cost not to exceed $56,715.

Budget Code: ITS007S2TCENCQ — Non-capital Equipment (Assistive Technology Purchase ESSER III Funds) $56,715

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 MIND Research Institute for ST Math Licenses for Use in Grades preK-8th

The Administration is requesting authorization to issue a purchase order to MIND Research Institute to purchase licenses for ST Math for use in classrooms across the district with student in grades preK-8th.

This digital resource is not part of the current MPS board-adopted instructional resources for mathematics. Our current vendor, Savvas Learning Company, does not have these resources, or anything similar, on its platform. Subsequently, in order to offer schools equitable access to learning through challenging puzzles, non-routine problem solving, and formative feedback, these digital resources need to be made available. These online resources will serve to provide core instruction in the area of mathematics.

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 subscription will run from April 1, 2022, through October 31, 2024, with the total cost not to exceed $2,392,500.00.

Budget Code: ITS0S7S2AQESWR — Contract Services (Technology Purchase ESSER III Funds) $2,392,500.00

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	NA	NA	NA	NA	0	0

——— Authorization to Issue a Purchase Order to Imagine Learning, Inc., for Foundational Skills-focused Licenses in English and Spanish

The Administration is requesting authorization to issue a purchase order to Imagine Learning, Inc., to purchase licenses for Imagine Language & Literacy for use in preK classrooms in which all instruction is provided only in English, as well as for Imagine Español for use in preK-2nd-grade bilingual classrooms throughout the district.

These digital resources are not part of the current MPS board-adopted literacy instructional resources in English or Spanish. Neither Frog Street nor HMH have these resources, or anything similar, on their platforms. Subsequently, in order to offer schools interactive activities geared toward the development of foundational skills in English and Spanish, these digital resources need to be made available. These online resources will serve to provide core instruction in the area of foundational skills in English and Spanish.

The licensing period will be from April 1, 2022, through May 31, 2024. The total cost will not exceed $868,170.00.

Budget Code: ITS0S7S2AQESWR — Contract Services (Technology Purchase ESSER III Funds) $868,170.00

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	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

- Tobii Dynavox LLC, for Boardmaker Online Subscription to Create Symbol-based Communication and Visual Supports, ITS007S2TCENCQ.....$56,715.00
- MIND Research Institute for ST Math Licenses for Use in Grades PreK-8, ITS0S7S2AQESWR.....$2,392,500.00
- Imagine Learning, Inc. for Foundational Skills-focused Licenses in English and Spanish, ITS0S7S2AQESWR.....$868,170.00

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 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 Committee's reports.

* * * * *

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

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

The Administration is requesting authorization to enter into a contract with Proximity Learning, Inc., for credit-acceleration and academic support/tutoring services. This contractor will be used to deliver acceleration activities for students in grades 9 through 12 and academic support/tutoring activities for students K5 through 12. In order to increase academic access to a variety of courses, Proximity Learning will provide online credit-acceleration options with licensed teachers for students to meet credit-bearing graduation requirements. To address academic deficits, Proximity will provide virtual academic support through tutoring services and small-group instruction in the area of reading for students in need of additional support.

Contractor was chosen pursuant to RFP 1065, which closed on January 21, 2022. The 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 $275,000.

Budget Code: DTI-0-0-7G2-EO-ECTS-COVD (ESSER II Contracted Services).....$275,000

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

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:

- Proximity Learning, Inc., for credit-acceleration and academic support/tutoring services, DTI-0-0-7G2-EO-ECTS-COVD $275,000.00

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 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 Committee's reports.

* * * * *

(Item 10) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Master Lease Agreement with Ricoh USA, Inc., to Lease a Printer Bundle

Background

The Administration requests authorization to enter into a master lease agreement with Ricoh USA, Inc. for the lease of a Xante X33 UV Printer, Xante X16 UV Printer Bundle, and Roland TrueVIS VG2 SeriesWide Format Roll-fed. In accordance with Administrative Policy 3.09(7)(e)1a, this master agreement is based on a contract held by the County of Fairfax, Virginia. MPS is able to piggyback off that master agreement as a member of the U.S. Communities Cooperative Government Purchasing Alliance.

The Department of School Business and Transportation Services made the determination that this equipment is necessary for the Division of Duplicating Services to continue providing quality services and products needed for district stakeholders. This replaces an existing Ricoh L4160 printer that was being leased, whose lease expired in August 2021. As such, this contract agreement with Ricoh is the best available option. There will be no equipment sale or maintenance agreement.

The request to waive administrative policy and to issue the agreement for five years is based upon the significant costs associated with bidding for such a service outside of the state contract.

This master agreement will run from April 1, 2022, through March 31, 2027. The total cost of the master agreement will not exceed $107,288.40.

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: DUP-0-0-DUP-DU-EMTC.....$107,288.40

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the waiver of administrative policy 3.09(9)(e) and approve the master lease agreement as set forth in the attachments to the minutes of your Committee's meeting.

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

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(Item 11) Action on a Request to Waive Administrative Policy 3.09(9)(e) and to Enter into a Contract with Apptegy, Inc., for a District-wide Website Systems Upgrade

RFP 1061 Authorization to Enter into a Contract with Apptegy, Inc., for a Major District-wide Website Systems Upgrade

The Administration is requesting authorization to enter into a contract with Apptegy, Inc., to provide a system upgrade and annual support/maintenance for the district and school websites. This upgrade is considered a major upgrade of core district systems. The work being by the vendor selected through this RFP will provide MPS with a solution that includes currently-supported technologies which will increase search capabilities within the district and school sites, add additional language support, and increase accessibility for all visitors of the sites. Currently, the systems of the school (WordPress) and district websites (Titan) are not meeting the needs of users or families, so it has been determined that a major upgrade is needed to address the points mentioned above.

Due to the complexity of this upgrade, we are asking that Administrative Policy 3.09(9)(e) be waived. The contract will run from April 1, 2022, through June 30, 2026, with the option to extend for up to two additional one year terms, from July 1, 2026, through June 30, 2027, and from July 1, 2027, through June 30, 2028, (the "Term") upon mutual consent of the parties and the Board's approval.

The total cost of the contract in the Initial Term will not exceed $432,700.00

Budget Code: INF-0-0-TLN-DW-EMTC.....$432,700.00

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	No	10%	10%	TBD	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

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) as set forth in the attachments to the minutes of your Committee's meeting.

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

* * * * *

(Item 12) Report with Possible Action Regarding the Task Force on Strategies and Guidelines to Develop Capacity in Attracting, Retaining, and Developing Bilingual Teachers and Support Staff

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 Bilingual Task Force met on Monday, February 21, 2022. During this meeting, members present continued to work on the four points of focus as directed by the Milwaukee Board of School Directors:

1) financial support from MPS and the specific out-of-pocket costs to future bilingual and world language teachers;
2) protocols to enable bilingual and world language teachers to complete their student teaching on the job at MPS;
3) examination of alternative ways of assessing the language proficiency of bilingual employees and how to engage DPI on standards for bilingual and related certification; and
4) examination of the most efficient and effective way to reorganize programs and support systems to advocate and to nurture educators for the expansion of bilingualism in MPS.

At its regular meeting in November, the Board approved amendments to Administrative Policy 6.23, Clinical Students, Student Teaching, Student Administrator, Practicum Students, and Field Placement Students, to allow MPS employees to complete their requirements without being required to leave their employment with MPS. The Task Force began conversations around implementation of this change. Additionally, discussions around the other focus items occurred.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.23, Recruitment and Hiring: Staff

* * * * *

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 Adopt a Medication-administration Policy for Milwaukee Public Schools

Background

The purpose of this policy is to provide clear guidance on how to administer needed medication to students enrolled in Milwaukee Public Schools (MPS) in accordance with Wisconsin state law, evidence-based practice, and the well-being of our students.

This policy provides an outline for students, parents, and MPS staff regarding when, where, how, and under what circumstances MPS students may receive medications at school and during school-sponsored activities, as well as how the administration of medication is to be handled and documented and how medications are to be stored.

This policy has been drafted to ensure students' well-being and that all medications and medical treatments will be administered in accordance with Wisconsin state law, using evidence-based practice and by qualified health-care professionals.

This policy has been drafted in consultation with MPS's medical advisor and in accordance with Wis. Stat., §118.29, and administrative code 8.01(2)(g). This policy will be reviewed annually by the Student Health Services Supervisor in consultation with the District's medical advisor. The Student Health Services Supervisor is authorized to create guidelines for the implementation and enforcement of this policy.

Development of the Policy

Research of Other Districts' Policies

We reviewed policies from other large Wisconsin districts as well as large, urban districts nation-wide.

- Wisconsin (important due to same state legislation): Green Bay, Kenosha, Madison, Racine
- Nationally (Important due to population/geographic density and considerations of emergency services): Chicago, Minneapolis, Seattle

Metrics considered included the number of nurses per school and districts' demographics.

Trends and Commonalities

Large, urban districts typically codify medication procedures into their boards' policies. These procedures clarify restrictions on and guidelines for the administration of medications. Procedures outlined in these board policies adhere to their respective states' guidelines and work in concert with the districts' Student Health Services handbooks.

MPS's Proposed Medication Policy

Guiding Principles

1. To mitigate the impact of health inequities in MPS
2. To serve the best interests of students
3. To administer medication in the school environment only when necessary
4. To follow evidence-based practices and the expertise of qualified healthcare professionals

Overview of Receiving Medication

Medication is to be administered by a nurse or provided under the supervision of authorized school personnel (11.B.3). If the any medication is to be self-administered by the student, it must be done so under direct supervision.

Point 1

Section I. D

MPS shall retain the right to decline to administer medication

- in accordance with Nursing and Health Services' guidelines;
- in consultation with Nursing and Health Services' administration.

Examples include

- requests for medical treatments not approved by Student Health Services;
- holistic applications;
- CBD and medical marijuana; and
- expired or contra-indicated orders that may conflict with other medications or orders.

Point 2

Section 11.8.3

Delegated Medications

- In accordance with WI Admin Code N 6.03 (1,2,3)
- "A registered nurse may delegate a non-nurse school staff member to administer medication ...
- Limited to those "that can be given by mouth, topically (applied to the skin or mucous membranes), or transdermally (through the skin as a patch)"

Point 3

Section IV

- Emergency Response (always call 911 at onset), which is best equipped to handle emergency medical situations
- Fast EMT response time to all MPS schools.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 4.07, Student Nutrition and Wellness Policy

Fiscal Impact Statement

There will be no fiscal impact associated with the adoption and approval.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will publish the policy.

Committee's Recommendation

Your Committee recommends adoption of the policy, as follows:

Purpose

The purpose of this policy is to provide clear guidance on how to administer needed medication to students enrolled in Milwaukee Public Schools (MPS) in accordance with Wisconsin state law, evidence-based practice, and the well-being of our students.

This policy provides an outline for students, parents, and MPS staff of when, where, how, and under what circumstances MPS students may receive medications at school and during school-sponsored activities as well as how medication administration is to be handled and documented and how medications are to be stored.

Guiding Principles

1. This policy seeks to mitigate the impact of health inequities on MPS students, staff, and families by ensuring safe and supportive environments for individuals with chronic health conditions.

2. Milwaukee Public Schools shall always act in the best interests of our students and their physical and mental well- being.

3. Whenever possible, medications and medical procedures should be administered by parents to the student while the student/child is at home. Medications and medical procedures shall be administered by Milwaukee Public Schools staff only when absolutely necessary.

4. Medication and medical procedures shall be administered using evidence-based practice and by qualified health- care professionals.

Overview

Parents/guardians must work with their child's health-care provider and the MPS Nursing and Health Services office to meet the requirements set out in this policy to ensure the well-being of MPS students during school hours or school- sponsored activities.

Students may receive medication when:

1. administered by a nurse; or
2. provided under the supervision of authorized school personnel subject to requirements in section II.B.3.;
3. self-administered by the student with the direct supervision of authorized school personnel.

I. Identifying Students with Medical Needs

A. Request for Student Health Information: Parent/guardian must notify the school promptly upon their student's acute or chronic medical diagnosis/diagnoses and any medication requirements. The Student Health Services supervisor or designee must make medication and procedure authorization forms available to schools for this purpose. The forms are valid for 365 days from when the medical order was written and signed unless changed by the student's health-care provider.

B. Parent/Guardian Role: When a parent/guardian reports that their student has been diagnosed with a medical condition and is requesting medication administration at school and during school-sponsored activities, the school must request and the parent/guardian must provide the following:

1. written medical diagnosis and care instructions, emergency action plan, and orders for medication administration during school hours and school-sponsored activities signed by a health-care provider. Requests for the provision of medication during school hours must include all of the following:
    a. name of medication, dosage, route of administration;
    b. frequency and time of administration(s);
    c. special circumstances in which medication is to be administered;
    d. side effects and/or intended effects that might be observed and reported to a nurse, school personnel, and parents/guardians;
    e. name, signature, address, office phone, fax, and emergency numbers of health-care provider;
    f. signature of parent;
    g. other medications that student may be receiving at home; and
    h. a regimen of healthcare or medication follow-up;
2. medications or supplies necessary to treat the student's condition in the original container with prescription and dosage information or any replacement medication after use (or expiration) that matches the original medical provider's orders;
3. a description of the student's past chronic or acute reactions, including triggers and warning signs;
4. Parents'/guardians' current emergency contact information; and
5. a prescription or new written orders from the student's medical provider that are required to be submitted by the parent/guardian if there are health changes, including but limited to, the dosage, route, medication, or administration times.

C. These medications must be absolutely necessary for the critical health and well-being of the student. Any medications that can be given safely and effectively at any time other than during school day are by definition not absolutely necessary to be given during the school day.

D. MPS school health personnel shall retain the right to decline to administer medication in accordance with Nursing and Health Services guidelines and in consultation with Nursing and Health Services administration. Any medical order that is declined must be communicated to the parent/guardian as well as the prescriber, along with the medical rationale and offer to accommodate with different medications or regimens.

E. Noncooperation: Noncooperation is defined as when the parent/guardian of a student with a known or suspected condition is not in agreement with and/or does not assist the school with an evaluation or implementation of student's health plan or refuses (actively or passively) to supply the school with medications and supplies required to manage the student's health condition in school.

II. Medications

A. Medication Types

1. Prescribed Medications. Written documentation, including the health-care provider's prescription, must be maintained in the student's health record. All medication authorizations for school administration must:

a. include indication (diagnosis), as defined by a health-care provider, including the rationale for need during school hours or school-sponsored activities;
b. be in the original packaging;
c. be provided in a clearly labeled container and have been dispensed by a state-approved pharmacy.

2. Over-the-Counter Medications: Students requiring over-the-counter medication during school hours or school-sponsored activities must also be authorized in writing by the student's parent/guardian and must be provided in the original packaging and in accordance with Nursing and Health Services guidelines.

3. Self-carry Medications: Students may carry and self-administer medications during school hours with documented permission from the health-care provider and parent/guardian. Self-carry medications include epinephrine and asthma rescue inhalers.

4. Protocol Medications: Protocol medications are provided by the school district to support students' medication needs in the event of an acute illness or emergency. Protocol medications are limited to acetaminophen, ibuprofen, albuterol, and EpiPen® (epinephrine). These medications have a written procedure vetted and signed by the MPS medical advisor.

B. Nonprescription medication must be brought in with the manufacturer's original label with the ingredients listed and the student's name and date of birth affixed to the container.

1. Nonemergency: The school must maintain nonemergency student medications in a locked location accessible to the nurse, the principal, and the principal designee. Medications requiring refrigeration must be kept in a refrigerator separate from food products. At all times, the principal and principal designee must have knowledge of and access to all storage units where medication is kept.

2. Emergency: The school must maintain all emergency medications that are not self-carried in a designated secure but unlocked location that is accessible to all school personnel during school hours and school- sponsored activities. During emergencies or drills, it is the principal's and the principal designee's responsibility to ensure that all emergency medications are accessible to the student.

3. Delegated Medications. A registered nurse may delegate a non-nurse school staff member to administer medication to a student in accordance with Wis. Admin. Code N 6.03(1,2,3) and their professional expertise. Delegated medications are limited to those that can be given by mouth, topically (applied to the skin or mucous membranes), or transdermally (through the skin as a patch).

C. Adhere to Training Requirements Prescribed by the Department of Public Instruction: When administering medication or treatments, school staff will adhere to all DPI training requirements under the guidance of the Student Health Services supervisor.

D. Changes in Medication: Any medication changes including but not limited to the dosage, route, medication, or administration times require the parent/guardian to submit a prescription or new written orders from the student's health-care provider.

E. Discontinuing Medication: If a medication is to be discontinued, the parent/guardian must submit written notification from the student's health-care provider.

F. End-of-school-year Medication Removal: At the end of the academic school year or the end of the medication course, procedure, and/or treatment regimen, the student's parents/guardians will be responsible for retrieving any unused medication/supplies. If the parent/guardian does not pick up the medication by the end of the last day of the academic school year, the nurse will dispose of the medication(s) in accordance with the nursing program guidelines and provide the parent/guardian with notification after the medication has been disposed of.

G. Medication Logs: The nurse or approved designee providing medication(s) to a student or monitoring a self- administration will log each time medication is given or self-administered during school hours or during school-sponsored activities. Medication logs shall be incorporated into the student's health record on an annual basis. The nurse will review student medication administration records per nursing program guidelines.

III. Authorization to Carry and Self-administer Medication

A. Students may carry approved medications and supplies on their person if they:

1. are over the age of 12;
2. are able to demonstrate appropriate administration of medication;
3. have a doctor-prescribed medical order for self-carry.

B. Students may be approved to self-administer only the following medications as outlined in their 504/IEPs or emergency health plans:

1. rescue asthma inhaler;
2. epinephrine auto-injectors;
3. diabetes testing, supplies, insulin, and rescue medication glucagon;
4. epilepsy VNS.

IV. Emergency Response

A. In the case of medical emergencies, 911 will be called immediately. Parents will be contacted and provided with a description of the incident in writing.

B. School personnel shall remain with the student at all times during a medical emergency. If a student is transported to a hospital, school personnel must accompany the student until the parent/guardian or emergency contact arrives.

C. The school must complete an incident report within 24 hours in all instances when emergency response measures are activated or other emergency health issues occur.

V. Guidelines

A. To ensure students' well-being, all medications and medical treatments will be administered in accordance with Wisconsin law and evidence-based practices.

B. All medication and medical treatments must be administered in accordance with Nursing and Health Services guidelines and in consultation with the student's health-care provider.

C. These policies were drafted in consultation with MPS's medical advisor and legal counsel and in accordance with Wis. Stat., §118.29, and administrative code 8.01(2)(g). For additional information on medical policy and procedure, please see the MPS Nursing Policy and Procedure Manual. This policy will be reviewed annually by the Student Health Services supervisor in consultation with the district's medical advisor. The Student Health Services supervisor is authorized to create guidelines for the implementation and enforcement of this policy.

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

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(Item 2) Action on a Request to Establish Administrative Policy 9.14, Community Schools

Background

At its regular meeting on June 24, 2021, the Board adopted Resolution 2122R-005, regarding the establishment of a community schools work group charged with creating an MPS community schools policy.

The work group, which has met regularly since August 2021, comprises representatives of the Administration, United Way, the MTEA, and community schools coordinators.

The work group included an advisory committee, as well as sub-committees that were charged with crafting the proposed community schools policy based on themes identified from the data analyzed from the work group and the work group's discussions.

The proposed administrative policy is aligned to the Milwaukee Community School key practices:

1. Cultural Relevance
2. Equity
3. Shared Leadership.

At its regular meeting on December 16, 2021, the Board referred consideration of Administrative Policy 9.14, Community Schools, to the Committee on Legislation, Rules and Policies. Since that time, further enhancements have been collaboratively made to further capture all voices and to strengthen the proposed policy. In alignment with the Board's action, the work group developed Administrative Policy 9.14, Community Schools, the final version of which is presented for the Board's approval in the third attachment to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will publish Administrative Policy 9:14, Community Schools.

Committee's Recommendation

Your Committee recommends adoption of the proposed policy, as provided in the third attachment to the minutes of your Committee's meeting.

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

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(Item 3) Action on Communication 2122C-004 Regarding Consideration of a Proposed Policy 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:

Administrative Policy Proposal:
TIME SCHEDULES AND WORKLOAD

(1) REPORTING TIME
(a) PRINCIPALS
1. The principal of each elementary school shall be at his/her post of duty 30 minutes before the beginning of the teachers' workday.
2. The principal of each secondary school shall be at his/her post of duty 20 minutes before the time for school to begin.

(b) TEACHERS

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 periods, and one preparation periods per day. Such schools will operate under the guidelines, as set forth below:
    a. Periods released for special assignment duties shall be subtracted from the normal load of five classes.
    b. The teacher "in charge" and any additional teachers assigned lunchroom duties each lunch period shall have such duty in lieu of a class.
    c. 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.
    d. 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.
    e. 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 in-service 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. Periods released for special assignment duties shall be subtracted from the normal load of six classes.
    b. Lunchroom supervision shall be done by staff other than teachers.
    c. 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.
    d. Every reasonable effort will be made to avoid assigning any teacher to three consecutive instructional blocks.
    e. 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.

(b) ELEMENTARY SCHOOLS 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:
(i) 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.
(ii) 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) COMPENSATION & VIOLATIONS OF POLICY

(a) Classroom teachers that substitute teach shall be paid 1.25 times the part time certificated rate of pay.
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.

(b) If the terms of this policy are violated, the teacher(s) shall be paid 1.5 times their regular rate of pay for any additional classes taught or preparation time lost. In addition, any violations shall be discussed and resolved with the school's Building Committee.

The Administration recommends that a committee of various key stakeholders be formed to review the proposed policy changes and to develop recommendation for the Board to consider during the May 2022 board cycle.

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 Administration will form a committee of various stakeholders to review the proposed policy changes and develop a recommendation for the Board to consider.

Committee's Recommendation

Your Committee recommends approval of the Administration's recommendation to form a committee pursuant to Administrative Policy 2.12 and to develop recommendations for the Board to consider during the May 2022 board cycle and that any draft policies include a provision for educational assistants.

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

* * * * *

(Item 4) Action on Communication 2122C-005 Regarding Consideration of a Proposed Policy on Filling Principal Vacancies

Background

At its meeting on February 24, 2022, the Milwaukee Board of School Directors referred Communication 2122C-005 — as attached to the minutes of your Committee's meeting — from the Milwaukee Teachers' Education Association (MTEA) regarding a proposed policy on filling principal vacancies to the Administration for follow-up.

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 6.23, Recruitment and Hiring: Staff

Implementation and Assessment Plan

Upon the Board's approval, the Administration will form a committee of various stakeholders to review the proposed policy changes and to develop a recommendation for the Board to consider.

Committee's Recommendation

Your Committee recommends that a committee of various key stakeholders be formed to review the proposed policy and to develop recommendation for the board to consider during the May 2022 board cycle.

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

* * * * *

(Item 5) Action on Proposed Amendments to Various Board Rules in Accordance with Board Rule 1.11, Amendments to the Rules

Background

In accordance with the provisions of Wisconsin Statutes, Chapter 119, and with other applicable statutes governing Cities of the First Class, the Milwaukee Board of School Directors is empowered to establish rules for its own governance.

In accordance with Board Governance Policy 2.03, Board Powers and Duties, which requires that the Board Rules be revisited periodically to determine their coherence and appropriateness to the present mission of the school district, the Office of Board Governance has completed its review and is proposing certain amendments to the Board Rules for adoption by the Board. Where appropriate, we have consulted with the Office of Accountability and Efficiency and the Administration.

Amendments proposed in this item include:

- updates to the titles of Senior Director, Accountability and Efficiency, and Board Clerk/Chief Officer, Office of Board Governance, as codified by previous action of the Board; and
- minor edits to add clarity to current practices.

Board Rule 1.11, Amendments to the Rules, states

> Proposed amendments to the rules shall be presented at a regular Board meeting and shall be referred to the Committee on Legislation, Rules and Policies for its consideration and report thereon. The Committee's report with respect to such proposed amendment shall be presented to the Board and then held over until the next meeting, when it shall be considered and acted upon by the Board. A

> recorded affirmative vote of a majority of the members of the Board shall be necessary for the adoption, amendment, or repeal of rules…

A packet containing the Board Rules and any proposed amendments to them has been provided in the attachments 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 1.11, Amendments to the Rules

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will make and publish the amendments to the Board Rules. Any Board Rule that is not amended will be noted as "reaffirmed" to indicate that it has been reviewed.

Committee's Recommendation

The Office of Board Governance recommends that the Board adopt the amendments to the Board Rules as presented in the attachments to the minutes of your Committee's meeting and reaffirm those Rules for which no amendments are necessary.

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

* * * * *

(Item 6) Action on a Request to Reaffirm Administrative Policy 8.45, Public School Open Enrollment

Background

Attached to the minutes of your Committee's meeting for the Board's review is Administrative Policy 8.45, Public School Open Enrollment, which includes the following provisions:

Non-resident pupils applying for transfer into the Milwaukee Public School District

To the extent consistent with state laws, the Board's rules, and MPS administrative guidelines, a non-resident pupil (i.e., one who resides outside the City of Milwaukee) may apply to attend an MPS school through either the full-time or part-time state-wide open-enrollment programs.

Resident Pupils applying for transfer into a non-Milwaukee Public School District

To the extent consistent with state laws, the Board's rules, and administrative guidelines, a resident pupil (i.e., one who resides in the City of Milwaukee) may apply to attend a public school in a non-resident school district through the full-time state-wide open enrollment programs.

Applications shall be received by MPS during the timeframe designated by state law. An application may include a request to attend a specific school or program, but preference in assignment at a school, program, class, or grade shall be given to residents of the City of Milwaukee.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.45, Public School Open Enrollment

Fiscal Impact Statement

No Fiscal Impact.

Implementation and Assessment Plan

Upon the Board's approval, Administrative Policy 8.45, Public School Open Enrollment, will remain as written.

Committee's Recommendation

Your Committee recommends that the Board reaffirm Administrative Policy 8.45, Public School Open Enrollment.

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

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(Item 7) Action on a Request to Approve Revisions to Administrative Policy 7.10, Driver Education

Background

Milwaukee Public Schools (MPS) provides formal driver-education training to youth. In late 2021, the Department of Recreation and Community Services conducted a review of Administrative Policy 7.10, Driver Education, following the State of Wisconsin's decision to reduce the age-eligibility for driver education to 15. Out of that review, it was determined that Administrative Policy 7.10, Driver Education, required an update to comply with the State of Wisconsin's policy change. The Administration is proposing the following revisions, which align with the State's decision to lower the eligibility for driver's education to age 15:

Administrative Policy 7.10
Driver Education

(1) The Milwaukee Public Schools shall provide a state-approved driver-education course which shall qualify students 16 years of age and older to receive Wisconsin probationary operator's licenses. ~~Instruction shall~~ State-approved driver-education courses require a minimum of 30 hours of classroom instruction, ~~six hours in a car as an "observer," and~~ six hours of behind-the-wheel training and six hours of behind-the-wheel observation.

(2) Driver education shall take place outside of the school day and shall be available during the school year and in summer when funds are available. Students must be at least ~~15½~~ 15 years old to be enrolled and cannot turn 18 prior to the last day of classroom instruction.

(3) Age-eligible students who are residents of Milwaukee may enroll in driver-education classes or instruction ~~by following the registration procedures listed in the quarterly Recreation Guide published by~~ through the Department of Recreation and Community Services.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.10, Driver Education

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon the Board's approval, the Office of Board Governance will make and publish the necessary revisions.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 7.10.

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

* * * * *

REPORT OF THE 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 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

The Department of Strategic Partnerships and Customer Service works to effectively build capacity for Parent Coordinators to engage families and to strengthen the relationship between the school and community stakeholders.

This item will discuss the strategies currently being used to enhance family engagement across the district by leveraging Parent Coordinators and providing them with the tools, knowledge, and skills to successfully build relationships with families. One of those strategies include the creation of Family Collaboration Cohorts that provide peer-to-peer educational opportunities for the Parent Coordinators that allow them to observe family-engagement strategies in action while simultaneously learning how to teach others.

Family & Community Engagement Report

Support to Parent Coordinators

- Monthly professional development
- Collaboration among district staff and community organizations
- Individual & group support opportunities

Sustainability

- Engage parent coordinators in supportive, peer-based learning experiences.
- Facilitate family-engagement activities by using the skills learned.
- Expose parent coordinators to strategies and best practices.
- Emphasize the connection between family engagement and student achievement.

Next Steps

Identify More Schools

Increase the school's capacity to engage with the community.

Intentional Family Connection

Identify the barriers to effective family engagement and develop strategies to increase families' participation.

Maximize Virtual Learning Experiences

Provide creative opportunities for online learning and to increase technical skills.

Full Implementation in October 2022

Continue to develop parent coordinators to support ongoing family engagement and implement best-practices strategies.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.11, School Engagement Councils

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(Item 2) 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 data and discovered a disproportionality of African American students 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 OCR. At that time, the Board directed Administration to report its progress on a monthly basis. The March 2022 report follows.

Monthly Discipline Disproportionality Report, February 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. This work is aligned to Resolution #05-14-5003 with the Office for Civil Rights. 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 from the District Discipline Manager` a monthly Why Race Matters update focusing on specific best practices to support positive student behavior. February's monthly update focused on microaggressions, specifically how to identify them and how to address microaggressions when we see them in ourselves and others.

Multiple departments collaborated on creating a short video covering the five best-practice universal supports for all educators newly placed in a classroom without classroom-management experience. This video is available to all staff members to get an overview of best practices regarding classroom management as well as to access a link with additional professional development opportunities and best-practice strategies.

Ensuring that Schools Are Using Counseling and Support Services

The District Discipline Disproportionality (3D) Leadership Team met on February 3, 2022, to discuss student focus groups' questions and procedures at the schools with the highest number of suspensions. The Team is currently visiting schools and conducting student focus groups as part of a larger root-cause analysis of school climate and cultural disciplinary systems at the schools.

In February, the PBIS coaches worked with schools to identify students who may need further, more intentional Tier 1 support. PBIS Coaches also worked to help identify students who may need Tier 2 or Tier 3 support based on documented classroom data. PBIS Coaches work with Behavior Intervention Teams (BITs) to ensure that students are matched with appropriate interventions, that ongoing progress monitoring is occurring and documented, and that interventions are adjusted/modified and aligned to data.

Through February 28, 2022, there have been more than 600 meetings of school-based Discipline Work Groups. Recommendations included more opportunities to talk about racial equity, sharing specific classroom strategies, assessing staffing levels, providing time to collaborate, and establishing intervention systems, among other topics.

The MPS Culture & Climate Toolkit outlines specific strategies which schools and individual staff members may use to support positive behaviors and school climate. The use of specific redirection strategies for classroom-managed behaviors is documented within PLP Classroom Behavior notes. The total documented strategies this year, through February 28, 2022, can be found below.

Acknowledge verbally or tangibly 20,027
Brain breaks 557
Behavior contract 406
Buddy classroom 1,768
Community service 110
Collect property 1,116
Go Guardian 408
Independent work 260
Mindfulness 521
Move their seat 1,979
One-on-one conversation 25,058
Proximity control 4,144
Praise 5:1 157
Parent contact 17,610
Planned ignoring 3,509
Redirection 12,827
Recovery area (within room) 1,379
Restorative conversation 1,978
Secret signal 104
Support staff consultation 7,619
Self-monitoring 177
Reflection sheet 569

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 February 1, 2022, through February 28, 2022, as documented in Infinite Campus. There were 2,734 suspensions in February 2022, compared with 2,923 suspensions in February 2020.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Arson	1			1				2
Assault	5			17				22
Battery	8			68				76
Bullying	3			12		2	1	18
Burglary								
Chronic Disruption or Violation of School Rules	66	5	5	492		9	7	584
Disorderly Conduct	90	6	16	496		19	6	633

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Endangerment of Physical Safety/Mental Well-being	9	2		108		2	1	122
False Fire Alarms	4			1				5
Fighting	75	5	5	613		20	8	726
Gambling				18				18
Inappropriate Personal Property	5	1		20		4		30
Inappropriate use of electronic communication devices	10		1	49				60
Intent to Distribute Drugs/Alcohol/Meds		1		2				3
Leaving the Classroom Without Permission	2		1	5		1	1	10
Loitering				2				2
Other Substances/Materials	2		1	30		1	2	36
Personal Threat	8			52		1		61
Possession of Drug Paraphernalia	2		1	9				12
Possession of stolen property	1							1
Possession/Ownership/Use of Alcohol				1				1
Possession/Ownership/Use of Drugs	5		1	19		1	2	28
Possession/Ownership/Use of Gun	1			2				3
Possession/Ownership/Use of Weapon Other than Gun	2			19		2	1	24
Possession/Use of Fireworks								
Reckless Vehicle Use				1				1
Robbery				2				2
Sexual Assault				6				6
Sexual Harassment	3			7				10
Skipping Class								
Substantial Environmental Disruption	51	2	2	82		4		141
Theft	3			5				8
Trespassing				2				2
Use of Tobacco, Including Chewing	8	2		21		3		34
Vandalism	3			13		1		17
Verbal Abuse/Profanity/Harassment	8			25		2	1	36
Grand Total	375	24	33	2,200		72	30	2,734

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

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
Conference	31	2	1	112		6	3	155
Counsel	181	20	12	935		41	16	1,205
Detention	11		1	57		6	1	76
Mediation	1			61		3	2	67
Referral BIT	5	1		3		1		10
Repairing Harm Circle	1			4		1		6
Restorative Conference	8			6				14

The following chart shows district demographics and year-to-date disproportionality of suspensions through February 28, 2022.

Grade	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
K4/K5	4			8				12
1	1			9			1	11
2	2	1		26		1	1	31
3	7		1	59		3	1	71
4	9	1		77		2	1	90
5	11	2	1	94		5		113
6	33		4	233		12	3	285
7	35	2	2	285		9	3	336

Grade	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Total
8	48	4	2	320		5	8	387
9	109	6	11	497		14	4	641
10	34	5	7	215		8	2	271
11	26	2	2	147		3	1	181
12	13		2	72		3	2	92

Book Studies

On February 11, 2022, the second Leadership Experiences and Administrative Development Series (LEADS) with *Courageous Conversations about Race* (CCAR) was attended by more than 100 SSTs, Community Schools Coordinators, and Central Services coaches. This is a six-part series developing a deeper understanding of the CCAR's framework and integrating the framework into our practices. The February session focused on our understanding of the racial context throughout history and the present ,as well as using the Above/Below the Line tool to understand what we know and what we don't know in terms of the racial context within which we are living.

A district-wide cohort reading *Pushout* completed its final reflection session by discussing the primary themes of the book, including proactive supports for Black girls in schools, strong student-teacher relationships, school-based wraparound services, and professional development for staff. On February 15, 2022, all school nurses viewed the documentary *Pushout,* which was followed by small-group discussions around implications for their work. Time was spent discussing themes of safe spaces for Black girls, relationship building, proactive supports, and school-wide wraparound support for Black girls.

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

The City-Wide Discipline Committee met throughout February to begin to look at focus groups' feedback regarding the code of conduct and to begin looking at making specific recommendations regarding the code of conduct. This Committee will meet four times prior to making recommendations regarding the code of conduct.

Across all traditional middle and high schools there have been more than 160 meetings of the school-based Student Discipline Committee. Looking specifically at February, recommendations from students include assessing staffing, engaging students in conversation throughout the suspension process, creation of more student clubs, engaging students in updating cell phone policy, and extending passing time, among others.

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

Next Steps

- Provide additional Courageous Conversations About Race LEADS and DELT series for school and district leaders.
- Collaborate with schools with highest number of suspensions towards root-cause analysis and next steps to support students and school climate.
- Complete City-Wide Discipline Committee and make recommendations for the 2022-23 code of conduct.
- Start a book cohort March to read Richard Milner's These Kids Are Out of Control: Why We Must Reimagine Classroom Management for Equity.

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 3) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Your Committee reports having received the following report 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, even with the use of supplementary aids and services, cannot be achieved satisfactorily.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

Indicator #1	Graduation Rates	Indicator #10	Inappropriate Identification in Specific Disabilities Categories
Indicator #2	Drop-Out Rates		
Indicator #3	Assessments	Indicator #11	Timely Evaluation
Indicator #4	Suspension/Expulsion	Indicator #12	Preschool Transition, Parts C and Part B
Indicator #5	Educational Placement ,Ages 6-21	Indicator #13	Transitional Goals, Ages 16 and over
Indicator #6	Educational Placements, Ages 3-5	Indicator #14	Post-school Outcomes
Indicator #7	Preschool Outcomes	Indicator #15	Resolution Sessions
Indicator #8	Parental Involvement	Indicator #16	Mediation
Indicator #9	Inappropriate Identification in Special Education	Indicator #17	State Systemic Improvement Plan

LRE for Better Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services quarterly reports to the Administration 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, in residential facilities, or in 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 an IEPs, including for speech and language services.

		MPS							
	State's Target	May 2021	August 2021*	Sept. 2021	Oct. 2021	Nov. 2021	Dec. 2022	Jan. 2022	Feb. 2022
5A	70.00%	81.60%	83.08%	83.21%	83.32%	83.43%	82.67%	82.74%	83.62%
5B	7.90%	15.69%	15.53%	15.35%	15.74%	15.48%	15.37%	15.33%	14.96%
5C	0.95%	0.34%	0.32%	0.32%	0.32%	0.31%	0.31%	0.29%	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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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 the Selection of Textbooks/Instructional Materials for Social Studies (Grades K-8) and High-school U.S. History, World History, and Citizenship for Textbooks to Be Used During the 2022-23 School Year

Background

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 October 28, 2021, which opened subject areas for selection studies. The committees have completed the necessary studies with respect to grades K5-2, grades 3-5, and grades 6-8 social studies, U.S. history, world history, citizenship are recommending the following for adoption for use during the 2022-23 school year:

K5	*Learning and Working Together*, McGraw Hill
1st grade	*Our Place in the World*, McGraw Hill
2nd grade	*Exploring Who We Are*, McGraw Hill
3rd grade	*Our Communities*, McGraw Hill
4th grade	*Regions of the United States*, McGraw Hill
	Wisconsin: Our State, Our Story, Wisconsin Historical Society Press
5th grade	*U.S. History: A New Nation*, McGraw Hill
6th grade	*United States, Reconstruction to Present*, HMH
7th grade	*World Civilizations (part 1)*, HMH
8th grade	*World Civilizations (part 2)*, HMH
U.S History	*History Alive! Pursuing American Ideals*, TCI
World History	*World History*, McGraw Hill
Citizenship	*Government Alive! Power, Politics, and You*, TCI
Citizenship	*Econ Alive! The Power to Choose*, TCI

All recommended texts will be available in both English and Spanish.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 7.26, Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

Approval of this item authorizes expenditures. The estimated cost for selection of the recommended textbooks/instructional materials is $14,910,000. Funding is included in the FY22 budget, budget code Textbooks — GEN-0-0-INV-DW-ETXB.

Implementation and Assessment Plan

Contracts will be brought back to the Board for approval. Textbooks/instructional materials and online tools for the recommended adoptions will be purchased in FY22 with funds that have been allocated in FY22. Professional development and online tools will be implemented during the 2022-23 school year.

Committee's Recommendation

Your Committee recommends that the Board authorize the Administration to approve the selection of the textbooks/instructional materials to be used during the 2022-23 school year as detailed in this item and to begin the contract negotiations and implementation processes as specified, including related supplementary materials such as teacher manuals, resource guides, and online resources.

The gavel was passed to Director Taylor at 7:27 p.m. and returned to President Peterson at 7:29 p.m.

Director Gokalgandhi 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.

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(Item 2) Action on Resolution 2122R-015 by Director Carr on a Feasibility Study to Implement a Four-day School Week

Background

At its regular meeting on February 24, 2022, the Milwaukee Board of School Directors referred Resolution 2122R-015 by Director Carr to the Committee on Student Achievement and School Innovation:

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 implement rigorous strategies of evidence-based initiatives, including the piloting and monitoring of new and innovative approaches to delivering quality academic and enrichment services; and

WHEREAS, Although many of the challenges facing our educational system predate the COVID-19 pandemic, the opportunities for innovative and transformational reform remain missed opportunities. Milwaukee Public Schools is strongly positioned to reimagine and to restructure educational theories and practices to strategically design a holistic approach to redefining quality and equity within our district; and

WHEREAS, Even before the COVID-19 pandemic interrupted learning and deprived students of critical in-person instruction time, special education services, social and emotional learning opportunities, and college-and-career-readiness planning and preparation, many MPS students were already at a severe disadvantage with disproportionate representation in the lowest percentile of academic achievement in mathematics, reading and science, struggling to maintain focus and to demonstrate success because of the digital divide, absence of academic interventions and special education services, social deprivation, and persistent mental health crises; and

WHEREAS, Today, there are more than 1,600 schools in more than 600 school districts across 26 states that have adopted four-day school weeks to reimagine public education and to use innovative approaches to address economic woes of school budgets, to provide high-quality professional development for educators, and to use as strategies to recruit and to retain educators; and

WHEREAS, Many of the districts that have adopted the four-day model use the fifth day of the week to prioritize professional development for teachers and to encourage students and youth service providers opportunities to deliver extended-learning opportunities for the purpose of skill advancement and the pursuit of college and career readiness skills; and

WHEREAS, A study conducted in 2008 suggests that four-day school weeks can result in higher student attendance, which, in turn, can result in better performance on standardized test scores. In addition, four-day school weeks can also help students focus, build morale, and improve behavioral outcomes; and

WHEREAS, Anderson and Walker (2015), using school-level data about 4th- and 5th grade students in Colorado, have shown that the percentage of students scoring above the proficiency threshold in Math and English language Arts on the state test has increased by 4-7 percentage points as result of the four-day school week; and

WHEREAS, Much anecdotal evidence suggests that the four-day school week improves students' morale and behavior, indicating that four-day school weeks increases students' willingness to attend school and reduces disciplinary incidents at school; and

WHEREAS, A survey administered to parents across the US to assess the impact of the pandemic on dropout rates suggests that chronic absenteeism for students in 8th through 12th grade has increased by 12 percentage points, while 42 percent of the students who are engaging in chronic absenteeism for the first time are not attending school at all. Scaled up to a national level, this suggests that 2.3 million to 4.6 million additional students in 8th through 12th grade were chronically absent from school in 2020, in addition to the 3.1 million who were chronically absent in pre-pandemic years; and

WHEREAS, In a study conducted in early 2021 of about 16,370 parents across every state in America, 35 percent of the parents expressed significant concerns about their child's mental health and social and emotional wellbeing, with about 80 percent of parents expressing some level of concern about their child's mental health and social and emotional health and development since the start of the pandemic. In addition, of the parents surveyed, a significant percentage reported increases in clinical mental health conditions among their children, with a five percentage-point increase in anxiety and a six percentage-point increase in depression. Inadvertently, about 80% of children with mental health disorders receive services from a specialized mental health service provider; and

WHEREAS, The 2019 Wisconsin Behavioral Health Systems Gaps report suggest two of the top populations facing the greatest mental health disparities are: Opportunity Youth ages 18-25 and adolescents aged 12-17, with workforce shortages and shortage of culturally appropriate community-based services being amongst the top reasons cited for the increase in severe mental health problems; and

WHEREAS, It has been estimated that, lacking immediate and sustained innovative interventions, disparities engendered by the pandemic could result in lifetime earnings of K-12 students being reduced by an average of $49,000 to $61,000, especially for those students who have suffered greater loss of learning. Educational achievement and attainment have been linked not only to higher earnings, but also to better health and reduced incarceration rates and greater civic engagement; and

WHEREAS, About 88% of the victims of both non-fatal shootings and homicides are black people, with about 10.6% of the victims of homicide being minors who were 18 years of age and younger. Already in 2022, Milwaukee Public Schools has lost students because of fatal shootings, reckless (fatal) car accidents. Also, there has been multiple incidents in schools warranting greater policies and practices to provide extensive training opportunities to School Safety personnel; and

WHEREAS, Black students continue to be disproportionately represented in school disciplinary/suspension data, accounting for almost 80% of the District's suspensions resulting from fighting, chronic disruptions/disorderly conduct, and violation of school rules and policies; and

WHEREAS, The 2019 Youth Risk Behavior Management survey showed that nearly one in two students reported anxiety (49.0%) which reflected about 9% growth from 2017 to 2019. More than two out of three girls in the 10th and 11th grades reported anxiety;-and

WHEREAS, A survey administered to parents, students, educators, and taxpayers in the Milwaukee Board of School Directors' fourth district showed that about 87% were completely dissatisfied with the current data reflecting academic achievement, school culture and climate, leadership, and community-engagement efforts, citing ineffective communication practices, ineffective school safety policies and practices, limited funding accountability and transparency, outdated curriculum and instruction, ineffective efforts to recruit and retain black and brown teachers, and racial inequities. Each person surveyed expressed a desire to be involved with the District 4 Task Force to learn more about district-wide policies and procedures and determine ways to get involved in their local schools; and

WHEREAS, Milwaukee Public '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, "Automation" exposure is defined as the use of electronics and computer-controlled devices to ultimately advance new technology, and increase efficiency and reliability. Inadvertently, automation exposure can cause a significant disruption to young workers between the ages of 16 and 24 and historically underrepresented communities of color who have the lowest educational credentials reflecting overrepresentation in automatable jobs associated with food preparation and serving; and

WHEREAS, According to a 2019 Brookings Institute report on *Automation and Artificial Intelligence*, Milwaukee is ranked number sixty-two among the top 100 Metropolitan cities (State of Wisconsin ranking number ten), with the average automation percentage being 45.5%. This is critical because educational attainment will prove decisive in shaping the impact AI-aged technological developments will have on the local labor markets. The impacts of automation in the coming decades will be variable across occupations, and will be visible especially among lower wage, lower-education roles in occupations characterized by rote work; and

WHEREAS, Manufacturing and office administration heavy regions like Wisconsin, with the greatest concentrations of routine employment are amongst some of the places that has seen the largest shift to low-wage service employment in the automation/IT era; and

WHEREAS, in Milwaukee County, there are over 22,000 youth and young adults between ages 16 to 24 who are out-of-school and/or out of life-sustaining work. It is estimated that about 91% of the 16 to 24 year-olds out-of-school and out-of-work were educated through our public school systems. In Wisconsin, students who identify as black and brown make up about 95% of high school students who don't graduate on time. Further, it is concluded that youth who don't earn their high school diplomas have limited employment options and often struggle with lower income representing a significant percentage of families living in poverty; and

WHEREAS, Decreases in teacher absenteeism have resulted in financial savings from a reduction in the need for substitute teachers serving as one of the most research proven benefits of four-day school weeks;[17] 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 restorative practices, financial literacy, career pathways and college readiness, and other life-skills training and development opportunities; and

WHEREAS, Countries like China, Canada, Estonia and Singapore (to name a few) have intentionally and creatively shifted policies and practices to prioritize the opportunities and demands of a future workforce during the COVID-19 global pandemic and beyond. Specifically, the changes implemented in those countries to promote lifelong learning, quality train and ultimately align with an evolving innovative workforce; and

WHEREAS, Now, more than ever, is the time to intentionally develop opportunities to address the barriers facing our students including those of the labor market thus equipping teacher leaders to drive quality instruction that will develop the skills and abilities of globally competitive, creative problem solvers, and mentally sound student leaders; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors hereby directs the Administration to explore the feasibility of implementing a four-day school week, with a fifth day devoted to teacher professional development, student mental health services, extended learning opportunities, and intentional and effective school, community, and employer partnerships; and be it

FURTHER RESOLVED, that this exploration is to include, but not be limited to, analyses of

- the processes and the outcomes — successes, challenges, costs, required restructuring, etc. — of a representative sampling of those districts that are of comparable size with MPS which have implemented the four-day school week, including the impacts on students' achievement, student, mental health, school culture and climate, and on the recruitment and retention of teachers and staff, and any other extraordinary 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 a four-day school operational and programmatic structure;
- the probability of community-based organizations, small businesses, funders, and other prospective community partners funding and supporting this initiative;
- the Wisconsin Department of Workforce Development strategies and opportunities for increased support with student and parent workforce skills trainings and development opportunities;
- MPS's financial trajectory through a cost analysis;
- 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 enforceability of extending limited-term employment (LTE) contracts to fill vacancies or delivery services in school settings to male personnel who are experiencing employment barriers in order to create employment and partnership opportunities for them;
- the feasibility of teachers and school leaders undergoing weekly mandatory professional development with educator- and school leader-centered evaluations, critical instructional planning and school-community building strategies to improve school culture and climate and teacher morale;
- 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 a four-day school week on families' need for childcare, food and nutritional services, and transportation, and ways in which to address these needs;
- the feasibility of developing a Parent Engagement Institute where Parent Coordinators roles will expand to provide additional intentional supports to the parents and families of MPS students; and be it

FURTHER RESOLVED, That a Four-day School-week Strategic Planning Committee be created to ensure the fidelity of the study, to collect and to analyze data, and to engage the community in this process through various listening sessions; and be it

FURTHER RESOLVED, That the Administration and the Four-day School-week Strategic Planning Committee are to report their findings to the Board no later than the June 2022 board cycle.

The resolution directs the Administration to explore the feasibility of implementing a four-day school week, with a fifth day to be devoted to "teacher professional development, student mental health services, extended learning opportunities, and intentional and effective school community and employer partnerships."

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

If approved by the Board, it is estimated that the implementation of a feasibility study for a four-day school week may take up to six months from start to finish, including forming a Four-day School-week Strategic Planning Committee, contracting for services of a consultant, 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 resolution not be adopted.

Although this item was initially set aside for separate consideration, it was determined that the item was dispensed with at Committee (the Committee having voted 4-1 against adopting the resolution). Therefore, the Board took no action on this item.

* * * * *

(Item 3) Action on a Request to Approve the Contracts for Behavioral-reassignment and At-risk Seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy for the 2022-23 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 through a Central Office hearing process and have received a placement in a BR school for a specified period of time. MPS also offers at-risk programs that were developed to serve students at-risk of not graduating from high school, as defined by Wisconsin State Statutes, Section 118.153(1)(b).

In May 2021, 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. Banner Prep's mission is to provide an alternative small-school setting for students when academic and/or behavioral issues have become major barriers to their success in school. The current contract specifies that Banner Prep will serve 125 BR seats in grades 9-12.
- Southeastern Education Center (Southeastern), located at 4200 N. Holton Street. 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. The current contract specifies services for 85 BR seats in grades 6 through 8.
- Lad Lake Synergy (Synergy), located at 2820 W. Grant Street. Synergy's mission is to guide growth, to reach potential, and to live responsibly. 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.

MPS continues to have a need to partner with community-based agencies to serve students who have been reassigned for a designated period of time due to violations of the MPS code of conduct.

In January 2022, a team met to review the data for each of the schools. Each review was conducted virtually and included a presentation by school 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 and at-risk seats for the 2022-23 school year. The proposed 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 20 BR seats in grades 6 through 8, 70 BR seats in grades 9 through 12, and 20 at-risk seats in grades 9 through 12, for a total of 110 seats.

Representatives from the partnership schools, the Office of the City Attorney, and Administration collaborated to update the contracts for BR and at-risk seats. The representatives agree with the contracts' modifications for the Board's approval, as outlined in the attachments to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule 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 needs of the Distric.

Upon the Board's approval, the contracts will become effective for the 2022-23 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the contracts for behavioral-reassignment and at-risk seats with Banner Prep, Southeastern Education Center, and Lad Lake Synergy, as attached to the minutes of your Committee's meeting, for the 2022-23 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 State Statutes, Section 118.153(1)(b), since 2000, 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 technical colleges in lieu of attending high school and to participate in programs leading to high-school graduation.

On May 11, 2021, the Milwaukee Board of School Directors approved a one-year agreement with MATC and authorized 45 full-time-equivalent pupils for the 2021-22 school year. In January, 2022, a team met to review the data for MATC. The review also included a presentation by school representatives and staff, parents, 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 2021-22 school year, the Administration recommends a one-year agreement renewal with MATC for the 2022-23 school year.

Contingent upon the Milwaukee Board of School Directors' approval, representatives from MATC, the Office of the City Attorney, and the MPS Administration have agreed to the following as indicated in the redline agreement that is attached to the minutes of your Committee's meeting:

- 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;
- MATC will serve at-risk students who are 16 years of age or older seeking high-school diplomas through the credit-earning system;
- MATC will serve students who are 17 years of age or older seeking high-school-equivalency diplomas;
- 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 occupational or technical course work;
- students completing the program will receive MPS diplomas; and
- technical revisions made throughout the agreement to reflect current practices.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

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

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.06, Fiscal Accounting and Reporting

Fiscal Impact Statement

MPS will be charged an hourly per-pupil rate for the 2022-23 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 FY23 budget process.

Implementation and Assessment Plan

Upon the Board's approval, the agreement will become effective for the 2022-23 school year.

Committee's Recommendation

Your Committee recommends that the Board approve the agreement with Milwaukee Area Technical College for at-risk students, as defined in Wisconsin Statutes, Section 118.15, for the 2022-23 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 Instrumentality Charter School Contract with The Alliance School, Inc., for The Alliance School to Begin with the 2022-23 School Year and to End with the Last Regularly Scheduled Day of the 2024-25 School Year

Background

The Alliance School, located at 850 West Walnut Street, was established as an instrumentality charter school beginning with the 2005-2006 school year. The current contract is for up to a maximum of 360 full-time-equivalent (FTE) pupils in grades 9 through 12.

Alliance's mission is to provide a safe, student-centered, and academically challenging environment to meet the needs of all students.

On January 27, 2022, the Board approved a three-year renewal for Alliance and authorized the Administration, in collaboration with the Board's designee and the Office of the City Attorney, to begin contract negotiations with representatives from The Alliance School, Inc.

In February 2022, representatives from The Alliance School, Inc., the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model instrumentality charter school contract and agreed to the redline contract attached to the minutes of your Committee's meeting.

Contingent upon the Board's approval, The Alliance School, Inc. accepts the instrumentality charter contract with the modifications as outlined below:

- a Whereas clause has been added to clarify that charter school's governing board is a party to the contract, to reflect current law, and to reflect historical background;
- the contract is made by and between the Milwaukee Board of School Directors and The Alliance School, Inc., for The Alliance School;
- the name of the school is The Alliance School, and the school shall be located 850 West Walnut Street, Milwaukee, WI 53205;
- the name of the person who will be in charge of the charter school has been updated to reflect that Phyllis D. Smith shall be the school leader, and language has been added to reflect the manner in which administrative services will be provided;
- language has been revised to reflect applicability of MPS policies and statutes;

- language relating to performance indicators has been updated to reflect applicability and current practice;
- language relating to charter school governance has been updated to provide clarity and to be consistent with statutory language relating to charter school governance;
- language has been revised relating to charter school staff;
- language relating to requirements for admission to school has been updated;
- language relating to financial and performance audits has been updated to reflect current practices and to reflect selection of method for financial and performance audits;
- language has been updated to reflect selection of disciplinary guidelines;
- language relating to facilities, indemnification and insurance has been updated;
- language relating to the effect of the establishment of the Charter School on the liability of the Board has been updated;
- language relating to background screening has been updated;
- language relating to right to inspect and receive requested information and reports has been updated;
- language relating to calendar has been updated;
- language relating to purchasing has been updated;
- language relating to transportation and nutrition has been updated;
- language relating to Local Education Agency (LEA) responsibilities and district's
- responsibilities as School Food Authority (SFA) has been clarified;
- language has been updated to reflect that Alliance will serve up to a maximum of 160 FTE pupils in grades 9 through 12;
- the term of the contract has updated to reflect three years, to start with the 2022-23 school year and to end with the last regularly scheduled day of the 2024-25 school year;
- language relating to modification or termination of contract has been revised to provide clarity and reflect current practices;
- language has been added to demonstrate that parties mutually agree to the terms of the contract;
- technical revisions have been made throughout the contract;
- technical revisions have been made to Appendix A (Proposal).

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

The funds for this charter school contract are included as part of the FY23 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2022-23 school year and ending with the last regularly scheduled day of the 2024-25 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the instrumentality charter school contract with The Alliance School, Inc., as attached to the minutes of your Committee's meeting, for The Alliance School to begin with the 2022-23 school year and to end on the last regularly scheduled day of the 2024-25 school year.

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

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(Item 6) Action on a Request to Approve the Non-instrumentality Charter School Contract with Milwaukee Teacher Education Center, Inc., d/b/a Urban Learning Collaborative, for Milwaukee Environmental Sciences Academy (MESA) to Begin with the 2022-23 School Year and to End with the Last Regularly Scheduled Day of the 2024-25 School Year

Background

Milwaukee Environmental Sciences Academy (MESA), located at 6600 West Melvina Street, was established as a non-instrumentality charter school beginning with the 2013-14 school year. The current contract is for up to a maximum of 500 full-time-equivalent (FTE) pupils in grades K4 through 8.

MESA is dedicated to the intellectual, physical, social and emotional growth of all students, with an emphasis placed on engaging students in thinking, problem solving, and decision making, allowing students to function in a global society. The goal of MESA is to provide instruction to students through the implementation of the EL Learning model, formally known as Expeditionary Learning.

On January 27, 2022, the Board approved a three-year renewal for MESA 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 Milwaukee Teacher Education Center, Inc., for MESA.

In February 2022, representatives from Milwaukee Teacher Education Center, Inc., d/b/a Urban Learning Collaborative for Milwaukee Environmental Sciences Academy (MESA); 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, MESA accepts the non-instrumentality charter contract with the modifications as outlined below:

- a Whereas clause has been added to clarify that charter school's governing board is a party to the contract to reflect current law and to reflect historical background;
- the contract is made by and between the Milwaukee Board of School Directors and Milwaukee Teacher Education Center, Inc., d/b/a Urban Learning Collaborative for Milwaukee Environmental Sciences Academy;
- the name of the school is Milwaukee Environmental Sciences Academy, and the school will be located at 6600 West Melvina Street;
- the name of the person who will be in charge of the charter school has been updated to reflect that Janet Colvin, Principal, shall be the school leader, and language has been added to reflect the manner in which administrative services will be provided;
- language has been revised to reflect applicability of MPS's policies and statutes;
- language relating to performance indicators has been updated to reflect applicability and current practices;
- language relating to charter school's governance has been updated to provide clarity and to be consistent with statutory language relating to charter school governance;
- language relating to requirements for admission to school has been updated;
- language relating to financial and performance audits has been updated to reflect current practices and to reflect selection of method for financial and performance audits;
- language has been updated to reflect selection of disciplinary guidelines;
- language relating to facilities, indemnification, and insurance has been updated;
- language relating to the effect of the establishment of the charter school on the liability of the Board has been updated;
- language relating to background screening has been updated;
- language relating to the right to inspect and receive requested information and reports has been updated;
- language relating to the calendar has been updated;
- language relating to purchasing has been updated;

- language relating to transportation and nutrition has been updated;
- language relating to the responsibilities of the Local Education Agency (LEA) responsibilities and of the District as School Food Authority (SFA) has been updated;
- language has been updated to reflect that Milwaukee Environmental Sciences Academy (MESA) will serve a maximum of 400 FTE pupils in grades K4 through 8 for the 2022-23 school year, 440 pupils in grades K4 through 8 for the 2023-24 school year, and 450 pupils in grades K4 through 8 for the 2024-25 school year;
- language relating to payment has been updated to provide clarity;
- the term of the contract will be three years, to start with the 2022-23 school year and to end with the last regularly scheduled day of the 2024-25 school year;
- language relating to modification or termination of contract has been revised to provide clarity and to reflect current practices;
- language has been added to demonstrate that parties mutually agree to the terms of the contract;
- technical revisions have been made throughout the contract
- technical revisions have made to Appendix A (Proposal).

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

The funds for this charter school contract are included as part of the FY23 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2022-23 school year and ending with the last regularly scheduled day of the 2024-25 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the non-instrumentality charter school contract, as attached to the minutes of your Committee's meeting, with Milwaukee Teacher Education Center, Inc., d/b/a Urban Learning Collaborative for Milwaukee Environmental Sciences Academy (MESA). to begin with the 2022-23 school year and end on the last regularly scheduled day of the 2024-25 school year.

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

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(Item 7) 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 item has been noticed for possible action, no action is required.

Background

[On August 26, 2021, the Board had adopted Resolution 2122R-007, directing that the Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency, perform a comprehensive evaluation of the effectiveness of each of its charter schools and the impact of charter schools on the Milwaukee Public Schools.]

In December 2021, the 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. Wisconsin Center for Education Research (WCER) responded to the request. This report will provide the proposed scope of work to complete the evaluation of charter schools and its impact on Milwaukee Public Schools.

Charter School Evaluation

Comprehensive Charter School Evaluation

Measure the effectiveness of MPS charter schools and their impact on academic performance, financial performance, and organizational performance.

Collaborative Partners

- Administration
- Office of Board Governance
- Office of Accountability & Efficiency
- Wisconsin Center for Education Research (WCER)

Wisconsin Center for Education Research

Comparison of MPS's procedures with those of selected authorizers at the local, state, and national levels around authorizing, reviewing and renewing contracts, services provided, and discipline.

Timeline

- Quantitative and qualitative data collection to be conducted from March to May 2022
- Final report to be presented in July 2022.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 9.12, Charter Schools

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Wisconsin Center for Education Research (WCER) will conduct its evaluation of charter schools and provide a report by July 2022.

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(Item 8) 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 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 Citywide Region is featured. The Citywide Region comprises ten schools — Dr. Martin Luther King, Jr.; Townsend; River Trail; Andrew Douglas; Green Tree Preparatory; Lincoln Center of the Arts; Roosevelt; King Middle Years; Morse; and Wedgewood — which serve 3,793 students in diverse settings to meet the varied needs of our students. The Citywide Region offers a variety of programs and services to support our students towards 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.

Citywide Regional Showcase

Citywide Region Overview

Schools:

- three elementary schools (grades k-8)
- six traditional middle schools (grades 6-8)
- one middle/high school (grades 6-11)

Programming

- IB Programme
- Gifted and Talented
- Agricultural Focus
- Arts Integration/Turnaround Arts
- African-American Immersion
- Community Schools Partnerships
- City Year/Violence-free Zone

Enrollment

2017-18	2018-19	2019-20	2020-21	2021-22
4,819	4,463	4,986	4,469	4,552

Citywide Region Data

STAR Math Growth

Showing growth in achievement and gap closure in pivotal grades 1 through 5 prior to entry into middle school

STAR Reading Growth

Showing growth in achievement and gap closure in pivotal grades 2, 4, and 5 prior to entry into middle school

Opportunities for growth

- School Transformation
- Increase and improve teachers' feedback
- Increase proficiency levels
- Improve culture and climate
- Reduce absenteeism
- Foundational skills in early literacy
- High-school Readiness
- Extracurricular Activities

Spotlight on Dr. Martin Luther King, Jr., School

Mission

Dr. Martin Luther King, Jr., K-8 School will produce self-determined learners through an African-American Immersion educational experience. We will use the arts as a tool and vehicle to raise dignity and to equip all learners with the necessary skills for high academic achievement and pro-social behavior, preparing them for transformative engagement with our families and in their community and world.

School Motto: Restoring Hope in the Dream!

Priority: Academic Achievement

- AmeriCorp (Reading Tutors)
- Guided Reading
- The Writing Revolution
- Increased Scores on STAR Assessments (Fall-Winter)
- School-wide Intervention Block
- Drop-in Sessions with SST on Ambitious Instruction Strategies (Reading, Math, Writing)
- Uninterrupted reading and math blocks
- Full-time Specialists and support staff

Priority: School Culture and Climate

- Black Lives Matter at School Week of Action
- Reduction in incident referrals and suspensions
- Turnaround Arts: Visual Thinking Strategies
- Increased enrollment

- Scholars that lead school-based programs (ambassadors, school announcers, program planners, SEC & CSLT)
- Lion's Pride (monthly events, boosters, scholar dollars, etc.)
- Restorative Practice opportunities

Priority: Communication and Collaboration

- New Community Schools Partnership
- Bader Philanthropies
- WestCare, WI
- Lifestriders
- Heartlove Place
- Girl Scouts of America
- Mad Hot Ballroom
- True Skool
- Milwaukee Repertory Reading Residency
- Peace Learning Center
- Children's Hospital
- Milwaukee Performing Arts Center
- Florentine Opera & Chicago Poetry

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 9) Report with Possible Action on the 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 provide programs to students who are identified as gifted and talented. Milwaukee Public Schools begins this process through identification of students that uses multiple data points. This presentation will review this year's screening of students using a cognitive-reasoning assessment and the Teacher's Observation of Potential in Students (TOPS). This screening provides a more equitable identification of gifted potential in all children in areas such as academics, overall intellect, creativity, leadership, interests, spatial abilities, and social perceptiveness. Additionally, programming opportunities for identified students will be discussed, including curriculum compacting, specialized programs, acceleration, and support for parents.

As a result of Milwaukee Public Schools' being in a virtual-education format for the majority of the 2020-21 school year, screening of grade 2 students was not possible. This year, however, students in both grades 2 and 3 were screened to ensure that all students had access to the screening process.

Identification of Gifted & Talented Students

Milwaukee Public Schools uses a variety of assessments to identify high ability and potential in students

- Cognitive Abilities Test (CogAT) in 2nd grade
- Teacher Observation of Potential in Students (TOPS)
- STAR

Identified Students from CogAT Screener, Fall 2021

The CogAT Screener identified 175 2nd-grade students and 155 3rd-grade students who scored in the 7th, 8th, or 9th stanines, making them eligible for the post-screener. Those identified students came from 65 different schools, compared with 67 schools in 2019, 73 schools in 2018, and 37 schools in 2017.

31% of students who took the post-screener (92) scored in the 9th stanine on at least one section of the assessment, compared with 34% in 2019.

Identification with TOPS

	2017-18	2018-19	2019-20	2020-21	2021-22	Total
Number of Students	180	248	301	336	413	1,478

CogAT and TOPS Data, 2021-22

CogAT

	CogAT Screener 7th-9th Stanines						Students Identified at 9th Stanines					
	2nd Grade					3rd Grade	2nd Grade					3rd Grade
	17-18	18-19	19-20	20-21*	21-22	21-22	17-18	18-19	19-20	20-21*	21-22	21-22
Boys	132	142	144	NA	97	85	36	30	55	NA	24	30
Girls	146	126	128	NA	78	70	21	17	35	NA	19	19
American Indian	**	**	**	NA	**	**	**	**	**	NA	**	**
Asian	20	21	24	NA	**	12	**	**	10	NA	**	**
Black	40	40	43	NA	18	15	**	**	**	NA	**	**
Hispanic	87	91	85	NA	58	29	**	**	28	NA	14	**
Native Hawaiian/Pacific Islander	**	**	**	NA	**	**	**	**	**	NA	**	**
White	110	101	104	NA	78	88	35	26	42	NA	24	35
Two or More	17	**	15	NA	13	10	**	**	**	NA	**	**
Students with Disabilities	11	10	**	NA	**	12	**	**	**	NA	**	**
Students w/o Disabilities	267	258	270	NA	167	143	55	46	90	NA	40	44
English Learners	45	32	44	NA	24	**	**	**	12	NA	**	**
Not English Learners	233	236	228	NA	151	149	53	47	78	NA	39	49
Economically Disadvantaged	150	165	164	NA	89	63	18	21	40	NA	17	14
Not Economically Disadvantaged	128	103	108	NA	86	92	39	26	50	NA	26	35
Total Students	278	268	272	NA	175	155	57	47	90	NA	43	49

*CogAT had not been administered in the 2020-21 school year; however, the test was administered to both 2nd- and 3rd-grade students in the 2021-22 school year.

Students Identified by TOPS Each Year

	17-18	18-19	19-20	20-21	21-22	Total
Boys	96	134	148	163	204	745
Girls	84	114	153	156	204	711
American Indian	**	**	**	**	**	0
Asian	22	31	42	32	57	184
Black	17	115	159	160	195	646
Hispanic	116	66	67	92	93	434
Native Hawaiian/Pacific Islander	**	**	**	**	**	**
White	20	29	18	22	39	128
Two or More	**	**	12	13	21	46
Students with Disabilities	14	19	10	47	31	121
Students w/o Disabilities	166	229	291	273	382	1,341
English Learners	94	31	57	93	103	378
Not English Learners	86	217	244	225	305	1,077
Economically Disadvantaged	156	216	271	286	358	1,287
Not Economically Disadvantaged	24	32	30	35	41	162
Total Students	180	248	301	336	413	14,78

**Indicates less than 10 students in the group.

Javits Grant Schools

SEE US!

Bethune	Jackson	Sherman	Thoreau
Clarke	Keefe	Siefert	
Clemens	Kilbourn	Story	
Congress	Parkview	Stuart	

SURGE Schools

Garland	Hawthorne	Lowell	Rogers
Hartford	Hayes	Manitoba	Zablocki

STAR Data

Additional students are identified for enrichment when they score at or above the 75 percentile.

	Fall 2019	Fall 2021
Early Literacy*	1,193	181
Reading	2,871	1,967
Math	5,813	2,588

*Only grade one was included in 2021.

Meeting Students' Needs

- Direct services to students
- Teachers' professional development and coaching
- Family supports and services
- Grants to increase opportunities for identification and services

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

This item does not authorize expenditures.

Committee's Recommendation

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

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(Item 10) Report with Possible Action on the District's Assessment 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 presentation is aligned to the Board's action in February 2018 to review district data regularly throughout the school year. This report will review the student-performance results on STAR from fall and winter during the 2021-22 school year. Data will also be compared with fall and winter during the 2018-19 school year, which was the last full year of universal screening data prior to the COVID-19 pandemic. Data are for all students and disaggregated by race/ethnicity, students with disabilities, and English learners.

STAR is the District's universal screener that is used to assess students' performance and growth in early literacy, reading, and math. All students in grade 1 through grade 10 take the STAR screener. Assessments are given in English and Spanish.

Report on Universal Screening

The Data

These data are a combination of results in the English and Spanish STAR Assessments.
Growth in the percentage of on-target students represents gap-closing growth.
2018-19 data are from the last full year of data that we can use for comparison.

Background on Growth

A student is learning throughout the school year — this is expected growth. If a student assesses at the 50th percentile in fall, winter, and spring, this child has average growth over the school year. If a student is learning at a rate that is accelerated, this results in gap-closing growth.

Benchmarks for STAR

STAR Early Literacy and STAR Reading

	Significantly Below Target	Well Below Target	Below Target	On Target	Significantly Above Target
Percentile Rank Ranges in 2021-22 school year	1-10	11-25	26-59	60-74	75 and up
Predicts to WI Forward and ACT Suite	Below Basic		Basic	Proficient and Above	

STAR Math

	Significantly Below Target	Well Below Target	Below Target	At or Above Target
Percentile Rank Ranges in 2021-22 school year	1-10	11-39	40-74	75 and up
Predicts to WI Forward and ACT Suite	Below Basic		Basic	Proficient and Above

Early Literacy

	Kindergarten and Grade 1		Grade 1	
	2018-19		2021-22	
	Fall	Winter	Fall	Winter
Significantly Below Target	21%	11%	46.9%	39.5%
Well Below Target	21%	13%	20.6%	19.9%
Below Target	30%	32%	19.8%	19.6%
On Target	12%	15%	6.3%	7.0%
Significantly Above Target	17%	30%	6.4%	13.8%
At or Above Target	19%	45%	12.7%	20.8%

Reading

	2018-19		2021-22	
	Fall	Winter	Fall	Winter
Significantly Below Target	39%	35%	44.5%	43.6%
Well Below Target	19%	19%	19.0%	17.9%
Below Target	26%	27%	23.4%	23.8%
On Target	8%	9%	6.2%	6.7%
Significantly Above Target	9%	10%	6.9%	8.0%
At or Above Target	17%	19%	13.1%	14.7%

Math

	2018-19		2021-22	
	Fall	Winter	Fall	Winter
Significantly Below Target	24%	21%	35.8%	34.2%
Well Below Target	34%	30%	212.7%	19.1%
Below Target	28%	29%	33.6%	35.5%
On Target	—	—	—	—
Significantly Above Target	15%	20%	7.9%	11.2%
At or Above Target	15%	20%	7.9%	11.2%

Race/Ethnicity On-target Data

Every group increased the percent on-target, demonstrating gap-closing growth!

Student with Disabilities On-target Data

Every group increased the percent on-target, demonstrating gap-closing growth!

	Early Literacy		Reading		Math	
	Fall	Winter	Fall	Winter	Fall	Winter
Students with Disabilities	14.7%	23.6%	16.3%	18.0%	9.4%	13.1%
Students w/o Disabilities	5.8%	11.9%	2.9%	3.5%	2.2%	3.9%

English Learners On-target Data

Only English learners declined slightly from fall to winter in reading.

	Early Literacy		Reading		Math	
	Fall	Winter	Fall	Winter	Fall	Winter
Current English Learners	16.3%	25.6%	13.3%	13.1%	7.2%	10.6%
Former English Learners	0.0%	0.00%	37.0%	38.9%	26.6%	32.6%
English-proficient	11.8%	19.9%	12.5%	14.2%	7.6%	10.7%

Overcoming Challenges

- Tier 1 is the critical base for instruction, including the use of high-quality instructional materials.
- Ambitious Instruction: Accelerating Learning focuses on embedding strategies to address learning loss and closing academic gaps to enhance Tier 1.
- Implementing Tier 2 interventions at fidelity.

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

This item does not authorize expenditures.

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(Item 11) 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 with authorization from Wisconsin Statutes, Section 118.43. The program, which was administered by the Department of Public Instruction (DPI), was subsequently expanded due to the successes demonstrated by 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;
- 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

MPS has 64 elementary schools that participate in the AGR program. The following strategies are implemented within the participating schools:

- instructional coaching for teachers provided by licensed teachers in grades K5 through 3; and
- maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small-group instruction.

AGR Schools, Grades K5 to 3

- 64 schools
- 10,542 students
- 18.8% English-language learners
- 21.8% students with disabilities
- 87.0% economically disadvantaged

American Indian 0.4%
Asian..... 5.4%
Black..... 59.1%
Hispanic 28.4%
Hawaiian/Pacific Islander..... 0.1%
Multi-ethnic 3.6%
White 3.0%

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

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

Comparative Trimester Data, FY21 (Trimester 1) and FY22 (Trimester 2)

AGR Percentage of Proficient and Advanced Students

	ELA		Reading		Math	
	Trimester		Trimester		Trimester	
	1	2	1	2	1	2
Grade K5	30.1%	34.1%	27.0%	33.5%	35.1%	43.5%

	ELA		Reading		Math	
	Trimester		Trimester		Trimester	
	1	2	1	2	1	2
Grade 01	25.4%	20.5%	24.1%	20.8%	29.4%	25.4%
Grade 02	24.0%	22.4%	25.8%	21.9%	28.3%	33.0%
Grade 03	20.8%	17.9%	25.1%	24.1%	23.0%	25.9%

The percentage of students with proficient and advanced grades increased in kindergarten for all subjects!

Summary of Accomplishments

AGR Mid-year Report, August 2021-February 2022

- Submitted 64 funding and strategies reports.
- Brainstormed strategies to increase coaching 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 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).

Next Steps

- Solidify a plan to increase coaching and support within AGR schools for FY23.
- Focus on improving foundational skill in pre-K and K with implementation of the Lexia Core5 program in nine AGR schools.
- Support the roll-out and implementation of the Bridges to School MKE Project 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 Rule Implication Statement

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

Fiscal Impact Statement

N/A

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(Item 12) Report with Possible Action Regarding 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 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, representatives from the MTEA, board members, and representatives from the Offices of Academics and 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. The following presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45.

MPS Visual Art Update

Phase 2 in 2021-22

- 22 schools have increased their FTEs: five in the Northwest region, three in the Central region, six in the East region, five in the Southwest region, and three in the High School region.
- 14 new full-time positions
- Increase of 10.9 FTES
- 2.6 FTE Instructional Coaches

FY22 Decrease in Contracted Services

- Tessa's Black Entertainment & Youth Center (TBEY) — Five schools: Milwaukee Sign Language, 81st Street School, ALBA, King MS, Green Tree
- Arts @ Large — Five schools: Keefe, Obama, IDEAL, Douglas, Lowell
- Wisconsin Conservatory of Music — 15 schools, decrease of 13 schools: Grant, Keefe, Clemens, Trowbridge, Bayview Montessori, Kagel, LaFollette, Maple Tree, Riverwest, Washington, Cass, Bruce, Jackson, Thurston Woods, Obama

Art Professional Development, 2021-22

- New Educator's Institute
- K-8 Scope and Sequence
- Infinite Campus
- The Art of Education University
- Monthly professional learning cohorts
- Project-based Learning
- High-school Ambitious Instruction — Student Engagement
- 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

ESSER Funding

	July to September 2021		October to December 2021	
Items	# of Schools	Total Ordered	# of Schools	Total Ordered
Chromebooks	4	160	2	80
Chromebook Carts	4	4	2	2
Color Printers	2	2	3	3
Desktops			1	30
Laptops w/locking kits	7, plus 10 for the office	60	3	3
Locking Kits			District	5
Smartboards	6	9	2	2
Surface Pros	0	0	District	4
Art Materials, Equipment, and Supplies	9		47	
Misc. — books	District	48	0	0

Curricular Work to Date

K-8 Visual Art Scope and sequence

- Pacing guide
- Unit/lesson plan templates and examples
- Focus on culturally-responsive teaching and social emotional learning
- Curriculum guides supported by FLEX Learning from the Art of Education

Art Curriculum Writing, Summer 2022

High-school Common Course Outlines

- Art Fundamentals
- Drawing & Painting
- Ceramics
- Printmaking

Visual Art Expansion, Phase 3

- 26 schools: Seven in the Central region, five in the Northwest region, four in the East region, seven in the Southwest region, one in the Citywide region, one high school, one middle school
- 10 full-time art positions: three K-5 positions, five K-8 positions, one high-school position, and one middle-school position
- Eight paired full-time art positions (all elementary)

Next Steps

- Continue to support visual art teachers
- Continue to work with schools and Facilities and Maintenance to install kilns
- Create scope and sequence for common high-school courses

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

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(Item 13) 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 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, of the Office of Board Governance, of 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.

MPS Music Update

Good News Saturday music classes — record number of enrollments in piano, guitar, and strings
Traveling music teachers — seven new teachers
Piano labs — four installed at MHSA, Reagan, Marshall, and Hamilton, and one planned at Vincent

New Ensemble Programs in 2021-22

Concert Band
- Milwaukee Academy of Chinese Language
- Metcalfe
- Thoreau

Strings
- MacDowell Montessori
- WI Conservatory of Lifelong Learning

Modern Band
- Longfellow
- Rivertrail
- Audubon
- MacDowell

Choir
- Hayes
- Milwaukee School of Languages

MPS 49th Biennial Music Festival

Wednesday, May 4, and Thursday, May 5, at 6:30 p.m. in the UWM Panther Arena

More than 3,000 students are registered to participate. TMJ4's Shannon Sims will be our MC.

ESSER Funding

ESSER II — Completed

- Sound Trap — access for every student in grades 3-8
- Music PPE — masks and bell covers for more than 2,500 students
- 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's festival and competition registration fees for all students
- Summer music interns and staff supervisor for instrument repair and maintenance

Music Professional Development, 2021-22

- New Educator's Institute
- General Music Overview — K-5 teachers
- Ensembles Pacing Guide Overview — 6th-8th-grade teachers
- Infinite Campus — all music teachers
- Quaver — general music teachers
- Sound Trap — all music teachers
- MusicFirst & SmartMusic — middle- and high-school teachers
- Biennial Festival Overture Choir Choreography — K-5 teachers
- High-school curriculum groundwork — ensemble teachers

Curricular Work to Date

- K-5 General Music Pacing Guide
- Middle-school Pacing guides for band, orchestra, modern band, and music technology

Music Curriculum Writing, Summer 2022

Pacing Guides for grades 6-8 vocal music and high-school Guitar — pop/rock and classical
Common Course Outlines for vocal music, band, and orchestra

Music Education Expansion — Phase Two

- 25 schools — Four in the Central region, six in the Northwest region, five in the East region, one in the Southwest region, four in the Citywide region, and four in the High School region
- 20 full-time music positions (15.2 FTE increase) — 13 K-5 or K-8 positions, one K-12 position, two 6th-12th-grade positions, four high-school positions

Music Education Expansion — Phase Three

38 schools — 12 in the Central region, six in the Northwest region, 13 in the East region, five in the Southwest region, and two in high schools

24 full-time music positions (12.7 FTE Increase) — nine K-5 positions, 14 K-8 positions, and one high-school position

Next Steps

- Work with state and national networks to develop best practices for K-8 music programming
- Add a general music instrument specialist position
- Explore a partnership with Hal Leonard Music Publisher
- Explore a partnership with the Save the Music Foundation
- Expand our choral and string programs
- Work to offer at least two music options in high school
- 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

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the monthly reports of its delegates to the District Advisory Council (DAC), to CESA 1, and to the Head Start Policy Council.

* * * * *

(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 March 2022 included the following:

Academic Achievement

- Reviewed social studies adoption materials
- Attended all meetings of the Board's committees — PACE, SASI, AFP, LRP

Effective and Efficient Operations

- Met with social studies specialist and her staff regarding next steps in adoption
- March 18 — Met MPS's District Sustainability Team.
- March 16 — Met with Kane Associates, with whom MPS has contracted to review our marketing and communications.

Student, Family, and Community Engagement

- Attended the March 2 press conference at Riverside theater with coalition demanding increased state funding in special education and cost-of-living Increase for per-student funding.
- Met with Common Ground
- Met with Steve Lubar from ASC
- Attended North Division's basketball game
- Met with Fratney teachers regarding student exhibitions
- Met with the Middle and High School Equity Workgroup
- Met several times with The Century Foundation Bridges Collaborative meeting planning April 8 mini-conference for MPS.
- Responded to emails and phone-call inquiries, questions, and concerns

* * * * *

COMMUNICATIONS

(Item 1) Referral of Communication 2122C-006 from Kabby Hong Relative to the Asian-American Pacific Islander Community

Referred to the Administration

* * * * *

ITEMS DEFERRED

There being no further business on its agenda, the Board took up consideration of Item Two of the Reports and Communications from the Board Clerk/Chief Officer, Office of Board Governance, which had been postponed from earlier in the meeting.

(Item 2) 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

Background

A closed session is requested 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 reconvene in open session to take action on matters considered in executive session and/or to continue with the remainder of its agenda.

This request is made pursuant to Wis. Stat., §19.85(1)(g).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.18, Legal Representation

Committee's Recommendation

The recommendation is that the Board retire to closed session to consider this item.

Director Gokalgandhi moved to retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) which allows a governmental body to enter into a closed session to confer with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. 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.

The Board retired to closed session at 7:52 P.M.

Directors Leonard, O'Halloran, and Taylor were temporarily absent during the closed session.

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, and President Peterson — 5.
Noes — Director Carr - 1.
Temporarily Absent* – Directors Leonard, O'Halloran, and Taylor – 3.

* * * * *

The Board adjourned at 8:25 P.M.

**Those marked "temporarily absent" were not physically present, and instead attended this meeting virtually. They were not present for the closed session or the remainder of the meeting after the closed session concluded.*

JACQUELINE M. MANN, Ph.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 21, 2022

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

Present — Directors Carr (joined virtually at 6:44 p.m., departed at 9:37 p.m.), 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:

- Daryl Condon, a retired building service helper;
- Teonna Covington, a student at Bay View High School;
- Gail Cumby, a retired social worker aide;
- Kirk Newton, a teacher with the District;
- Lessie Qualls, a retired paraprofessional with the District; and
- Anthony Vance, Jr., a student at North Division High School.

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of March 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 March through mid-April are also included in the following report.

Financial Literacy Month

Governor's Luncheon

Riverside University High School hosted the Governor's Council on Financial Literacy and Capability luncheon. This luncheon showcased MPS's commitment to educating our high-school students in financial literacy before graduating by developing a mandatory finance class for all seniors. Students were able to share their stories about the course and how it has helped them and will help them moving forward. Students were able to talk about the different facets of the course, including budgeting, saving, debt, investing, planning, and other management strategies.

Finance Sessions

During the month of April, Milwaukee Public Schools promoted financial literacy to staff, students, and families. On selected Fridays in April, all students, staff, and families were invited to join fun, informative sessions at which they could participate in financial literacy games to earn prizes. The sessions were an effort to raise awareness about the importance of financial literacy and the need for effective financial education.

- April 8, 2022: Financial Empowerment, Building Credit, and Managing Your Money
- April 22, 2022: Banking: How to Manage Checking, Savings, and More
- April 29, 2022: Investing in Your Future and Planning for College

Getting Prepared for Summer

Summer Academy

Registration for Summer Academy is now open. MPS offers a host of programming options during the regular school year that will also be offered during summer school, such as Montessori, English as a second language, special education, and bilingual programming. During Summer Academy, there are additional offerings for high-school and elementary students.

The additional summer offerings for high school students are credit acceleration, career camps, internships, and credit recovery.

The high-school June session is June 9-29, 2022, from 8:00 a.m. to 1:00 p.m. The high-school July session is July 6-26, 2022, from 8:00 a.m. to 1:00 p.m.

The additional summer offerings for elementary school students are:

- adventures in arts, music, and social studies
- STEM
- literacy
- mathematics
- recreation camps.

The elementary school session is June 27-July 27, 2022, from 8:00 a.m. to 12:00 p.m.

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 through May 8, 2022.

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.

Academic Spotlight

MPS Career and Technical Education STEM Partner Showcase

On April 12, 2022, the Career and Technical (CTE) Office held the 14th annual CTE Spring STEM Showcase in partnership with Direct Supply and STEM Forward. Students from 25 MPS schools proudly displayed and presented their projects at exhibits that they had masterfully created. More than 200 staff, students, and partners were in attendance.

Project highlights included:

- construction of stability
- green architecture
- sustainability and agriculture
- energy and collision
- robotics and automation
- practical CAD modeling
- 3D printing and hieroglyphics
- video game development
- culinary art.

UNSIL (United Nations Schools of International Learning)

On April 19, 2022, MPS held the annual UNSIL World Fair at the UWM Panther Arena. This year marked the fifth anniversary of the event, which was held for students in grades 4-8 from 16 participating MPS schools. Students presented technology-centered projects and used research skills that highlighted the mission and importance of the United Nations. Peace, security, and human rights were the focus of the students' inquiries this year.

UNSIL's schools collaborate with one another to learn about countries on which they had not focused at their schools in collaboration with the work of the United Nations. The showcase hosted multicultural performances from various schools that included a cultural fashion show and dances representing Latin, Italian, and Ukrainian countries.

Participants at the event received passports allowing them the opportunity to visit presentations, talk with students, and receive stickers for their passport showing all the countries which they had visited.

The students' projects included a variety of research boards, visuals, and electronic presentations. Students took turns showing their presentations, alternating from being spectators to being presenters. This allowed every student the opportunity not only to present his or her project, but also to take part in the fair.

The following schools participated in this event:

- Fairview
- Fernwood
- French Immersion
- Garland
- German Immersion
- Grant
- Lincoln Center of the Arts
- Manitoba
- Milwaukee Academy of Chinese Language
- Milwaukee School of Languages
- Ninety-fifth Street
- Parkview
- Story
- Stuart
- Victory
- Zablocki

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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 on Litigation in Which the Board Is or Is Likely to Become Involved

This item was postponed to the end of the meeting.

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(Item 2) Update and Possible Action on Public Access and Participation at Meetings of the Board and its Committees

Background

The Board has long recognized the value of broad community involvement with the program and operations of the Milwaukee Public Schools and has consistently adhered to the requirements of Wisconsin Statutes, §19.81(2), which states that all meetings of governmental bodies shall be publicly held in places reasonably accessible to members of the public and shall be open to all citizens at all times unless otherwise expressly provided by law. While the law requires the Board to take public testimony only at its statutory budget hearing, the Board has maintained a decades-long practice of receiving public comment at its committee meetings and certain of its regular and special meetings.

The nature of the COVID-19 pandemic has forced the Board to re-examine how it would provide access to its meetings and opportunities for public testimony. From the onset of the pandemic, the Board directed that steps be taken to ensure the greatest level of public access and engagement possible. The Board maintained its standard practice of broadcasting its meeting on radio station WYMS 88.9, Spectrum cable

Channel 13, and the Board's livestream. In addition, the Board began broadcasting its meetings over YouTube, which has the advantage of allowing viewers to watch the meeting at any time. The contingencies of the pandemic meant that meetings needed to be held virtually, so the Board also began using Zoom as its digital meeting platform. Use of Zoom provided a means by which the public could join the meetings virtually and give live testimony.

Update on Public Participation at Meetings of the Board and Its Committees

Presented below is information on meeting participation statistics that compares the one-year period before the start of the pandemic with each year following. For the purposes of this comparison, the "start" of the pandemic was March 17, 2020, the last on-site MPS work day before the Governor's emergency orders went into effect.

	Pre-pandemic	Post-pandemic	
	One Year	1st Year	2nd Year
Number of Meetings	68	55	70
In-person Attendance	3,245	0	0
Attendance (views) via You-Tube	181	73,955	75,829
Speakers	1,312	441	458

The meeting count is a count of all meetings of the Board and includes all committee, regular, and special meetings as well as any work sessions and retreats. If meetings were stacked (i.e., more than one meeting was held on a particular evening), each meeting was counted.

Attendance in live meetings is a count of the individuals present in the auditorium and any overflow rooms, but not of those who are on stage. This includes the general public as well as individuals who are present while performing their work-related duties (e.g., safety officers, technology and engineering staff, or administrators waiting to present on an item). The numbers presented represent the most people in the auditorium at a particular meeting.

It should be noted that when meetings were in-person, there were several instances in which meetings were stacked. The audience count of a particular meeting represents individuals who may have been present and counted for the first meeting and were actually waiting for the second meeting to begin.

Attendance via YouTube is a count of individuals viewing the meeting and is measured by the number of views. It includes people who watched the meeting live as well as those who watched it on-demand after the meeting ended. Prior to the pandemic, use of YouTube was only for regular meetings and certain special meetings. After the pandemic, we began using YouTube for committee meetings as well.

In either instance, it must be pointed out that individuals are free to come and go from the auditorium and to turn the YouTube platform on and off and to watch the same meeting more than once. This should also be considered when calculating the true attendance count.

The speaker count reflects the number of individuals who either filled out speaker slips or who registered to speak on the platform.

Access to Meetings

Wisconsin's Open Meetings law states that "all meetings of all state and local governmental bodies shall be publicly held in places reasonably accessible to members of the public and shall be open to all citizens at all times." Similarly, an "open session" is defined in Wis. Stat., §19.82(3), as "a meeting which is held in a place reasonably accessible to members of the public and open to all citizens at all times."

Hybrid Participation

One option would be to offer hybrid participation whereby the public could either provide comments either remotely, while on the Zoom platform, or come in-person to access and participate. There are some important issues to keep in mind relative to hybrid participation:

The sound system in the auditorium is a closed system. Audio from the microphones on the stage and lectern play over speakers in the ceiling. The system adjusts for this audio to prevent feedback. This audio then also feeds to various streaming systems, such as Boardcast, WUWM 88.9 FM Radio, YouTube, and Spectrum Cable.

Generally speaking, the auditorium's sound system is configured to provide excellent audio for in-person attendees and view- or listen-only participation for a remote audience. Efforts to combine in-person and virtual meetings in this space compromises the design and effectiveness of the system. When virtual participants speak, the auditorium's system picks up that sound and tries to re-broadcast, causing a feedback loop.

Connecting a device that is joined to a Zoom meeting into this setup presents a few challenges. In order for the Zoom audience to hear the audio from the board meeting, the audio from the auditorium must be streamed into the meeting as a participant. This must happen directly from the auditorium's sound system before or along with feeding any other streaming platforms. Currently the only location to access this feed is from the front of the stage. All audio within the Zoom meeting would be coming from a single participant identified as "Auditorium" or similar.

In order for the Zoom audience to see the participants in the auditorium, there would need to be an additional camera attached to the device that is connected to the Zoom meeting. This camera would have an inferior view to that of the built-in cameras used to stream to YouTube and Spectrum Cable. All video within the Zoom meeting would be coming from a single participant identified as "Auditorium" or similar.

When Zoom attendees are given the ability to speak, all audio inputs in the auditorium need to be turned off to prevent feedback. All board members', administrators', and OBG's microphones must be muted. Any open audio source within the auditorium will cause feedback.

The Secretary would be unable to prompt a speaker that it is his/her turn to speak from the auditorium without causing feedback. Speakers would need to be joined to the Zoom meeting separately, outside the auditorium, any time there was a shift to public comment.

Other Options for Consideration

As the District transitions back to in-person meetings, the Board may wish to consider the following options relative to access and participation:

1. Discontinue virtual meetings (except where Board Rule 1.05, Public Notice, or Board Rule 1.30, Virtual Meetings, applies). Current broadcasting methods (radio, livestream, YouTube) will still be used; however, public participation would be in-person only.
2. Continue current practice.
    a. Meetings at which the Board will take public comment (such as committee meetings) will be held virtually, with board members participating remotely (either at Central Office or from elsewhere). Public access will be via the broadcasting methods only.
    b. Meetings at which the Board will not take public comment will be held in-person in the Central Services auditorium. Board members will be on stage. Public access to the building will be determined based on current public health guidance and the contingencies of the pandemic.
3. The Board determine another option for public access and participation.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Board Rule 1.02, Regular Board Meetings

Fiscal Impact Statement

This item has no fiscal impact

Implementation and Assessment Plan

The Office of Board Governance, in collaboration with the Administration, will advise the Board of any change in guidance from the Centers for Disease Control or from state or local government that may affect future decision making.

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(Item 3) Monthly Report, with Possible Action, on Legislative Activities Affecting MPS

Background

Though the Wisconsin State Legislature is out of session there are $5.6 billion of available funds at the state level — possibly more as new revenue updates come in. The State, which did not provide inflationary per-pupil adjustments to support students throughout Wisconsin, is being outpaced by other states in investments in children.

On Friday, April 15, Governor Evers vetoed legislation that would have split Milwaukee Public Schools into eight districts, describing it as another attempt to politicize our schools and an unprecedented intrusion on local control. Provided under separate cover is a copy of the Governor's signed veto message.

Fiscal Impact Statement

NA

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The 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 March through mid-April.

Report to the Milwaukee Board of School Directors

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability of 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 FY22 Work Plan.

Accountability and Efficiency Services

Between March 14, 2022, and April 11, 2022, Accountability and Efficiency Services fulfilled three requests for information/research and three constituent inquiries. The service area also completed two special projects, closed two whistleblower reports, and completed its independent review of the District's Annual Comprehensive Financial Report (ACFR).

Also during the reporting period, Accountability and Efficiency Services assisted in the planning of and attended School Integration in Metropolitan Milwaukee: The Past, Present, and Future, a one- day, in-person conference that brought together educational and civic leaders of Milwaukee and surrounding suburbs to talk about issues of equity and integration and to share ideas for future collaboration to tackle the persistent segregation that exists in the region. Jointly sponsored by MPS and the Bridges Collaborative, the conference helped attendees gain a common understanding of the history of segregation in the Milwaukee metropolitan area and past attempts, such as Chapter 220, to address it in Milwaukee's public schools. Additionally, the

conference's participants looked at regional solutions to segregation in other school districts around the country and learned about research on how to talk about school integration in ways that are compelling and effective.

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 our efforts on the Communities in Need (COIN) and Student Engagement Programs.

Two COIN participants achieved Gold Communities in Need status. Participants are eligible for this status when they have completed 1,200 or more COIN workforce hours spanning multiple Milwaukee Public Schools general construction projects.

CCS team members participated in a strategic planning session with one of CCS's intergovernmental partners. The meeting focused on collaborative workforce-development opportunities, including leveraging COIN and the Student Engagement Program on a sustainability project for lighting upgrades throughout Milwaukee.

CCS hosted one abbreviated job-readiness training at Shalom High School.

Additionally, one organization specializing in cosmetology/barbering signed on to be a CCS Mission Aligned Partner (MAP) and has agreed to provide mentoring internships to students interested in a career within the industry.

Finally, seven high-school students engaged in interviews for internships in administration, cosmetology/barbering, and moving services. Five students were hired: two in administrative services, two in cosmetology, and one in moving services.

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

The gavel was passed to Vice-President Taylor at 6:17 p.m. and returned to President Peterson at 6:18 p.m.

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

(Item 1) Action on 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:

- April 4, 2022, at 8:00 a.m., 9:00 a.m., 10:00 a.m., and 12:00 p.m.
- April 5, 2022, at 10:00 a.m.
- April 11, 2020, at 11:00 a.m.
- April 13, 2022, at 9:00 a.m.
- April 14, 2022, at 8:00 a.m. and 9:00 a.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 4, 5, 11, 13, and 14, 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

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 2022 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, and Affirmative Action Report

Classified Personnel Transactions

Code	Name	Position	Salary	Date
New Hires				
2	Christopher Love	Building Service Helper I	$15.18/hr.	03/07/2022
2	Jamal Williams	Building Service Helper I	$15.18/hr.	02/21/2022
2	Toinette Johnson	Children's Health Assistant	$21,645.00	03/14/2022
2	Angelia Lee	Children's Health Assistant	$19,307.00	03/07/2022
2	Taniah Davis	Food Service Assistant	$15.18/hr.	03/14/2022
2	Tina Johnson	Food Service Assistant	$15.18/hr.	02/09/2022
2	Chanea King	Food Service Assistant	$15.18/hr.	03/10/2022
2	Tarsha Carter	Para Ed Assistant	$18,872.00	03/16/2022
5	Cassiopea Feirtag	Para Ed Assistant	$20,722.00	03/02/2022
4	Lourdes Florimon Figueroa	Para Ed Assistant	$18,872.00	03/21/2022
2	Amani Grace	Para Ed Assistant	$18,872.00	03/14/2022
2	Kayla Higgins Foster	Para Ed Assistant	$20,028.00	03/21/2022
2	Rachel Kearney	Para Ed Assistant	$20,722.00	03/09/2022
2	LeeSa McGhee	Para Ed Assistant	$20,028.00	02/28/2022
4	Tatyanna Melendez	Para Ed Assistant	$20,028.00	03/11/2022
2	Nadia Ransom	Para Ed Assistant	$18,872.00	02/22/2022
5	Chelsey Riley	Para Ed Assistant	$20,722.00	03/21/2022
5	Ashley Salman	Para Ed Assistant	$20,722.00	03/02/2022
5	Kate Sheehan	Para Ed Assistant	$19,334.00	03/01/2022
2	Lennox Toney	Para Ed Assistant	$18,872.00	02/21/2022
2	Michael Venable	Para Ed Assistant	$22,803.00	03/21/2022
2	Tawny Vinson	Para Ed Assistant	$22,803.00	03/16/2022
5	Jeffery Wade	Para Ed Assistant	$18,872.00	03/16/2022
2	Julian White	Para Ed Assistant	$18,872.00	03/07/2022
2	Leola Williams	Para Ed Assistant	$19,334.00	03/24/2022
2	Asia Bey	School Safety Assistant	$23,513.00	02/24/2022
2	Corey Burt	School Safety Assistant	$24,993.00	02/24/2022
2	Durron Daniels	School Safety Assistant	$23,513.00	02/24/2022
2	Chatera Goss	School Safety Assistant	$23,513.00	02/24/2022
2	Andrea Love	School Safety Assistant	$23,513.00	02/24/2022
4	Tanisha Marquez	School Secretary I — 10-month	$27,060.00	03/02/2022
2	Shanice Maxwell	School Secretary I — 10-month	$32,922.00	03/10/2022

Code	Name	Position	Salary	Date
Promotions				
5	Alex Gasiorowski	Building Service Helper II	$37,774.00	02/21/2022
2	Toni Grant	Building Service Helper II	$39,964.00	02/07/2022
2	Natalie Sanders	Building Service Helper II	$36,679.60	02/07/2022
2	Johnaquian Williams	Building Service Helper II	$36,679.60	03/07/2022
2	Willie Harrison	Boiler Attendant Trainee	$46,332.00	02/21/2022
2	Joy Rouse	Central Kitchen Manager II	$37,774.00	02/21/2022
2	Katherine Cureton	Para Ed Assistant	$22,110.00	03/17/2022
2	Jasmine Ford	Para Ed Assistant	$18,872.00	03/22/2022
5	Claire Weissenfluh	Para Ed Assistant	$19,334.00	03/21/2022
2	Leola Williams	School Bookkeeper	$19,334.00	03/22/2022
2	Tonyalisa Howse	Secretary I — 12-month	$40,692.00	02/21/2022
1	Craig Ninham III	School Engineer I	$47,409.00	03/07/2022
2	Jada Drew	School Kitchen Manager I	$27,719.00	02/21/2022
5	Michael Rooney	School Kitchen Manager II	$34,184.00	02/21/2022
4	Yvett Cervantez	Secretary II	$42,113.00	02/21/2022
Rehires				
2	Christine Bond	Building Service Helper I	$15.69/hr.	03/21/2022
2	Tangela Bradford	Building Service Helper I	$15.18/hr.	03/21/2022
2	Brandon Griffin	Building Service Helper I	$16.20/hr.	02/28/2022
2	Kimberly Howard	Food Service Assistant	$15.18/hr.	03/07/2022
5	Peter Davis	Para Ed Assistant	$20,722.00	02/28/2022
5	Katherine Nelson	Para Ed Assistant	$21,416.00	03/21/2022
2	Crystal Purifoy	Para Ed Assistant	$24,176.00	03/14/2022
2	Harrison Dunggins	School Safety Assistant	$23,513.00	02/24/2022
2	Trameika Sanders	School Safety Assistant	$26,781.00	03/11/2022
2	Jheri Calmes	School Secretary I — 10-month	$25,147.00	02/21/2022
1	RC Old Coyote	School Kitchen Manager Trainee	$17.82/hr.	03/07/2022

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	Gutzmann, Mindy	AMP HPE	01/BA	$44,870.00	3/7/2022
5, nr	Kavanagh, Bethany S	Multicateg. Comp. SEN	01/BA	$67,956.00	3/21/2022
4, r	Roman III, Angel Luis	Spec Ed Multicateg.	01/BA	$44,870.00	3/7/2022
School Social Workers, Early Start					
5, nr	Stepaniak, Valarie R	School Social Work	01/2A	$65,341.00	3/14/2022
Teachers, Early Start					
5, nr	Ankley, Justin T	Spec Ed Multicateg.	01/BA	$44,870.00	3/10/2022
5, nr	Brantley, Jaci C	Spec Ed Multicateg.	01/BA	$44,870.00	3/7/2022
5, nr	Racey, Lauren E	Gen'l Elem & K8 — All Grades	01/MA	$53,373.00	3/8/2022
2, nr	Young, Avyanna D	Spec Ed Multicateg.	01/BA	$44,870.00	3/16/2022
Teacher Leaders, Early Start					
5, r	Jorgensen, Gina M	Misc. State Grants	1C/MA	$92,647.00	2/25/2022
5, r	Scianni, Renee S	General Operations	1C/MA	$92,647.00	2/28/2022
Permit Teachers					
5, r	Browning, Megan Courtney	Gen'l Elem & K8 — All Grades	XX/4W2	$44,073.00	2/28/2022

		Counts				
Codes		Teachers	SSWs	Psychs	Other	Total
1	Native American	0	0	0	0	0

Codes		Counts Teachers	SSWs	Psychs	Other	Total
2	African American	1	0	0	0	1
3	Asian/Oriental/Pacific Islander	0	0	0	0	0
4	Hispanic	1	0	0	0	1
5	White	8	1	0	0	9
6	Other	0	0	0	0	0
7	Two or more ethnic codes	0	0	0	0	0
	Males	2	0	0	0	2
	Females	8	1	0	0	9

r Resident
nr Non-resident
B/BA Bachelor's Level (Teachers)
C/MA Master's Level (Teachers)

Certificated Leaves of Absence

	Present Assignment	Effective From
Illness Leave, February 2022		
Diane Raner	Hamilton	February 21, 2022
Illness Leave, March 2022		
Katherine Klein	Riverwest Elementary School	March 14, 2022
Anne Dunning	DCS Schools — Home & Hosp.	March 17, 2022
Chimere Roundtree	Vincent High School	March 18, 2022
Illness Leave, April 2022		
Jennifer Lade	Clarke Street School	April 12, 2022
Personal Leave, February 2022		
Jessica Brito	Bradley Tech & Trade	February 15, 2022
Olivia Mecham	River Trail School	February 28, 2022
Personal Leave, April 2022		
Christina Diop	Bryant School	April 4, 2022
Sandra Santiago	Milwaukee Spanish Immersion	April 4, 2022
Eduardo Hernandez	Bilingual — Multicultural Ed.	April 19, 2022
Personal Leave, May 2022		
Silvia Manzo	Greenfield School	May 2, 2022
Amanda Coyle	Equity Access & Inclusion	May 6, 2022
Personal Leave, June 2022		
Whitni Perry	Division of Special Services	June 10, 2022
Personal Leave: August, 2022		
Joshua Walker	Garland	August 29, 2022

Report on Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Code	Name	Position	Location	Date
Certificated Resignations						
Other Dist	2.6	5	Christina Angelo	Teacher	Parkside	06/16/2022
Other Work	14.1	4	Antonia Bautista	Teacher	Spanish Imm	06/17/2022
Retire	20.6	2	Judy Braggs	Teacher	WCLL	05/27/2022
Personal	2.6	5	Rachel Brous	Psych	Vieau	06/22/2022
Personal	21.6	5	Lynda Cipov	Teacher	Parkside	05/02/2022
Personal	1.1	5	Emily Clifford	Teacher	Pulaski	05/27/2022
Other Dist	1.6	5	Sean Collins	Teacher	HS of the Arts	05/30/2022
Personal	8.2	4	Peter Couto	Teacher	Stuart	04/01/2020
Retire	30.6	5	Connie Craig	Teacher	Allen Field	06/16/2022
Personal	0.6	4	Vanessa Cruces	Teacher	Hayes	06/16/2022
Personal	1.6	5	Meghan Curtis	Teacher	LaFollette	03/11/2022
Personal	1.7	3	Ankita Datta	Teacher	Bradley Tech	05/27/2022
Personal	0.6	5	Tracy Gardner	Teacher	53rd Street	06/16/2022

Reason	Yrs Svc	Code	Name	Position	Location	Date
Personal	0.7	5	Joseph Glowacki	Teacher	Audubon	05/26/2022
Personal	9.6	5	Caroline Gosling	Psych	Hamilton	06/03/2022
Personal	2.7	5	Gabrielle Gruver	Teacher	Bradley Tech	05/27/2022
Other Work	8.6	5	Nicholas Haubner	Teacher	Hartford	03/01/2022
Other Dist	0.6	5	Katie Helmeid	OT	Central Svcs	04/20/2022
Personal	2.2	5	Holly Iverson	Teacher	Cass	03/15/2022
Personal	3.6	6	Julie Johnson	Teacher	81st Street	06/16/2022
Retire	28.1	2	Lori Johnson	Teacher	Obama SCTE	05/27/2022
Personal	7.5	5	JohnPiero Joyce	Teacher	MACL	03/11/2022
Personal	5.6	5	Hannelore Kinney	Teacher	Meir	05/27/2022
Retire	14.6	5	David Kontz	Teacher	Obama SCTE	06/01/2022
Retire	24.6	5	Sarah Kubetz	SSW	Central Svcs	06/22/2022
Other Work	2.6	5	James Leggett	Teacher	French Imm	06/16/2022
Other Dist	8.6	5	Alison Macchia	Teacher	Rufus King HS	05/30/2022
Personal	5.5	5	Kelly Moe Rossetto	Teacher	Carver	06/16/2022
Personal	1.7	3	Deepali Namboothiry	Teacher	Wedgewood Park	05/27/2022
Retire	17.6	5	Laura Naughton	SST	Bryant	06/16/2022
Personal	0.6	4	Ruby Noyola	Teacher	Holmes	04/05/2022
Personal	9.6	5	Maggie Palutsis	SLP	Elm	04/12/2022
Retire	21.6	5	John Pitta	Teacher	MACL	06/15/2022
Personal	7.6	5	Elizabeth Poehlmann	SLP	Central Svcs	06/16/2022
Other Dist	6.6	4	Engrith Rivera	SST	JMAC	03/18/2022
Personal	6.2	2	Marissa Rogers	Teacher	WCLL	05/28/2022
Personal	0.6	4	Payton Roque	Teacher	Meir	05/27/2022
Other Dist	2.7	5	Deanna Rugzie	Psych	Obama SCTE	04/01/2022
Other Work	1.6	2	Chiaka Sampson	Teacher	Rufus King HS	05/26/2022
Other Dist	1.6	2	Iesha Sanders	Coach	Central Svcs	04/07/2022
Personal	1.6	5	Emily Saskowski	Teacher	Humboldt Park	06/16/2022
Retire	31.5	5	Jill Schmeling	Teacher	Clement Ave	05/04/2022
Retire	19.3	5	Darcus Shaw Meitz	SSW	Central Svcs	06/01/2022
Personal	3.7	5	Jennifer Smith	Psych	MacDowell	06/03/2022
Retire	28.2	5	Kerry Spiegel	Teacher	Hampton	06/16/2022
Personal	8.4	2	Cornell Stallworth	SST	Douglas	05/27/2022
Retire	32.5	5	Karina Suprise	Teacher	Cass	06/16/2022
Other Work	3.2	3	Yer Thao	Teacher	South Division	05/27/2022
Personal	8.1	5	Brenda Thimke	Teacher	Rufus King HS	05/27/2022
Other Dist	2.6	5	Meghan Uselding	Teacher	Siefert	04/01/2022
Other Dist	2.6	5	Ashley VanGalen	Teacher	Rufus King HS	05/27/2022
Retire	24.3	2	Shunita Williams	Teacher	Siefert	06/16/2022
Personal	13.2	2	Wanda Williams	Counselor	Central Svcs	05/27/2022
Retire	27.1	5	Stephanie Wolfe	Teacher	Riverside	05/27/2022
Personal	3.5	2	Avyanna Young	Teacher	Riverside	05/27/2022
Personal	0.6	5	Quinn Zacharias	Teacher	Morgandale	06/17/2022
Classified Retirements						
Retire	24.3	2	Barbara Bailey	Secretary II	Roosevelt MS	03/05/2022
Retire	28.1	2	Norma Garner	Engineer IV	North Division	03/16/2022
Retire	5.3	2	Claudette Harris	Para	Carver	03/01/2022
Retire	30.2	2	Michael Johnson	Safety Asst	School Safety	03/22/2022
Retire	23.6	2	Betty Kearney	FSA	North Division	03/18/2022

Summary

Other District 9
Other Work 5
Personal 29
Retirement ..... 18 (5 Classified & 13 Certificated)

Affirmative Action Report

The Affirmative Action monthly personnel transaction report for February 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 Herndon moved approval of the Administration's recommendation, with the inclusion of the updated Affirmative Action Report that was presented on the floor.

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 Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding 60 Days

Recommended Appointments

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

				Salary		
Codes	Name	Appointment	Assignment	Sched	Range	Amount
4, r	Ronnie Rivera	Coordinator III, Gender, Identity & Inclusion	Office of the Chief of School Administration	03	08A	$82,504
2, r	Kari Gipson	Analyst I, Risk Management	Office of the Chief of Finance	03	05A	$82,296
2, r	Jeremy Harden	Supervisor I, Technology Support	Office of the Chief of Communications & School Performance	03	09A	$76,111
5, r	Cassie Jeffery	Specialist I, Grants	Office of the Chief of Finance	03	08A	$70,465
2, r	Olivia Averhart	Coordinator I, Technology Support	Office of Communication and School Performance	03	06A	$64,190
5, nr	Michelle Klos-Gonzalez	Planning Assistant, Extended Learning	Office of the Chief of Academics	03	02A	$60,417
2, r	DeVona Blount	Associate III, Nutrition	Office of the Chief of Finance	03	05A	$57,197
5, nr	Dawn Sampson	Associate III, Nutrition	Office of the Chief of Finance	03	05A	$57,197
4, nr	Brenda Saucedo	Accountant I	Office of the Chief of Finance	03	03A	$53,537
4, r	Cynthia Cruz	Recreation Associate II, K3 Wraparound	Office of the Chief of Operations	03	04A	$53,246

Recommended Limited-term Employment (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	Terry Spears	Safety Technician I	Office of the Chief of School Administration	$26.25	03/04/22-06/30/22

Codes	Name	Position	Assignment	Hourly Wage	Dates
2, nr	Kennedi Adams	Secretarial Support	Office of the Chief of School Administration	$15.00	02/16/22-06/24/22

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		

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 6.19, Positions: Staff

Director Siemsen 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.

* * * * *

(Item 3) Action on a Negotiated Collective-bargaining Agreement with PAMPS (Psychologists' Association in the Milwaukee Public Schools) and MTEA (Milwaukee Teachers' Education Association) — Teachers, Educational Assistants, and Bookkeepers/Accountants

Background

As required by state law, the Milwaukee Board of School Directors (MBSD) has engaged in negotiations with its certified collective-bargaining units on the subject of base wages. Negotiations have been completed between the MBSD and the following bargaining units:

- PAMPS (Psychologists' Association in the Milwaukee Public Schools)
- MTEA — Bookkeepers/Accountants (Milwaukee Teachers' Education Association)
- MTEA — Educational Assistants (Milwaukee Teachers' Education Association)
- MTEA — Teachers (Milwaukee Teachers' Education Association)

Each agreement has a term of one year (July 1, 2022, through June 30, 2023) and provides for a base-wage increase of 4.7%, which 4.7% base-wage increase will be implemented as of July 1, 2022. Employees who separate from service prior to the effective date of the wage increase will not be eligible to receive back pay for the covered period. The base wage increase is effective for the start of the FY23 payroll calendar in place for the appropriate classifications. This does not include 2022 summer school.

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 funding for the base-wage increases will be incorporated into the FY23 budget.

Implementation and Assessment Plan

Upon approval of the Board, the base-wage increases will be implemented July 1, 2022.

Administration's Recommendation

The Administration recommends that the Board approve and adopt the collective-bargaining agreements as highlighted above.

Director O'Halloran moved to adopt the Administration's recommendation relative to negotiated collective bargaining agreements with PAMPS and the MTEA.

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 4) Action on Monthly Finance Matters: 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

B 5795 Authorization to Enter into a Blanket Agreement with Nassco, Inc., and San-A-Care, Inc., for Building-operations Supplies for the District

The Administration is requesting authorization to enter into a blanket agreement to purchase building-operations supplies with 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 RFB, the vendors chose to submit a joint proposal. Due to the size of the district, each vendor will deliver supplies to its assigned schools and departments.

The blanket agreement will run from May 1, 2022, through April 30, 2023. The total cost of the blanket agreements with Nassco, Inc., and San-A-Care, Inc. will not exceed $2,000,000.

Budget Code: BL00000000 (varies by location)..... $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
157	15	35	No	5%	5%	TBD	NA	600	20

——— Authorization to Purchase from CDW Government, LLC, for Headphones

The Administration is requesting authorization to purchase 80,000 Headphones from CDW Government, LLC. This purchase will be made under the Association of Educational Purchasing Agencies' (AEPA's) contract AEPA IFB #018-A Technology Catalog and its Form B — Acceptance of Bid & Contract Award and Extension of Agreement.

Headphones will be provided to schools for each student enrolled, plus a 10% buffer. This need was identified from ESSER III feedback. The headphones, which include microphones, will be used by students to participate in virtual meetings, to engage in interactive lessons, to create audio/video projects, and to complete student assessments.

This will be a one-time purchase, and funds expended will not exceed $1,332,000.

Budget Code: ITS-0-0-7S2-TC-ENCQ (ESSER III Funding) $1,332,000

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

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.

B0001431 Julien Shade Shop

Original Contract Amount $49,000.00
1st Increase $49,000.00
2nd Increase..... $40,000.00
Ending amount $138,000.00

On June 4, 2020, the Milwaukee Board of School Directors and Julien Shade Shop, Inc., entered into professional services contract number B0001431, with a term of June 1, 2020, through May 31, 2021. The contract provided for two additional one-year extensions upon mutual consent of the parties. The parties agreed to extend the contract for the first one-year term. The extended dates are July 26, 2021, through June 30, 2022.

C029697 Chenhalls Nissen, S.C.

Original Contract Amount $49,999.00
1st increase..... $24,999.00
2nd increase..... $49,999.00
Ending amount $124,997.00

On September 14, 2020, the Milwaukee Board of School Directors and Chenhalls Nissen, S.C., entered into professional services contract number C029697, with a term of September 18, 2020, through August 31, 2021, for international teachers for hard-to-fill positions. The parties now mutually agree to extend the contract for the first one-year term, from September 1, 2021, through August 31, 2022 ("Year 2").

C030146 Children's Outing Association

Original Contract Amount $619,000.00
Increase..... $32,500.00
Ending amount $651,500.00

On August 1, 2021, the Milwaukee Board of School Directors and Children's Outing Association entered into professional services contract number C030146, with a term of August 1, 2021, through June 30, 2022, for Community Learning Centers (CLCs) at Auer Avenue, Hopkins-Lloyd Community, Doerfler, Lincoln Center of the Arts, and Westside I and II. On February 24, 2022, additional carryover funds were added to the budget for Doerfler.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations over $5,000			
Ronald Reagan High School	Zilber Family Foundation	$14,000.00	Educational Enhancement Program
Total Monetary Donations over $5,000		*$14,000.00*	
Monetary Donations			
Fratney Street School	Anonymous	$10.00	Help the School
German Immersion School	Hans and Mary Buchert	$20.00	General School Supplies
German Immersion School	Sandra Spinti	$25.00	General School Supplies
German Immersion School	Janet Nass	$40.00	General School Supplies
German Immersion School	Steven and Helene Gyarmaty	$50.00	General School Supplies

Location	Donor	Amount	Gift or Purpose
German Immersion School	Thomas and Susan Mctavish	$50.00	General School Supplies
German Immersion School	Jane Empey-Theep	$100.00	General School Supplies
German Immersion School	Robert and Sybil Kujawski	$215.00	General School Supplies
Grant School	Bay View United Methodist Church	$20.00	Refugee, School Donation
Grant School	Doris Stepanski	$500.00	Grant Clothing Drive
Hawthorne School	Milwaukee Urban League	$400.00	Field Trip Support
Howard Avenue Montessori	Karen Bauer	$25.00	Library Books
King High School	Marilyn Byrd	$17.00	Pay Student Fee
King High School	Marilyn Byrd	$17.00	Pay Student Fee
King High School	Marilyn Byrd	$110.00	Pay Student Fee
King High School	Marilyn Byrd	$125.00	Pay Student Fee
King High School	Marilyn Byrd	$138.00	Pay Student Fee
King High School	Marilyn Byrd	$138.00	Pay Student Fee
King High School	Kathleen J Dreyer	$200.00	Asian Club
King High School	Kathleen J Dreyer	$200.00	RKHS GSA
King High School	Brightspark Travel, Inc	$1,650.00	Student Meal Money DC Trip
Kluge School	Milwaukee Ballaz Elite*	$50.00	Staff Recognition Support
MacDowell Montessori	Brightspark Travel, Inc	$1,650.00	Brightspark DC Food Voucher
Manitoba School	Lorreen Becklund	$100.00	For Water Bottles, Snacks, Etc.
Meir School	Martha S O'Bryan	$100.00	Art Supplies
Milwaukee School of Languages	Kristen Hackbarth	$20.00	General School Supplies
Office of Finance — Milwaukee Recreation	United States Tennis Association	$1,092.00	Grow The Game - Tennis
Office of Human Resources	Educators Credit Union (Ecu)	$500.00	Job Fair Supplies
Pulaski High School	Waukesha County Community Foundation	$1,000.00	2022 Waterstone Bank Scholarship
Ronald Reagan High School	Waukesha County Community Foundation	$1,000.00	Student Scholarship
South Division High School	Jonathan Fernandez*	$280.00	Teacher Appreciation/Sunshine
Spanish Immersion School	John Jones Iv/Katherine Valentyn	$250.00	For School/Student Events
Walt Whitman School	Jane Smith	$25.00	General School Supplies
Whittier School	Whittier PTO	$1,000.00	Field Trips/Transportation
Zablocki School	Sixteenth Street Community Health Centers, Inc	$110.90	Bus
	Total Monetary Donations	*$11,227.90*	
Non-monetary Donations			
Bradley Trade & Tech	DonorsChoose	$523.46	Calm Classroom in Winter
Bruce School	Susan Sturn*	$50.00	Winter Wear, Masks and Supplies
Burbank School	Martin Luther Lutheran Church	$50.00	Winter Student Hats
Burbank School	DonorsChoose	$138.58	Interactive Student Toys
Burbank School	DonorsChoose	$448.42	Printer Ink
Burdick School	DonorsChoose	$180.12	Headphones
Burdick School	DonorsChoose	$727.20	Classroom Books
Emerson School	DonorsChoose	$222.08	Perfectly Positive Prizes
Forest Home Avenue School	DonorsChoose	$227.18	Laminating Supplies
Forest Home Avenue School	DonorsChoose	$328.98	Writing Materials
Forest Home Avenue School	DonorsChoose	$342.95	General School Supplies
Forest Home Avenue School	DonorsChoose	$391.47	Printer Art Supplies
Forest Home Avenue School	DonorsChoose	$399.65	Reading/Writing Materials
Forest Home Avenue School	DonorsChoose	$424.43	Art Classroom Supplies
Forest Home Avenue School	DonorsChoose	$465.66	Storage Cabinet
Forest Home Avenue School	DonorsChoose	$572.45	General School Supplies
Forest Home Avenue School	DonorsChoose	$583.42	General School Supplies
Forest Home Avenue School	DonorsChoose	$717.72	Books, Toner, Pencils
Fratney Street School	DonorsChoose	$148.07	Books For Classroom

Location	Donor	Amount	Gift or Purpose
Fratney Street School	DonorsChoose	$302.93	Spanish Workbooks
Fratney Street School	DonorsChoose	$322.89	Copy Paper
Fratney Street School	DonorsChoose	$364.54	General School Supplies
Goodrich School	DonorsChoose	$150.50	Books, Books, Books
Goodrich School	DonorsChoose	$156.84	Let's Get Organized
Goodrich School	DonorsChoose	$191.23	Cleaning Wipes and Snacks
Goodrich School	DonorsChoose	$191.24	Cleaning Wipes Snacks
Goodrich School	DonorsChoose	$230.60	Accidents Happen
Goodrich School	DonorsChoose	$248.21	I See Me...Part Three
Goodrich School	DonorsChoose	$276.34	Supplies Right In Reach
Goodrich School	DonorsChoose	$300.47	Behavior Incentives
Goodrich School	DonorsChoose	$306.56	Building Relationships
Goodrich School	DonorsChoose	$314.88	Accidents Happen
Goodrich School	DonorsChoose	$344.73	Razzle Up Our Reading
Goodrich School	DonorsChoose	$359.77	Make Learning Visual Engaging
Goodrich School	DonorsChoose	$398.43	Calm Down Corner
Goodrich School	DonorsChoose	$438.69	Re-Color Our Classroom
Goodrich School	DonorsChoose	$451.15	Team Spirit
Goodrich School	DonorsChoose	$605.48	Successful Interventions
Goodrich School	DonorsChoose	$681.15	Creative Kiddos
Hayes Bilingual School	DonorsChoose	$478.65	Material for Special Education
Hayes Bilingual School	DonorsChoose	$514.03	General School Supplies
Holmes School	DonorsChoose	$489.69	Library Supplies
Humboldt Park School	DonorsChoose	$321.61	Puzzles
Kilbourn School	DonorsChoose	$392.26	General School Supplies
Kilbourn School	DonorsChoose	$399.84	General School Supplies
King High School	DonorsChoose	$916.29	Class Theatrical Make Up
Lloyd Barbee Montessori	DonorsChoose	$197.48	Reading Resource
Lloyd Barbee Montessori	DonorsChoose	$253.81	General School Supplies
Lloyd Barbee Montessori	DonorsChoose	$752.62	General School Supplies
Longfellow Elementary	DonorsChoose	$328.93	Social History Books
MacDowell Montessori	DonorsChoose	$233.00	Special Ed Giftcard
MacDowell Montessori	DonorsChoose	$374.39	Montessori Mats
MacDowell Montessori	DonorsChoose	$494.65	Reading
MacDowell Montessori	DonorsChoose	$735.42	Book Shelf
MacDowell Montessori	DonorsChoose	$821.55	Math/Reading
MacDowell Montessori	DonorsChoose	$961.36	Shelves/Easel
MacDowell Montessori	DonorsChoose	$1,084.60	Math/Literacy
Manitoba School	DonorsChoose	$340.10	Art Supplies/Tape/Pens/Brushes
Maple Tree School	DonorsChoose	$226.30	General School Supplies
Maple Tree School	DonorsChoose	$489.62	General School Supplies
Maple Tree School	DonorsChoose	$564.07	General School Supplies
Maple Tree School	Hunger Task Force	$2,634.27	Food for Students
Meir School	Acer Service	$7,693.50	Acer Chromebook Parts
Milwaukee School of Languages	DonorsChoose	$401.61	Longway Down Books forFreshman
Milwaukee School of Languages	Elena Pasbrig	$450.00	Art Canvases
Morse Middle School	DonorsChoose	$165.15	Snacks For Students
Ninety-fifth Street School	DonorsChoose	$140.51	General School Supplies
Ninety-fifth Street School	DonorsChoose	$150.02	Special Ed
Ninety-fifth Street School	DonorsChoose	$290.22	Books
Ninety-fifth Street School	DonorsChoose	$303.99	Sleds
Ninety-fifth Street School	DonorsChoose	$316.85	Spivey
Ninety-fifth Street School	DonorsChoose	$320.81	Books
Ninety-fifth Street School	DonorsChoose	$362.70	Sleds
Ninety-fifth Street School	DonorsChoose	$521.10	Books
Ninety-fifth Street School	DonorsChoose	$958.22	Books

Location	Donor	Amount	Gift or Purpose
Office of Academics — Parent Information	Kohl's Department Stores, Inc.	$2,500.00	Winter Coat Donation Gift Card
Office of Academics — Specialized Services	MARTA	$250.00	Body Spray, Hand Sanitizer
Office of Academics — Specialized Services	MARTA	$2,000.00	Socks, Hats, Gloves, Mittens
Office of Finance — Milwaukee Recreation	Debbie Horgan	$1,000.00	Supplies for Jewelry Making
Parkview School	DonorsChoose	$164.18	Craft Supplies
Parkview School	DonorsChoose	$192.58	Reading Learning Activities
Parkview School	DonorsChoose	$332.91	Art Supplies
Parkview School	DonorsChoose	$460.85	Hands on Activities
Parkview School	DonorsChoose	$500.26	STEM Activities
Riverwest Elementary	DonorsChoose	$985.21	Books
Roosevelt Middle School	DonorsChoose	$571.32	General School Supplies
Roosevelt Middle School	DonorsChoose	$639.56	Snacks for Students
Silver Spring School	Zenobia Spence c/o Ascension Fellowship Church	$100.00	Winter Items
Silver Spring School	Alpha Kappa Alpha Upslion MuOmega Chapter	$300.00	Books
South Division High School	Starbucks	$341.10	Reusable Cups
South Division High School	Einstein's Bagels	$1,000.00	Bagels
Wisconsin Conservatory	DonorsChoose	$207.71	Healthy Snacks for 2022
Zablocki School	United Way	$8,006.25	Games/Toys/Books
	Total Non-monetary Donations	*$59,209.62*	
Total Value of Donations		$84,437.52	
	**Donations from MPS Alumni*	*$380.00*	

Administration's Recommendation

The Administration 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.

Director Gokalgandhi moved approval of the Administrations' 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 5) Action on the Award of Professional Services Contracts

RFP 985 Authorization to Extend a Contract with Milliman, Inc., for Actuarial Consulting Services

The Administration is requesting authorization to extend a contract with Milliman, Inc., ("Milliman") for actuarial consulting services. Milliman is a qualified consulting firm that provides actuarial services for the District's self- funded health and dental plans, fully-insured post-65 and older plan, 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.

The original contract, which resulted from RFP 985, was authorized by the Board for a term of July 1, 2018, 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. Milliman has met the performance metrics

codified in the contract; therefore, MPS is exercising the second extension option of the contract. This contract extension will run from July 1, 2022, through June 30, 2023.

The total cost of the contract in this second extension year will not exceed $100,000.

Budget Code: OBA-0-0-EMB-DW-ECTS (Contract Services — Other Business) $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
2,660	586	1,133	No	NA	NA	NA	NA	100	10

RFP 1035 Authorization to Extend a 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 K5-12th grade in English for early literacy, reading, and math. User-norm assessments are available K5-8th grade in Spanish for early literacy, reading, and math.

MPS continues to be part of a pilot/field test for grades 9-12 Spanish 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 up to ten 90-minute professional development sessions included.

Contractor was chosen pursuant to RFP 1035, which closed on February 15, 2021. The original contract was authorized by the Board to run from July 1, 2021, through June 30, 2022, (the "Initial Term") and provided the option to extend for up to two additional one- year terms upon mutual consent of the parties if certain performance metrics incorporated into the contract are met.

The first contract extension ("Year 2") will run from July 1, 2022, through June 30, 2023. The total cost of the contract in the Initial Term will not exceed $628,000.

Budget Code: SYS-0-0-AMT-RH-ECTS (Assessment Contract Services Systemology) $628,000

Prime Employee Info			HUB Participation				COIN	Student Engagement (Required Hours)	
Total #	Minorities	Women	Certified	Req.	Submitted	Value	Req.	Paid Student Employment	Educational Experience
1,066	164	638	No	NA	NA	NA	NA	600*	20**

*400 hours, Component A; 200 hours, Component B
**10 hours, Component A; 10 hours, Component B

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:

- Milliman, Inc., ("Milliman") for actuarial consulting services, OBA-0-0-EMB-DW-ECTS $100,000;

- Renaissance Learning, Inc., for Universal Screening Assessment, SYS-0-0-AMT-RH-ECTS ..... $628,000.

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 professional services contracts as set forth in the attachments provided under separate cover.

Director Siemsen moved 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 6) Action on the Award of Professional Services Contracts Related to Transportation

RFPs 1036 & 1050 Authorization to Modify Compensation in the Current Agreements with School-bus Contractors for Yellow-bus Transportation Services for Students

The Administration requests authorization to modify the compensation agreements with current school bus contractors that service MPS as part of a strategy aimed at improving student transportation services for fiscal year 2022 (FY22).

Since the start of FY22, a significant increase in the inflation rate and the ongoing COVID-19 pandemic continues to exacerbate the bus-driver shortage. School Transportation News estimates that 80% of school districts and bus companies are experiencing driver shortages. The increased cost for busing companies threatens unsustainable operational losses that contractors cannot absorb without addressing through a collaborative approach. As such, the Administration is now requesting a modification to provide a $30 operations surcharge per bus route per month that will assist bus companies in meeting or exceeding their quota of buses that driven exclusively for servicing MPS.

The addendum is for a term of July 1, 2021-June 30, 2022, and would not exceed $3,283,000.

Budget Code: AST00TRSDW -EPPT (Contracted Services) $3,283,000

Contractor	Amount
Durham School Services LP*	$345,000
First Student, Inc.	$850,000
Lakeside Buses of Wisconsin, Inc.	$920,000
Lamers Bus Lines, Inc.	$370,000
North American Central School Bus Intermediate Holding Company, LLC, dba Illinois Central School Bus, LLC	$630,000
Specialized Care Transport, Inc.	$168,000

*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

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 related to transportation:

- Durham School Services LP, for modified compensation, AST-0-0-TRS-DW-EPPT $345,000;
- First Student Inc., for modified compensation, AST-0-0-TRS-DW-EPPT $850,000;
- Lakeside Buses of Wisconsin, Inc., for modified compensation, AST-0-0-TRS-DW-EPPT $920,000;
- Lamers Bus Lines, Inc., for modified compensation, AST-0-0-TRS-DW-EPPT $370,000;
- North American Central School Bus Intermediate Holding Company LLC, dba Illinois Central School Bus, LLC, for modified compensation, AST-0-0-TRS-DW-EPPT $630,000;
- Specialized Care Transport, Inc., for modified compensation, AST-0-0-TRS-DW-EPPT ..... $168,000.

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 O'Halloran 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.

* * * * *

(Item 7) Action on the Award of Exception-to-bid Requests

——— Authorization to Issue a Purchase Order to Emerys Cycling Triathlon and Fitness for Bicycles Modified for Students in Special Education to Participate in PE Class

The Administration is requesting authorization to issue a purchase order to Emerys Cycling Triathlon and Fitness for 20 bikes for students in special education to be able to participate in physical education classes.

The primary purpose of physical education is to teach students lifelong physical activities. In 2015, Children's Wisconsin donated 28 Trek Bikes for MPS to use in third- and fourth-grade physical education classes. In 2019, MPS received grants from Wisconsin Health and Physical Education and the American Cancer Society to purchase a second fleet of 30 Trek bikes to expand the bike program in PE classes. None of the bikes were

able to be used for students who had physical disabilities. With funding from the referendum, the District has added two more fleets of bikes. This request for a purchase order will add bikes to the MPS bike fleet that can be used for students with special needs.

Emerys Cycling Triathlon and Fitness focuses on "everyone can ride." It has created proprietary modifications to tricycles that are designed for individuals with disabilities. These additional modifications will allow teachers to adjust the bikes to individual students' needs and allow them to ride with their classmates in physical education class. This will allow five bikes to be in each of the four fleets of bikes that are shared with the schools every fall and spring. In addition, this purchase order includes stands that allow the bikes to be used as stationary bikes. During the winter months, these bikes will be sent to schools to be used by physical therapists and in adapted physical education.

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 $69,698.60.

Budget Code: HPE-0-I-LAM-DW-ENCQ (Curriculum & Instruction — Purchases)..... $69,698.60

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

——— Authorization to Issue a Contract to Smekens Educational Solutions, Inc., for Writers' Workshops

The Administration is requesting authorization to issue a contract to Smekens Educational Solutions, Inc., for writers' workshops. Smekens Educational Solutions, Inc., will be used to assist a maximum of 600 MPS teachers with on-demand workshops that focus on standards-aligned strategies that can be implemented during the Writers' Workshop, which is the instructional framework that Milwaukee Public Schools uses for explicit writing instruction. Each participant will receive a kit that contains the tools to move forward with his/her training.

In addition to the on-demand training, Smekens Educational Solutions will provide 10 sessions to the literacy instructional coaches and writing teacher champions that focus on facilitating effective instructional writing strategies in the classroom.

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 June 1, 2022, through May 31, 2023. The total cost of the goods purchased will not exceed $79,463.00.

Budget Code: ITS-0-0-8F2-CI-ECTS..... $79,463.00

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 SolidProfessor for Pre-engineering Education Software

The Administration is requesting authorization to issue a purchase order to SolidProfessor for pre-engineering education software. SolidProfessor will be used within our Project Lead The Way (PLTW) engineering curriculum.

As students tackle different PLTW projects, they often need extra instruction to learn how to best navigate their CAD, CAM, or BIM software. SolidProfessor provides videos for our students to watch at home. In

addition, our students would be able to get industry-standard certifications in SolidWorks, Onshape, and Autodesk products (Inventor, Revit, Fusion 360, and AutoCAD). For the Onshape Associate Certification, the vendor will provide a complimentary voucher to sit for the exam to any student who completes the in-platform prep course. This service would last until 3/1/2025 at six schools: Barack Obama School of Career and Technical Education, Bay View High School, Bradley Tech, Golda Meir, Marshall High School, and Milwaukee High School of the Arts.

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 of the goods purchased will not exceed $62,100.00.

Budget Code: DTI-0-0-8F2-EO-ESUP (Technology Equipment) $62,100.00

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 von Briesen & Roper, S.C., for Legal Services

The Administration is requesting authorization to enter into a contract with von Briesen & Roper, S.C.. (von Briesen) for legal representation on various employment matters.

The City Attorney's Office for the City of Milwaukee serves as legal counsel for the Milwaukee Board of School Directors. On March 18, 2022, the City Attorney notified the District that it would be beneficial to seek outside legal counsel with regard to certain ongoing cases. Being a large law firm with the capacity and expertise to provide excellent representation, von Briesen will be able to respond on short notice. Many school districts across Wisconsin are represented by von Briesen.

The exception from the requirement of a competitive procurement process for this contract has been granted on an emergency basis as the ongoing cases identified need immediate legal representation (Administrative Policy 3.09(7)(e)(1)(c)).

The contract will run from April 22, 2022, through April 21, 2023, (the "Initial Term") with two additional one-year options to extend upon mutual consent. The total cost of the Initial Term will not exceed $100,000.

Budget Code: OGA-0-0-HRO-HR-ECTS (Contract 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
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:

- Emerys Cycling Triathlon and Fitness, for bicycles, HPE-0-I-LAM-DW-ENCQ $69,698.60;
- Smekens Educational Solutions, Inc., ITS-0-0-8F2-CI-ECTS $79,463.00;

- SolidProfessor ,for pre-engineering education software, DTI-0-0-8F2-EO-ESUP $62,100.00;
- von Briesen & Roper, S.C., for legal services, OGA-0-0-HRO-HR-ECTS..... $100,000.00.

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.

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

* * * * *

(Item 8) Action on a Request to Approve the Proposed Budget for the Coronavirus Relief Funds

Background

Governor Evers has set aside additional Coronavirus Relief Funds to provide to school districts. The funding is part of the federal Coronavirus Aid, Relief, and Economic Security, or CARES, Act. Milwaukee Public Schools received $9,619,944 of aid.

Coronavirus Relief Funds, Proposed Budget, 2022-23

Early Childhood/Early Learning

The Milwaukee Public Schools' Early Childhood, which focuses on pre-kindergarten through third grade, supports educators and administrators with information and support that promote children's learning. With a focus on curriculum implementation and standards alignment, professional development, early childhood coaching, and family support, the intended outcome is to improve program policy and instructional quality in addition to preparing all students for strong academic careers within MPS.

ECE Curriculum Specialist..... $108,000

Lead and support high-quality learning and teaching for the district's youngest learners and support the coordination of early initiatives across the district.

Six FTE Early Childhood Instructional Coaches (three math and three literacy)..... $570,000

The Early Literacy instructional coaches will have the primary responsibility to ensure that the district-adopted professional learning strategies are implemented with fidelity.

One FTE Transition and Outreach Coordinator..... $78,322

MPS/MKE 1,825 Initiative Partnership Outreach, before- and after-school support, Transition to School (school-wide support), Countdown to Kindergarten (year-round) — collaborates with Bridges MKE coordinator

Foundational Writing — Kids' Writing Workshop $96,048

Provide a workshop, at the beginning of the year, with follow-up professional development offering every other month throughout the school year for SST and writing champions that supports EC classrooms. This cohort of individuals will work on providing training in addition to a scope and sequence and rubrics for early writing.

Foundational Literacy — LETRS Training $350,000

Provide training for EC instructional coaches to provide specific support to schools in need of improvement within each region every other month throughout the school year. (All literacy coaches will receive this training as well.)

ECERS-R Early Childhood Environmental Rating Scale — Revised Resources $666

The Early Childhood Environment Rating Scale® is designed for use in center-based programs with children three through five years of age. ECERS-3 is the new, fully-revised third edition of the scale.

Standards-based Report Card $32,016

Teacher work group (20 max; 10 pre-K and 10 K) works on revising the standards-based report card so to make more teacher- and family-friendly.

Subtotal, Early Childhood $1,235,052

Mathematics

The continuous growth in students' mathematics achievement in MPS is heavily dependent on quality and consistency across teachers within a school working toward a common vision of challenging mathematics. Therefore, school-based professional learning communities are a major goal, as well as ensuring that all students PK-12 have access to, are prepared and supported for, and succeed in challenging mathematics.

Eight Building-based Math Teacher Leaders in Schools in Need of Improvement $760,000

The math teacher leader will provide direct support to classroom teachers through:

- demonstration and collaborative teaching
- classroom modeling
- small-group (such as grade-level or content-area groups) and one-on-one coaching
- classroom visits and embedded professional development; providing feedback and suggestions to classroom teachers.

Math Action Plan $200,000

Each building, under the guidance of its SST, district math coach, and teacher leader, would write a math action plan. Once approved, the school could receive additional funds ($1,000-$3,000 per year) to engage teachers and families. The math action plan would need to align with an accountability measure such as a continuum of professional work for mathematics.

Subtotal, Mathematics $960,000

Literacy

The goal of the MPS Literacy Department is to design a plan of action to increase PreK-grade 12 reading achievement. As a key component of literacy reform in MPS, our literacy initiative has been designed to guide the development of consistent quality PreK-grade 12 literacy instruction, assessment, and professional development across the district. Our goal is that every student will have strong literacy skills for school and life.

Eight Building-based Literacy Teacher Leaders in Schools in Need of Improvement $760,000

The literacy teacher leader will provide direct support to classroom teachers through:

- demonstration and collaborative teaching
- classroom modeling
- small-group (such as grade-level or content-area groups) and one-on-one coaching

- classroom visits and embedded professional development; providing feedback and suggestions

Literacy Action Plan..... $200,000

Each building, under the guidance of its SST, district literacy coach, and teacher leader, would write a literacy action plan. Once approved, the school could receive additional funds ($1,000-$3,000 per year) to engage teachers and families. The literacy action plan would need to align with an accountability measure such as a continuum of professional work for literacy.

One Social Studies and One Science Instructional Coach $190,000

With the new textbook adoptions and the amount of support needed at schools, it makes sense to have dedicated coaches in elementary, middle, and high schools.

Subtotal, Literacy $1,150,000

Climate-justice Education (CJE)

In order to fulfill the resolution that spoke of the urgency of dealing with the climate crisis, the need for climate literacy, and the integration of climate-justice curriculum into all grade levels and subject areas, there is a need for a staff member whose sole job is to lead this work.

Climate Justice Teacher Leader $95,000

The resolution calls for climate justice to be woven into all curricular areas, and we should not expect a curriculum specialist in one subject area to lead the work in all subject areas. The CJE teacher leader (200 days) will build positive relationships with curriculum specialists in all subject areas.

Climate Justice Curriculum Development..... $40,000

This is for curriculum development by interested teachers.

Social Studies, Ethnic Studies, and Climate Justice Curriculum Professional Development $100,000

Provide professional development opportunities for ethnic studies and social students teachers on the newly-adopted curriculum

Subtotal, Climate Justice $235,000

Attracting and Retaining Staff

Staff vacancies need to be addressed through intentional plans to attract and to retain employees. The longevity bonus is a strategy that will help retain MPS's most-experienced staff, who may not experience the same raises as other staff. A director will help create and implement a plan for remote-work options.

Longevity Bonus..... $3,400,000

Provide a non-base building bonus, equivalent to a step, to retain experienced staff that have reached the top of the salary schedule and, therefore, will not receive increased pay through a step progression. Staff would need to commit to one more year in the district to receive the bonus.

Provide a non-base building bonus, equivalent to a step on the salary schedule, to retain experienced staff who are eligible for retirement with benefits on or before January 1, 2023. Staff would need to commit to one more year in the district to receive the bonus.

Director of Remote Work $173,470

The director will:

- determine the feasibility of remote work through the different job classifications;
- facilitate district policies and procedures concerning remote work; and
- advise administrators on working with remote staff.

Subtotal, Retaining Staff..... $3,573,470

Facility and Maintenance Services

Facility and Maintenance Services will ensure sustainable facilities management that will positively impact the environment.

Facility and Maintenance Services Sustainability Manager..... $150,551

Provides leadership in support of the District's plans to incorporate sustainability activities aimed at reducing the environmental impact of MPS's operations. Serves as the lead person for all sustainable project activities, including energy management, waste and recycling strategies, potable and storm-water management, leadership in energy and environmental design (LEED) or comparable green building standards, and conservation and green initiatives.

Facility and Maintenance Services Civil Engineer $150,551

Manages civil projects such as parking lots, green infrastructure projects, tot lots, and other site projects. Provides expertise for both design and construction phases with civil projects.

Subtotal, Facility and Maintenance Services, Building Façade $301,102

School Nutrition Services

School Nutrition Services is working to update its menus and selection of food served. One chef position is already being recruited to help with this work.

Three School Nutrition Services Chefs $289,932

Adding three more chefs will assist us in creating new recipes to reflect our student customers' taste preferences and to diversify our menu offerings.

Subtotal, School Nutrition Services, Chefs..... $289,932

Transportation Services

Due to the rise in inflation and the ongoing COVID-19 pandemic, provide school-bus contractors the opportunity to earn an operations surcharge to improve student transportation services.

Increase cost of student transportation services..... $1,875,388

Offset the cost of an operations surcharge provided to bus companies with an executed agreement and that meet the requirements *[sic]*.

Subtotal, Student Transportation Services	*$1,875,388*
Grand Total	$9,619,944

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 3.01, Annual Operating Budget

Fiscal Impact Statement

Approval of this item will allow the $9,619,944 in Coronavirus Relief Funds to be budgeted and expended as outlined above.

Implementation and Assessment Plan

Upon the Board's approval, the funding will be budgeted for expenditure in 2022-23.

Administration's Recommendation

The Administration recommends the Board approve the proposed budget for the Coronavirus Relief Funds.

Vice-President Taylor held the Chair for one minute, at 7:36 p.m.

President Peterson in the Chair.

Director Carr moved to refer the item to committee for additional study.

The motion failed of adoption, the vote being as follows:

Ayes — Directors Carr and Taylor — 2.
Noes — Directors Garcia, Gokalgandhi, Herndon, Leonard, O'Halloran, Siemsen, and Peterson — 7.

Vice-President Taylor held the Chair from 7:55 to 7:56 p.m.

President Peterson in the Chair.

The previous question having failed of adoption, Director Gokalgandhi moved to approve the Administration's recommendation.

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 9) Action on a Request to Revise Administrative Policies 8.23, Weapons in the Schools; 8.28, Student Discipline; and 8.31, Student Suspension

Background

The following proposed revisions to Administrative Policy 8.23, Weapons in the Schools, reflect changes in the definitions within the Student Code of Conduct:

Administrative Policy 8.23
Weapons in the Schools

(2) Other Criminal Offenses

(a) Criminal Offenses Other Than Weapons Possession or Use

1. Disciplinary action shall also be taken against students involved in criminal offenses other than weapons possession and use. Conduct that violates this section includes serious gang activity, battery, extortion, robbery, sexual assault, arson, bomb threats, possession or ownership and use of illegal drugs or alcohol, possession with intent to distribute illegal drugs or alcohol, and hazing.

2. An expulsion recommendation shall be made for the following verified offenses:

a. Battery — unprovoked~~/unanswered~~ intentional physical contact without consent causing bodily harm;

b. ~~Assault~~ Attempted Battery — a physical attempt to cause bodily harm to another person without making physical contact ~~where there is a show of force that causes reasonable fear or apprehension of immediate bodily harm~~;

c. Sexual Assault — intentional bodily contact of a sexual nature that occurs without ~~the~~ explicit consent ~~of the recipient~~;

d. Engaging in Sexual Activity — Engaging in sexual activity on school grounds or during school activities, including, but not limited to, touching private body parts of another person (buttocks, groin, and/or breasts) and/or removing of one's clothing to engage in sex;

~~d~~ e. Possession/Possession with Intent to Distribute Illegal Drugs or Alcohol — ~~Selling, giving away, or otherwise transferring to another person any controlled substance or alcohol, including any transfer of a prescription drug~~

~~or any substance alleged to be a drug, regardless of its actual content~~ Possessing, possessing with intent to distribute, selling, giving away, transferring, having under one's control, or using any alcoholic beverages, controlled substances, THC in any format, or intoxicants.

3. The length of the expulsion period shall be recommended by the Administration.

The proposed revisions to Administrative Policy 8.28, Student Discipline, codify prior board action as part of Resolution 2021-007, which was adopted in September 2020, regarding suspensions for students below sixth grade:

Administrative Policy 8.28,
Student Discipline

(1) General Principles

(a) The Board believes that students have a right to learn and that educators have a right to teach in a safe and orderly environment that fosters mutual respect for all individuals. No individual or group has the right to undermine the goal of providing a high-quality education for all students.

(b) All schools in MPS are expected to provide a multi-tiered system of behavioral interventions and supports to create safe, respectful, welcoming environments that are free from disruption. Rules governing in-school discipline — which should be established by the school administration after consultation with representative students, teachers, and parents — must be within policy guidelines established by the Board. The Board expects discipline to be administered in a nondiscriminatory manner and that disciplinary actions be appropriate to the circumstances.

(c) Discipline for a violation of school rules that is dangerous, disruptive, or interferes with a teacher's ability to teach effectively may include periods of exclusion from the regular school day or some other consequence. Such disciplinary actions should be combined with student counseling, parental conferences, restorative practices, referrals to appropriate supportive services, and/or adjustment of students' programs.

(d) Disciplinary action may not be taken for nonpayment of school fees or fines. Students cannot be denied the right to a free or reduced-price lunch (assuming eligibility) as a means of discipline. Physical education is considered an academic subject and must not be withheld from a student as punishment. Similarly, students must not be compelled to perform physical activities, including, but not limited to, running laps or doing push-ups, as punishment.

(e) Serious, repeated violations of school rules or violent behavior (aggressive behaviors that cause or threaten physical or emotional harm) may result in consequences such as disciplinary transfer, suspension, or expulsion.

(f) In order to establish a multi-tiered system of behavioral interventions and supports, the Board endorses that each school:

1. establish school-wide expectations that specify safety, respect, and responsibility;
2. define the behaviors that are expected from all students;
3. teach all students the expected behaviors;
4. acknowledge the positive behaviors displayed by students and address the negative behaviors displayed by students, as needed; and
5. provide interventions and supports for students who need additional assistance with meeting the behavioral expectations of the school and of the district.

(g) Teachers, administrators, and school staff shall also receive training in administrative policy and procedures pertaining to conduct and discipline, due-process requirements, and any revisions to the Parent/Student Handbook on Rights, Responsibilities and Discipline.

(h) Parents will be notified annually in September through a letter indicating where they can download a copy of the Parent and Student Handbook on Rights, Responsibilities and Discipline. Parents will also be able to obtain paper copies from their children's schools upon request.

~~(h)~~ (i) The Board directs that administrators follow due process in all cases in which suspension might be contemplated.

(2) Administrative Transfers

(a) Administrative transfer is defined as any school transfer based on the proven misconduct of a student. Whenever such action is being considered, the parent, guardian, or adult student shall be notified in writing that he/she has the right to an impartial meeting and that he/she

may be represented by a lawyer or a representative of his/her choice before the student can be transferred to a different school for disciplinary reasons.

(b) If the parent, guardian, or adult student disagrees with the decision of the Student Services supervisor, the parent, guardian, or adult student, may appeal the decision to the senior director of Student Services within 48 hours of the decision.

(c) If the Student Services supervisor is unable to schedule a disciplinary meeting within the suspension period (five days), the student shall be entitled to return to his/her original school following the period of suspension until the student has exercised the right to a hearing. Under these circumstances, the principal may determine that, because of a serious breach of discipline, the student poses a danger to him/herself or others. The principal may remove the student from the regular classroom environment. The student may also be given a temporary assignment to another school or alternative program by the Student Services supervisor until the disciplinary hearing is held.

(3) Additional Disciplinary Requirements, Procedures

(a) When a student's inappropriate behavior requires that the student be removed from the instructional setting or area under supervision, a district Behavior Referral Form must be completed by a staff member. Before the student is able to return to the instructional setting or area under supervision, a disposition from an administrator must be communicated to the staff member.

(b) Staff shall attempt a range of corrective measures before creating a behavior referral, unless it can be shown that there is a threat to the safety of students or staff or the behavior is such that the disruption to the educational environment can only be remedied by a referral.

(~~b~~ c) The district's Behavior Referral Form shall not be required in emergency situations. At the earliest possible time following the emergency situation, however, the staff member shall provide to the administrator a completed district Behavior Referral Form.

(~~c~~ d) The Board recognizes that the district's Behavior Referral Form may be used as a document in legal proceedings, and district employees are required to complete the district Behavior Referral Form in a professional manner.

(~~d~~ e) A student who is or has been suspended from school shall be excluded from the building and prohibited from attending all classes and all activities held at school or on any premises controlled by the Milwaukee Board of School Directors. The student shall remain under immediate administrative supervision until the parent is contacted and the student can be sent home or until the end of the school day (whichever comes first). In all suspension cases, the suspended student shall be escorted out of the building.

(~~e~~ f) In cases in which documentation is provided showing chronic disruption or repeated violation of school rules, a referral to the Department of Student Services requesting a hearing with a Student Services supervisor for an appropriate disposition may be initiated.

(~~f~~ g) If the problem is not resolved by the previous steps, the matter should be referred to the senior director of ~~the~~ Student Services for an appropriate disposition.

(4) Peer Council

Schools, after involvement from staff and the school community, may opt to implement a peer council to handle minor incidents that occur at school. Schools that opt to implement a peer council shall follow administrative guidelines related to confidentiality of student records, limitations of the peer council, and administrative review of the council's disposition, as well as other administrative guidelines that may be established to ensure that the peer council operates in the best interest of the district. In addition, every school that opts to implement a peer council shall be required to develop operating procedures for that peer council.

(5) Code of School/Classroom Conduct

(a) Purpose

1. The Milwaukee Public Schools is committed to providing a safe and effective learning environment by recognizing that:

   a. students have a right to learn, and educators have a right to teach, in a safe and orderly learning environment; and
   b. no individual or group has a right to undermine the goal of providing a quality education to all students.

2. School personnel are responsible for maintaining a positive learning environment and for enforcing proper order. Students are responsible for their behavior and are expected to abide by the Code of School/Classroom Conduct and other school and classroom rules that are established to maintain order and a favorable academic atmosphere in the school.

(b) Students' Responsibilities

1. It is the student's responsibility to:

a. adhere to all district policies and to the individual rules of their schools and classrooms;
b. work toward academic achievement by attending school and class regularly, bringing appropriate materials (books, pencils, paper, etc.), and completing all assigned classwork;
c. communicate respectfully with all adult staff members at all times;
d. peacefully resolve conflicts and disputes with others;
e. respect the rights and property of others while traveling to and from school, at all school-related activities, at bus stops, and on school buses;
f. act responsibly and honestly, both as individuals and as part of a group.
g. act responsibly with school property, school-issued books, and equipment.
h. return, replace, or reimburse the school for lost or damaged school property, books, and equipment.

2. The code of school/classroom conduct applies to all students in the district when they are:

a. present in or on property of the school district;
b. at any school-sponsored activity, regardless of the location;
c. traveling to and from school, including bus transportation.

3. A student's conduct that violates the Code of School/Classroom Conduct and which is dangerous, disruptive, or interferes with the teacher's ability to teach effectively shall not be tolerated. Any student who engages in such conduct shall be subject to discipline, which may include removal from class, school suspension, removal from school, placement in an alternative education setting, a recommendation for expulsion from the Milwaukee Public Schools, or any other disciplinary action deemed appropriate at the school level. Criminal acts shall require police intervention.

(c) Students with Disabilities

The Code of Classroom Conduct applies to students with disabilities. The student's Individualized Education Plan, behavioral intervention plan, and the due-process procedures regarding discipline for students with disabilities shall be followed when disciplining students with disabilities.

(d) Removal of a Student from Classroom

1. ~~The teacher may remove from the classroom any student who violates the Code of School/Classroom Conduct. Teachers must notify the principal or the principal's designee immediately of the removal of a student from class by completing the Behavior Referral Form. The Behavior Referral Form shall indicate that the student has violated the Code of School/Classroom Conduct to the principal or the principal's designee. The teacher may, within 24 hours of the student's removal from class, provide the Administration with additional written documentation to support the removal of the student for the code violation. Schools should use the PL Personalized Learning Plans (PLP) Notes – Behavior to communicate inappropriate student conduct that has not reached the severity of a code violation before referring to the principal or principal's designee.~~ The teacher may remove a student from the classroom only in situations where the violation of Code of School/Classroom Conduct threatens the immediate safety of students and staff or the behavior in question is such that the substantial disruption to the educational environment can only be remedied by removal.

a. Teachers must notify the principal or the principal's designee immediately of the removal of a student from class by completing the Behavior Referral Form. The Behavior Referral Form shall indicate that the student has violated the Code of School/Classroom Conduct to the principal or the principal's designee.
b. The teacher may, within 24 hours of the student's removal from class, provide the Administration with additional written documentation to support the removal of the student for the code violation.
c. When a student violates the code of conduct and there is no immediate danger to staff or student and the educational environment has not had a substantial

disruption, the teacher must employ a series of classroom management interventions and/or alternate removal to district-sanctioned school support staff.

d. Schools should also use the ~~PL Personalized Learning Plans (PLP) Notes-Behavior to communicate~~ Classroom Behavior tab under PLP to ~~communicate~~ document inappropriate student conduct that has not reached the severity of a code violation, as well as the interventions used to attempt to remediate the behavior, before referring to the principal or principal's designee.

2. The principal or principal's designee shall determine the disciplinary action level, 1-4, and initiate the appropriate discipline action for the disposition of the violation of the Code of School/Classroom Conduct. Based on the level determined, the principal or designee may:

a. re-admit the student to the classroom from which the student was removed;
b. place the student in another classroom or appropriate location in the school;
c. issue a pending suspension, or a suspension from school; or
d. initiate a Central Services referral for removal from the school or to recommend the expulsion of the student.

3. The principal or designee shall consider the following factors in determining the appropriate discipline action:

a. Is the removal reasonable, non-discriminatory, and for an educational purpose?
b. Severity of the conduct — Is the conduct in question subject to other disciplinary procedures?
c. Is approval required by the Regional Superintendent or designee for disciplinary action?
~~c~~ d. What resources are available?
~~d~~ e. What are the state and federal legal requirements?

(e) Notification of Parent/Guardian of Removal of Pupil from Class

1. The building principal or designee shall notify the parent/guardian in writing if a disciplinary action has resulted in a suspension or change in classroom placement. The written notice shall include the reason for removal and the disciplinary outcome.

2. The building principal or designee shall request approval from the Regional Superintendent or designee for a suspension for students in kindergarten through the sixth grade, for chronic disruption after all intervention requirements have been met.

~~2~~ 3. Administrative policies and federal and state laws and regulations shall be followed if a student removed from class has a disability. Notification of the parent or guardian and an updated Individualized Education Plan must occur for a change in placement.

~~3~~ 4. When a student is subject to a suspension or expulsion, the parent/guardian shall be notified in accordance with state laws and administrative policies.

[The remainder of the policy remains unchanged.]

Proposed revisions to Administrative Policy 8.31, Student Suspension, clearly articulate due-process requirements for suspension:

Administrative Policy 8.31
Student Suspension

(1) General

(a) In accordance with state statutes, a student may be suspended by a school administrator for not more than five school days if the administrator finds that:

1. The student is guilty of violating a Board policy or school rule; or
2. While at school or under supervision of a school authority, the student endangered the property, health, or safety of others; or
3. The student knowingly conveyed a threat or false information concerning an attempt or alleged attempt to destroy any school property by means of explosives; or
4. The student engaged in conduct, while not under the supervision of a school authority, that endangered the property, health, or safety of others at the school or under the supervision of a school authority; and

5. The suspension is reasonably justified.

(b) A student in kindergarten through sixth grade that presents an imminent danger to the physical, emotional, or mental safety of specific students and/or staff may be suspended with the approval of the Regional Superintendent or designee.

(~~b~~ c) State statutes notwithstanding, ~~The five-day~~ suspensions ~~should be used only when the incident is so severe that it must be referred to the Division of Parent and Student Services for a hearing~~ are limited to three days unless other administrative action, such as a referral to the Department of Student Services or expulsion, is recommended.

(~~c~~ d) Before being suspended from school, the student shall be informed of the reason for the suspension and given a chance to respond. After the student's readmission to school, he or she shall be allowed to take any quarterly, semester, or grading-period examinations missed during the suspension period.

(~~d~~ e) State law also provides that students and their parents or guardians may, within five school days following the beginning of a suspension, have a conference with the director of the Department of Parent and Student Services or his/her designee who shall not be a principal, administrator, or teacher in the student's school. If the Director of the Department of ~~Parent and~~ Student Services or his/her designee finds that the student was suspended unfairly or unjustly, or that the suspension was inappropriate given the nature of the alleged offense, or that the student suffered undue consequences or penalties as a result of the suspension, the suspension shall be removed from the school record. The finding of the director of the Department of Parent and Student Services shall be made within 15 days of the conference.

(f) The Board directs that administrators follow due process in all cases where suspension might be contemplated.

1. A suspension notice shall be sent home with the student and mailed to the parent/guardian and contain:

   a. the time, date, length, and specific reason for the suspension;
   b. information for the parent/guardian about having the student reinstated (returned to school) and a request that the parent call the school to arrange a conference before the student is reinstated; and
   c. notice that the suspended student cannot participate in school-related activities during/after school or on weekends.

2. After the suspension has been issued, the administrator shall create a PLP — Suspension Notice and scan the original suspension notice into the student information-management system.

(2) Early Reinstatement

Recognizing that the absence from classroom exposure is detrimental to the learning process, the return of any student suspended from school within the three-day suspension period is to be encouraged. Therefore, school principals may permit students to return to school in fewer than three days if they and their parents or guardians have conferred with the principal or the representative of the principal. An after-school visit for the student and the student's parent or guardian shall be arranged, when possible, if the parent or guardian is unable to visit the school during the regular school hours.

(3) Policies For Reducing Suspensions

(a) Each elementary, middle, and high school shall form a local school ~~advisory~~ disciplinary committee ~~on~~ to review referral data, suspensions and suspension disproportionality by utilizing appropriate representatives from the ~~Human Relations Advisory Committee and the collaborative support team~~ entire school community. ~~Both regular and at-risk students at the middle and high school levels should be included on the committee.~~

(b) The Department of ~~Parent and~~ Student Services shall develop a uniform procedure for school suspensions after receiving input from representatives and the city-wide discipline task force. The procedure shall be presented to the Board and shall be designed for city-wide implementation. The policy regarding weapons and other criminal offenses, the administrative transfer policy, and the Handbook on Parent/Student Rights Responsibilities and Discipline shall provide the basis for a school advisory group to develop an individual school plan.

~~(c) Elementary school suspensions shall be limited to serious breaches of discipline, which would include:~~

~~1. possession of a weapon~~

~~2. teacher assault and/or student sexual assault~~
~~3. other serious offenses endangering the health and safety of students or staff.~~

(~~d~~ c) All schools shall develop creative alternatives to suspension. Teachers shall work with students and parents prior to making disciplinary referrals to the school administration.

(~~e~~ d) All elementary, middle-, and high-school principals shall develop plans for effectuating suspension reduction. School effectiveness plans shall contain specific numerical goals for reduction of school suspension.

(~~f~~ e) Periodic reports shall be submitted through the Department of ~~Parent and~~ Student Services to the Board to keep the Board informed of student suspensions, administrative transfers, and other data as necessary to reflect the level of discipline issues in the district.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Implication Statement

Administrative Policy 8.28, Student Discipline

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will update the policies.

Administration's Recommendation

The Administration recommends that the Board approve the proposed revisions to Administrative Policy 8.28, Student Discipline; Administrative Policy 8.31, Student Suspension; and Administrative Policy 8.23, Weapons in the Schools.

Director Gokalgandhi, having moved to refer the item to committee, withdrew the motion prior to the roll's being called.

The gavel was passed to Vice President Taylor at 8:44 p.m.

The gavel was returned to President Peterson at 8:51 p.m.

Director Gokalgandhi again moved to refer the item to committee.

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 10) Action on a Request to Waive Administrative Policy and Procedure 7.34 to Modify Instructional Minutes for High Schools

Background

Wisconsin Statutes, §121.02(1)(f), establishes instructional minutes for all grade bands. Schools with students in grades 7-12 schools must provide at least 1,137 hours of instruction. During the 2021-22 school year, Milwaukee Public Schools' high schools did not meet this required threshold. Even after the District implemented make-up instructional days on April 5 and May 16, high schools are still short 40 minutes of instruction time to meet this minimum requirement.

The Administration is proposing that ten minutes be added to each exam period during May 24, 25, and 26. This would lengthen periods and does not alter the schedule outlined in Administrative Procedure 7.34.;

Pulaski High School needs to make up an additional 195 minutes due to an emergency that required the school to close temporarily. After consultation with the staff at Pulaski, the Administration recommends that a full day of instruction be scheduled on the first exam day to make up for the additional 195 minutes lost due to the fire. The school will still schedule three exams (opportunities to demonstrate evidence of proficiency) in the morning. Students would be served lunch and then study sessions would be schedule for students to work on their final evidence, consult with staff, and get academic support. All Pulaski students would be required to attend the full day of school.

Administrative Policy 7.34 and Administrative Procedure 7.34 outline our final evidence of proficiency protocols. This recommendation would require a slight modification of the Administrative Procedure, which indicates that "…no more than three periods per day for the last three half-days of each semester; can be scheduled."

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

None at this time.

Administration's Recommendation

The recommendation is that the Board waive Administrative Policy and Procedure 7.34, as described in the background of this item, to ensure that high schools meet the required number of instructional minutes for the 2021-22 school year.

Director O'Halloran 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.

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(Item 11) Reports of the Board's Delegates

The Board received the monthly reports of its delegates to the Head Start Policy Council and to the Wisconsin Association of School Boards.

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(Item 12) Monthly Report of the President of the Milwaukee Board of School Directors

President Peterson advised that a report on his April activities will be provided next month.

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There being no further business on its agenda, the Board took up consideration of 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 on Litigation in Which the Board Is or Is Likely to Become Involved, which had been postponed earlier in the meeting.

(Item 1) 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

A closed session is requested 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 reconvene in open session to take action on matters considered in executive session and/or to continue with the remainder of its agenda.

This request is made pursuant to Wis. Stat., §19.85(1)(g).

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 O'Halloran moved to retire to closed session pursuant to Wis. Stat., 19.85(1)(g).

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.

The Board retired to closed session at 9:00 p.m.

The Board reconvened in open session At 9:40 p.m.

Director O'Halloran moved to terminate the lease agreement with HRI, Inc., for the property located at 4834 N. 35th Street, under the terms and conditions as outlined in executive session and to authorize the Office of the City Attorney to execute the agreement.

The motion passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Siemsen, Taylor, and President Peterson — 5.
Noes — None.
Abstain — Directors Garcia and Gokalgandhi — 2.
Temporarily Absent — Directors Carr and Leonard — 2.

* * * * *

The Board adjourned at 9:43 p.m.

JACQUELINE M. MANN, Ph.D.
Board Clerk